

City of Dover Collective Bargaining Background & Comparative Information



City of Dover, New Hampshire

September, 2026

City of Dover, NH

FY2028 Labor Negotiations Background Information

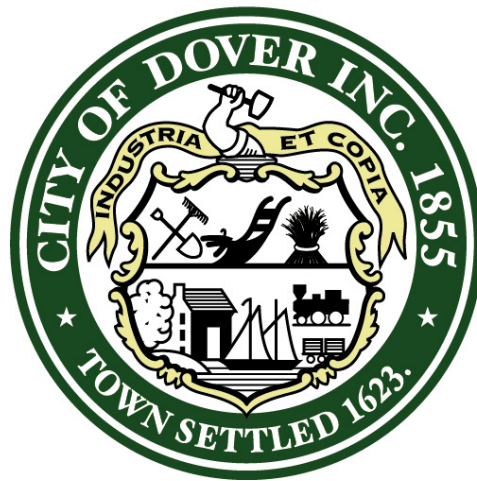
Previous Negotiating Objectives/Accomplishments

- 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). The City 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.

City of Dover, NH

Compensation Program Overview

*With FY2027 Market Analysis and
Survey Data*





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.



FY2027 Dover Classification Plan

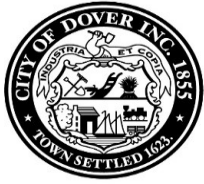
Classification Title	Pay Plan Grade	Union
ACCOUNT CLERK I	D07	DMEA
ACCOUNT CLERK II	D09	DMEA
ACCOUNTANT I	D13	DMEA
ACCOUNTANT II	D20	DMEA
ADMINISTRATIVE ASSISTANT	D14	non-union
ADMINISTRATIVE MANAGER	D15	non-union
ANIMAL CONTROL OFFICER	D12	DPA
AQUATIC FACILITY MANAGER	D16	DPEA
ARENA FACILITY MANAGER	D17	DPEA
ARENA PROGRAM - MARKETING SUPERVISOR	D16	DPEA
ASSISTANT CITY ENGINEER	D18	DPEA
ASSISTANT CITY MANAGER	D23	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	D26	non-union
CITY CLERK-TAX COLLECTOR	D21	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 ENGINEER	D20	DPEA
DEPUTY CITY MANAGER	D25	non-union
DEPUTY COMMUNITY SERVICES DIRECTOR	D22	non-union
DEPUTY FINANCE DIRECTOR	D22	non-union
DEPUTY INFORMATION TECHNOLOGY DIRECTOR	D22	non-union
DEPUTY PARKING MANAGER	D12	DPAII
DEPUTY TAX COLLECTOR	D12	DMEA
DIRECTOR OF COMMUNITY SERVICES	D25	non-union
DIRECTOR OF FINANCE	D25	non-union
DIRECTOR OF HUMAN RESOURCES	D22	non-union
DIRECTOR OF INFORMATION TECHNOLOGY	D25	non-union
DIRECTOR OF MEDIA SERVICES	D22	non-union
DIRECTOR OF PLANNING & CDBG	D22	non-union
DIRECTOR OF PUBLIC LIBRARY	D21	non-union
DIRECTOR OF PUBLIC WELFARE	D19	non-union
DIRECTOR OF RECREATION	D21	non-union
ELECTRICAL INSPECTOR	D15	DMEA
ENGINEERING TECHNICIAN	D15	DPEA
ENVIRONMENTAL PROJECTS MANAGER	D19	DPEA
EXECUTIVE ASSISTANT TO CITY MANAGER	D17	non-union
EXECUTIVE SECRETARY	D13	non-union
EXECUTIVE SECRETARY TO POLICE CHIEF	D13	DPAII
EXECUTIVE SECRETARY TO PROSECUTOR	D13	DPAII
FIRE - RESCUE CHIEF	D25	non-union
FIRE ASSISTANT CHIEF	D21	DPFOA
FIRE CAPTAIN	D18	DPFOA



Classification Title	Pay Plan Grade	Union
FIRE DEPUTY CHIEF	D22	DPFOA
FIRE DIVISION CHIEF	D20	DPFOA
FIRE LIEUTENANT	D17	DPFOA
FIRE MECHANIC	D19	non-union
FIRE/HEALTH INSPECTOR	D15	DMEA
FIREFIGHTER-AEMT	D13	IAFF
FIREFIGHTER-EMT	D12	IAFF
FIREFIGHTER-PARAMEDIC	D15	IAFF
FIRE-LIFE SAFETY INSPECTOR	D15	DMEA
FLEET SUPERVISOR	D18	DPEA
HEAVY EQUIPMENT MECHANIC	D13	AFSCME
HEAVY EQUIPMENT OPERATOR I	D12	AFSCME
HEAVY EQUIPMENT OPERATOR II	D13	AFSCME
HUMAN RESOURCES ASSISTANT	D16	non-union
INFORMATION TECHNOLOGY ADMINISTRATOR	D16	non-union
INFORMATION TECHNOLOGY TECHNICIAN	D13	non-union
INVENTORY COORDINATOR	D12	AFSCME
LABORER	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 III	D15	DPEA
MAINTENANCE SPECIALIST	D11	AFSCME
MANAGEMENT ANALYST	D13	non-union
OFFICE MANAGER	D12	DMEA
OFFICE SUPPORT ASSISTANT	D06	non-union
PARKING ENFORCEMENT OFFICER	D09	DPA
PARKING MANAGER	D17	DPAAII
PAYROLL & BENEFITS ADMINISTRATOR	D12	DMEA
PERSONNEL ASSISTANT	D12	DPAAII
PLANT&PUMP STATION SUPERVISOR	D17	DPEA
PLUMBING INSPECTOR	D15	DMEA
POLICE ACCREDITATION COORDINATOR	D15	DPAAII
POLICE CAPTAIN	D22	DPAAII
POLICE CHIEF	D25	non-union
POLICE COMMUNICATIONS SUPERVISOR	D17	DPAAII
POLICE CUSTODIAN	D07	DPA
POLICE DEPUTY COMMUNICATIONS SUPERVISOR	D15	DPAAII
POLICE DISPATCHER I	D11	DPA
POLICE DISPATCHER II	D13	DPA
POLICE LIEUTENANT	D20	DPAAII
POLICE OFFICER I	D14	DPA
POLICE OFFICER II	D16	DPA
POLICE PREVENTION COORDINATOR	D17	DPAAII
POLICE PREVENTION PROGRAMMER	D12	DPA
POLICE PREVENTION PROGRAMMER II	D14	DPA
POLICE PROSECUTOR	D19	DPAAII
POLICE RECORDS SUPERVISOR	D15	DPAAII
POLICE SECRETARY I	D09	DPA
POLICE SECRETARY II	D10	DPA
POLICE SERGEANT	D18	DPAAII
POLICE SOCIAL WORK UNIT SUPERVISOR	D17	DPAAII
POLICE SOCIAL WORKER	D15	DPA
POLICE SYSTEMS IT TECHNICIAN	D13	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



Classification Title	Pay Plan Grade	Union
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
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
SECRETARY II	D10	DMEA
SOLID WASTE ASSISTANT	D12	AFSCME
SOLID WASTE COORDINATOR	D17	DPEA
SPECIALIZED HEAVY EQUIPMENT MECHANIC	D14	AFSCME
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/WTP LAB TECHNICIAN	D13	DPEA
WWTP LAB/INDUSTRIAL PRETREATMENT COORDINATOR	D16	DPEA
WWTP/WTP SUPERVISOR	D19	DPEA
WWTP/WTP OPERATOR I	D14	AFSCME
WWTP/WTP CHIEF OPERATOR	D17	DPEA
WWTP/WTP OPERATOR II	D16	AFSCME



FY2027 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	\$11.38	\$11.73	\$12.08	\$12.45	\$12.82	\$13.16	\$13.52	\$13.88	\$14.23	\$14.59	\$14.94	\$15.30	\$15.66	\$16.01	\$16.50
D02	\$12.22	\$12.60	\$12.97	\$13.35	\$13.73	\$14.11	\$14.50	\$14.89	\$15.27	\$15.65	\$16.02	\$16.40	\$16.78	\$17.17	\$17.67
D03	\$13.12	\$13.54	\$13.94	\$14.33	\$14.74	\$15.15	\$15.56	\$15.97	\$16.37	\$16.77	\$17.18	\$17.58	\$17.98	\$18.39	\$18.96
D04	\$14.11	\$14.57	\$15.00	\$15.42	\$15.88	\$16.31	\$16.76	\$17.21	\$17.63	\$18.08	\$18.52	\$18.96	\$19.38	\$19.84	\$20.43
D05	\$15.19	\$15.67	\$16.15	\$16.60	\$17.08	\$17.57	\$18.05	\$18.52	\$18.99	\$19.48	\$19.95	\$20.41	\$20.90	\$21.36	\$22.00
D06	\$16.31	\$16.84	\$17.34	\$17.86	\$18.37	\$18.89	\$19.37	\$19.91	\$20.40	\$20.92	\$21.42	\$21.95	\$22.46	\$22.96	\$23.66
D07	\$17.55	\$18.09	\$18.63	\$19.20	\$19.72	\$20.29	\$20.84	\$21.36	\$21.92	\$22.47	\$23.00	\$23.56	\$24.09	\$24.65	\$25.39
D08	\$18.86	\$19.43	\$20.02	\$20.60	\$21.20	\$21.75	\$22.35	\$22.93	\$23.52	\$24.08	\$24.68	\$25.26	\$25.86	\$26.45	\$27.23
D09	\$20.29	\$20.91	\$21.55	\$22.17	\$22.81	\$23.43	\$24.05	\$24.69	\$25.32	\$25.95	\$26.59	\$27.21	\$27.86	\$28.47	\$29.32
D10	\$21.79	\$22.47	\$23.16	\$23.83	\$24.51	\$25.18	\$25.87	\$26.54	\$27.21	\$27.90	\$28.58	\$29.25	\$29.93	\$30.60	\$31.53
D11	\$23.43	\$24.15	\$24.88	\$25.61	\$26.33	\$27.05	\$27.79	\$28.51	\$29.24	\$29.96	\$30.69	\$31.40	\$32.15	\$32.87	\$33.86
D12	\$25.19	\$25.97	\$26.75	\$27.56	\$28.32	\$29.12	\$29.90	\$30.69	\$31.48	\$32.25	\$33.03	\$33.83	\$34.61	\$35.39	\$36.47
D13	\$27.07	\$27.93	\$28.78	\$29.62	\$30.46	\$31.30	\$32.16	\$32.99	\$33.84	\$34.67	\$35.53	\$36.36	\$37.22	\$38.05	\$39.21
D14	\$29.11	\$30.00	\$30.92	\$31.83	\$32.71	\$33.61	\$34.54	\$35.44	\$36.33	\$37.24	\$38.16	\$39.04	\$39.94	\$40.86	\$42.10
D15	\$31.28	\$32.26	\$33.24	\$34.22	\$35.20	\$36.17	\$37.15	\$38.12	\$39.10	\$40.07	\$41.03	\$42.01	\$42.99	\$43.97	\$45.30
D16	\$33.62	\$34.67	\$35.72	\$36.78	\$37.82	\$38.87	\$39.91	\$40.96	\$42.00	\$43.04	\$44.11	\$45.16	\$46.19	\$47.24	\$48.66
D17	\$36.16	\$37.29	\$38.44	\$39.55	\$40.67	\$41.81	\$42.94	\$44.08	\$45.20	\$46.32	\$47.47	\$48.58	\$49.71	\$50.84	\$52.39
D18	\$38.87	\$40.09	\$41.29	\$42.52	\$43.71	\$44.93	\$46.15	\$47.34	\$48.57	\$49.78	\$51.00	\$52.22	\$53.44	\$54.64	\$56.29
D19	\$41.79	\$43.08	\$44.37	\$45.67	\$46.96	\$48.27	\$49.56	\$50.85	\$52.16	\$53.46	\$54.75	\$56.05	\$57.33	\$58.64	\$60.42
D20	\$44.92	\$46.32	\$47.72	\$49.14	\$50.53	\$51.93	\$53.33	\$54.75	\$56.16	\$57.56	\$58.96	\$60.37	\$61.77	\$63.17	\$65.09
D21	\$48.29	\$49.78	\$51.29	\$52.79	\$54.28	\$55.79	\$57.27	\$58.78	\$60.27	\$61.78	\$63.27	\$64.78	\$66.26	\$67.78	\$69.82
D22	\$51.91	\$53.54	\$55.15	\$56.77	\$58.39	\$60.00	\$61.62	\$63.24	\$64.85	\$66.48	\$68.10	\$69.71	\$71.31	\$72.93	\$75.14
D23	\$55.82	\$57.54	\$59.27	\$61.00	\$62.75	\$64.49	\$66.22	\$67.95	\$69.70	\$71.43	\$73.17	\$74.90	\$76.63	\$78.39	\$80.75
D24	\$59.98	\$61.86	\$63.73	\$65.60	\$67.46	\$69.33	\$71.20	\$73.08	\$74.92	\$76.80	\$78.68	\$80.53	\$82.41	\$84.26	\$86.82
D25	\$64.19	\$66.19	\$68.18	\$70.20	\$72.18	\$74.18	\$76.18	\$78.19	\$80.17	\$82.17	\$84.18	\$86.17	\$88.17	\$90.16	\$92.89
D26	\$68.69	\$70.82	\$72.95	\$75.11	\$77.23	\$79.38	\$81.52	\$83.67	\$85.78	\$87.92	\$90.07	\$92.20	\$94.35	\$96.48	\$99.40

May 2026 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
Min	The minimum full-time wage rate reported for the given occupation
Max	The maximum full-time wage rate reported for the given occupation
Median	The median full-time wage rate reported for the given occupation

Analysis Date 5/1/2026

Comparable
Communities:

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

Survey Aging
Date Factor
May-25 0.0%

Dover_Salary Survey Crosswalk

NH Community Survey Data						
Municipality	Dover Classification	Min	Max	Median Hrlly Rate	Position Match	NH Weighted Rate
Londonderry	Account Clerk II	\$40.99	\$55.49	\$48.24	100%	\$48.24
PORTSMOUTH	Account Clerk II	\$26.13	\$33.29	\$29.71	100%	\$29.71
HUDSON	Account Clerk II	\$26.00	\$35.44	\$30.72	100%	\$30.72
City of Somersworth	Account Clerk II	\$24.40	\$32.11	\$28.26	100%	\$28.26
Concord	Account Clerk II	\$24.27	\$35.15	\$29.71	100%	\$29.71
Rochester	Account Clerk II	\$23.85	\$32.14	\$28.00	100%	\$28.00
Hampton	Account Clerk II	\$23.25	\$28.91	\$26.08	100%	\$26.08
Town of Merrimack	Account Clerk II	\$21.61	\$26.99	\$24.30	100%	\$24.30
Laconia	Account Clerk II	\$20.99	\$31.75	\$26.37	100%	\$26.37
HUDSON	Accountant I	\$37.77	\$48.24	\$43.01	100%	\$43.01
Londonderry	Accountant I	\$25.65	\$33.27	\$29.46	100%	\$29.46
PORTSMOUTH	Accountant I	\$33.27	\$42.40	\$37.84	100%	\$37.84
Concord	Accountant I	\$29.64	\$42.97	\$36.31	100%	\$36.31
Rochester	Accountant I	\$28.74	\$38.71	\$33.73	100%	\$33.73
City of Somersworth	Accountant II	\$36.92	\$47.06	\$41.99	100%	\$41.99
Londonderry	Accountant II	\$26.12	\$36.81	\$31.46	100%	\$31.46
Derry	Accountant II	\$42.46	\$57.47	\$49.97	100%	\$49.97
Town of Merrimack	Accountant II	\$42.12	\$52.60	\$47.36	100%	\$47.36
PORTSMOUTH	Accountant II	\$34.77	\$44.30	\$39.54	100%	\$39.54
Concord	Accountant II	\$34.41	\$49.82	\$42.12	100%	\$42.12
PORTSMOUTH	Administrative Assistant	\$28.67	\$36.52	\$32.60	100%	\$32.60
Hampton	Administrative Assistant	\$27.34	\$36.91	\$32.13	100%	\$32.13
Town of Merrimack	Administrative Assistant	\$27.34	\$34.15	\$30.75	100%	\$30.75
Laconia	Administrative Assistant	\$26.74	\$40.31	\$33.53	100%	\$33.53
Concord	Administrative Assistant	\$24.36	\$35.27	\$29.82	100%	\$29.82
HUDSON	Administrative Assistant	\$22.85	\$31.14	\$27.00	100%	\$27.00
Derry	Administrative Assistant	\$22.61	\$30.90	\$26.76	100%	\$26.76
Rochester	Administrative Assistant	\$20.61	\$27.77	\$24.19	100%	\$24.19
Town of Merrimack	Administrative Assistant	\$34.62	\$43.23	\$38.93	100%	\$38.93
Londonderry	Animal Control Officer	\$36.72	\$36.72	\$36.72	100%	\$36.72
Derry	Animal Control Officer	\$24.35	\$32.54	\$28.45	100%	\$28.45
Rochester	Animal Control Officer	\$23.85	\$32.14	\$28.00	100%	\$28.00
PORTSMOUTH	Animal Control Officer	\$21.44	\$28.39	\$24.92	100%	\$24.92
HUDSON	Animal Control Officer	\$20.25	\$26.92	\$23.59	100%	\$23.59
Town of Merrimack	Animal Control Officer	\$19.21	\$23.99	\$21.60	100%	\$21.60
Hampton	Animal Control Officer	\$17.88	\$22.23	\$20.06	100%	\$20.06
PORTSMOUTH	Assistant Tax Assessor	\$42.19	\$53.75	\$47.97	100%	\$47.97
HUDSON	Assistant Tax Assessor	\$36.39	\$44.93	\$40.66	100%	\$40.66
Londonderry	Assistant Tax Assessor	\$32.53	\$44.68	\$38.61	100%	\$38.61
Concord	Assistant Tax Assessor	\$37.94	\$54.98	\$46.46	100%	\$46.46
Laconia	Assistant Tax Assessor	\$32.37	\$45.80	\$39.09	100%	\$39.09
Rochester	Assistant Tax Assessor	\$25.04	\$33.75	\$29.40	100%	\$29.40
Town of Merrimack	Assistant Tax Assessor	\$21.61	\$26.99	\$24.30	100%	\$24.30
Hampton	Bookkeeper	\$24.64	\$30.64	\$27.64	100%	\$27.64
Derry	Bookkeeper	\$20.40	\$27.81	\$24.11	100%	\$24.11
Londonderry	Building Inspector	\$40.26	\$52.87	\$46.56	100%	\$46.56
PORTSMOUTH	Building Inspector	\$40.20	\$51.22	\$45.71	100%	\$45.71
HUDSON	Building Inspector	\$36.27	\$41.62	\$38.94	100%	\$38.94
City of Somersworth	Building Inspector	\$32.40	\$41.27	\$36.84	100%	\$36.84
Concord	Building Inspector	\$37.94	\$54.98	\$46.46	100%	\$46.46
Hampton	Building Inspector	\$35.50	\$47.92	\$41.71	100%	\$41.71
Town of Merrimack	Building Inspector	\$34.62	\$43.23	\$38.93	100%	\$38.93
Rochester	Building Inspector	\$32.78	\$44.18	\$38.48	100%	\$38.48
Laconia	Building Inspector	\$32.37	\$45.80	\$39.09	100%	\$39.09
Derry	Building Inspector	\$26.91	\$36.73	\$31.82	100%	\$31.82
PORTSMOUTH	CITY CLERK-TAX COLLECTOR	\$51.20	\$65.24	\$58.22	100%	\$58.22
Hampton	CITY CLERK-TAX COLLECTOR	\$33.91	\$33.91	\$33.91	100%	\$33.91
City of Somersworth	CITY CLERK-TAX COLLECTOR	\$32.40	\$41.27	\$36.84	100%	\$36.84
HUDSON	CITY CLERK-TAX COLLECTOR	\$26.40	\$35.25	\$30.83	100%	\$30.83
Concord	CITY CLERK-TAX COLLECTOR	\$37.94	\$72.14	\$55.04	100%	\$55.04
PORTSMOUTH	CITY CLERK-TAX COLLECTOR	\$48.78	\$62.15	\$55.47	100%	\$55.47
Hampton	CITY CLERK-TAX COLLECTOR	\$31.63	\$31.63	\$31.63	100%	\$31.63
Concord	CITY CLERK-TAX COLLECTOR	\$51.07	\$72.14	\$61.61	100%	\$61.61
Derry	CITY CLERK-TAX COLLECTOR	\$43.87	\$57.09	\$50.48	100%	\$50.48

Dover_Salary Survey Crosswalk

Town of Merrimack	CITY CLERK-TAX COLLECTOR	\$38.95	\$48.65	\$43.80	100%	\$43.80
Laconia	CITY CLERK-TAX COLLECTOR	\$37.36	\$52.62	\$44.99	100%	\$44.99
Londonderry	City Engineer	\$50.48	\$71.45	\$60.97	100%	\$60.97
PORTSMOUTH	City Engineer	\$51.20	\$65.24	\$58.22	100%	\$58.22
City of Somersworth	City Engineer	\$47.55	\$60.18	\$53.87	100%	\$53.87
Rochester	City Engineer	\$44.00	\$59.59	\$51.79	100%	\$51.79
HUDSON	City Engineer	\$37.77	\$48.24	\$43.01	100%	\$43.01
Town of Merrimack	City Engineer	\$53.01	\$66.20	\$59.61	100%	\$59.61
Concord	City Engineer	\$51.07	\$72.14	\$61.61	100%	\$61.61
Hampton	City Manager	\$83.19	\$83.19	\$83.19	100%	\$83.19
HUDSON	City Manager	\$81.73	\$81.73	\$81.73	100%	\$81.73
City of Somersworth	City Manager	\$79.81	\$79.81	\$79.81	100%	\$79.81
Town of Merrimack	Clerk Typist II	\$19.21	\$23.99	\$21.60	100%	\$21.60
City of Somersworth	Clerk Typist II	\$18.21	\$23.98	\$21.10	100%	\$21.10
Town of Merrimack	Crossing Guard	\$19.21	\$23.99	\$21.60	100%	\$21.60
City of Somersworth	Crossing Guard	\$18.53	\$25.36	\$21.95	100%	\$21.95
HUDSON	Crossing Guard	\$17.50	\$17.50	\$17.50	100%	\$17.50
PORTSMOUTH	Custodian	\$22.32	\$25.98	\$24.15	100%	\$24.15
HUDSON	Custodian	\$22.25	\$30.32	\$26.29	100%	\$26.29
Town of Merrimack	Custodian	\$21.61	\$26.99	\$24.30	100%	\$24.30
City of Somersworth	Custodian	\$20.09	\$26.43	\$23.26	100%	\$23.26
Derry	Custodian	\$19.94	\$25.29	\$22.62	100%	\$22.62
Rochester	Custodian	\$19.38	\$26.45	\$22.92	100%	\$22.92
Hampton	Custodian	\$17.88	\$22.23	\$20.06	100%	\$20.06
Concord	Custodian	\$17.20	\$24.86	\$21.03	100%	\$21.03
Rochester	Deputy City Clerk	\$36.24	\$49.13	\$42.69	100%	\$42.69
Concord	Deputy City Clerk	\$37.94	\$54.98	\$46.46	100%	\$46.46
PORTSMOUTH	Deputy City Clerk	\$34.77	\$44.30	\$39.54	100%	\$39.54
Town of Merrimack	Deputy City Clerk	\$34.62	\$43.23	\$38.93	100%	\$38.93
Hampton	Deputy City Clerk	\$28.42	\$34.65	\$31.54	100%	\$31.54
HUDSON	Deputy City Clerk	\$24.00	\$32.71	\$28.36	100%	\$28.36
City of Somersworth	Deputy City Clerk	\$23.21	\$30.53	\$26.87	100%	\$26.87
Rochester	Deputy Tax Collector	\$36.24	\$49.13	\$42.69	100%	\$42.69
PORTSMOUTH	Deputy Tax Collector	\$38.30	\$48.80	\$43.55	100%	\$43.55
Concord	Deputy Tax Collector	\$34.41	\$49.82	\$42.12	100%	\$42.12
Derry	Deputy Tax Collector	\$30.37	\$39.50	\$34.94	100%	\$34.94
HUDSON	Deputy Tax Collector	\$24.00	\$32.71	\$28.36	100%	\$28.36
City of Somersworth	Deputy Tax Collector	\$23.21	\$30.53	\$26.87	100%	\$26.87
Hampton	Deputy Tax Collector	\$22.02	\$27.38	\$24.70	100%	\$24.70
Laconia	Deputy Tax Collector	\$22.00	\$33.28	\$27.64	100%	\$27.64
City of Somersworth	SUPERINTENDENT OF PUBLIC WORKS	\$51.21	\$62.30	\$56.76	100%	\$56.76
Londonderry	SUPERINTENDENT OF PUBLIC WORKS	\$28.42	\$33.88	\$31.15	100%	\$31.15
Laconia	SUPERINTENDENT OF PUBLIC WORKS	\$67.98	\$75.19	\$71.59	100%	\$71.59
Hampton	SUPERINTENDENT OF PUBLIC WORKS	\$51.44	\$69.44	\$60.44	100%	\$60.44
Rochester	SUPERINTENDENT OF PUBLIC WORKS	\$34.76	\$46.84	\$40.80	100%	\$40.80
HUDSON	Director of Finance	\$61.80	\$61.80	\$61.80	100%	\$61.80
PORTSMOUTH	Director of Finance	\$62.18	\$79.22	\$70.70	100%	\$70.70
Londonderry	Director of Finance	\$52.88	\$79.44	\$66.16	100%	\$66.16
City of Somersworth	Director of Finance	\$51.21	\$62.30	\$56.76	100%	\$56.76
Laconia	Director of Finance	\$67.98	\$75.19	\$71.59	100%	\$71.59
Town of Merrimack	Director of Finance	\$54.21	\$67.70	\$60.96	100%	\$60.96
Rochester	Director of Finance	\$52.97	\$71.39	\$62.18	100%	\$62.18
Hampton	Director of Finance	\$51.44	\$69.44	\$60.44	100%	\$60.44
Concord	Director of Finance	\$51.07	\$72.14	\$61.61	100%	\$61.61
PORTSMOUTH	Director of Human Resources	\$56.45	\$71.93	\$64.19	100%	\$64.19
Londonderry	Director of Human Resources	\$51.17	\$73.10	\$62.14	100%	\$62.14
City of Somersworth	Director of Human Resources	\$36.92	\$47.06	\$41.99	100%	\$41.99
HUDSON	Director of Human Resources	\$33.65	\$37.50	\$35.58	100%	\$35.58
Town of Merrimack	Director of Human Resources	\$54.21	\$67.70	\$60.96	100%	\$60.96
Concord	Director of Human Resources	\$51.07	\$72.14	\$61.61	100%	\$61.61
Rochester	Director of Human Resources	\$45.41	\$61.20	\$53.31	100%	\$53.31
Hampton	Director of Human Resources	\$43.33	\$58.50	\$50.92	100%	\$50.92
PORTSMOUTH	Director of Information Technology	\$68.40	\$87.15	\$77.77	100%	\$77.77
HUDSON	Director of Information Technology	\$58.39	\$58.39	\$58.39	100%	\$58.39
Londonderry	Director of Information Technology	\$57.69	\$67.31	\$62.50	100%	\$62.50
Rochester	Director of Information Technology	\$52.97	\$71.39	\$62.18	100%	\$62.18

Dover_Salary Survey Crosswalk

Concord	Director of Information Technology	\$51.07	\$72.14	\$61.61	100%	\$61.61
Town of Merrimack	Director of Information Technology	\$48.19	\$60.18	\$54.19	100%	\$54.19
Derry	Director of Information Technology	\$43.87	\$57.09	\$50.48	100%	\$50.48
Hampton	Director of Information Technology	\$32.57	\$43.97	\$38.27	100%	\$38.27
HUDSON	Director of Planning & Cdbg	\$67.66	\$67.66	\$67.66	100%	\$67.66
PORTSMOUTH	Director of Planning & Cdbg	\$56.45	\$71.93	\$64.19	100%	\$64.19
City of Somersworth	Director of Planning & Cdbg	\$51.21	\$62.30	\$56.76	100%	\$56.76
Rochester	Director of Planning & Cdbg	\$47.89	\$64.82	\$56.36	100%	\$56.36
Londonderry	Director of Planning & Cdbg	\$39.88	\$55.23	\$47.56	100%	\$47.56
Town of Merrimack	Director of Planning & Cdbg	\$54.21	\$67.70	\$60.96	100%	\$60.96
Derry	Director of Planning & Cdbg	\$47.71	\$62.22	\$54.97	100%	\$54.97
Concord	Director of Planning & Cdbg	\$46.27	\$67.00	\$56.64	100%	\$56.64
Hampton	Director of Planning & Cdbg	\$38.68	\$52.23	\$45.46	100%	\$45.46
Laconia	Director of Planning & Cdbg	\$37.36	\$52.62	\$44.99	100%	\$44.99
PORTSMOUTH	Director of Public Library	\$53.76	\$68.50	\$61.13	100%	\$61.13
Rochester	Director of Public Library	\$45.61	\$61.75	\$53.68	100%	\$53.68
Londonderry	Director of Public Library	\$44.36	\$54.12	\$49.24	100%	\$49.24
HUDSON	Director of Public Library	\$42.72	\$42.72	\$42.72	100%	\$42.72
Hampton	Director of Public Library	\$36.49	\$36.49	\$36.49	100%	\$36.49
City of Somersworth	Director of Public Library	\$35.66	\$45.46	\$40.56	100%	\$40.56
Concord	Director of Public Library	\$51.07	\$72.14	\$61.61	100%	\$61.61
Town of Merrimack	Director of Public Library	\$39.88	\$55.00	\$47.44	100%	\$47.44
Rochester	Director of Public Welfare	\$44.00	\$59.59	\$51.79	100%	\$51.79
PORTSMOUTH	Director of Public Welfare	\$44.28	\$56.42	\$50.35	100%	\$50.35
City of Somersworth	Director of Public Welfare	\$29.45	\$37.47	\$33.46	100%	\$33.46
Concord	Director of Public Welfare	\$51.07	\$72.14	\$61.61	100%	\$61.61
Town of Merrimack	Director of Public Welfare	\$34.62	\$43.23	\$38.93	100%	\$38.93
Derry	Director of Public Welfare	\$31.92	\$41.48	\$36.70	100%	\$36.70
HUDSON	Director of Public Welfare	\$26.45	\$36.05	\$31.25	100%	\$31.25
Hampton	Director of Public Welfare	\$21.79	\$27.09	\$24.44	100%	\$24.44
PORTSMOUTH	Director of Recreation	\$53.76	\$68.50	\$61.13	100%	\$61.13
HUDSON	Director of Recreation	\$47.04	\$47.04	\$47.04	100%	\$47.04
Rochester	Director of Recreation	\$44.00	\$59.59	\$51.79	100%	\$51.79
Londonderry	Director of Recreation	\$27.29	\$35.42	\$31.36	100%	\$31.36
Concord	Director of Recreation	\$51.07	\$72.14	\$61.61	100%	\$61.61
Town of Merrimack	Director of Recreation	\$42.12	\$52.60	\$47.36	100%	\$47.36
Derry	Director of Recreation	\$39.94	\$51.83	\$45.89	100%	\$45.89
Hampton	Director of Recreation	\$38.68	\$52.23	\$45.46	100%	\$45.46
Laconia	Director of Recreation	\$33.95	\$47.79	\$40.87	100%	\$40.87
City of Somersworth	Director of Recreation	\$26.86	\$35.44	\$31.15	100%	\$31.15
PORTSMOUTH	Electrical Inspector	\$38.30	\$48.80	\$43.55	100%	\$43.55
Rochester	Electrical Inspector	\$32.78	\$44.18	\$38.48	100%	\$38.48
Concord	Electrical Inspector	\$29.57	\$42.83	\$36.20	100%	\$36.20
City of Somersworth	Electrical Inspector	\$28.30	\$37.23	\$32.77	100%	\$32.77
Rochester	Engineering Technician	\$39.91	\$54.07	\$46.99	100%	\$46.99
Town of Merrimack	Engineering Technician	\$34.62	\$43.23	\$38.93	100%	\$38.93
Derry	Engineering Technician	\$30.37	\$39.50	\$34.94	100%	\$34.94
Hampton	Engineering Technician	\$28.99	\$39.13	\$34.06	100%	\$34.06
Concord	Engineering Technician	\$27.91	\$40.45	\$34.18	100%	\$34.18
Londonderry	Executive Secretary	\$29.14	\$37.48	\$33.31	100%	\$33.31
PORTSMOUTH	Executive Secretary	\$34.77	\$44.30	\$39.54	100%	\$39.54
HUDSON	Executive Secretary	\$29.00	\$39.50	\$34.25	100%	\$34.25
Rochester	Executive Secretary	\$28.74	\$38.71	\$33.73	100%	\$33.73
Concord	Executive Secretary	\$28.23	\$40.88	\$34.56	100%	\$34.56
Derry	Executive Secretary	\$27.91	\$36.27	\$32.09	100%	\$32.09
City of Somersworth	Executive Secretary	\$25.63	\$33.71	\$29.67	100%	\$29.67
Laconia	Executive Secretary	\$22.58	\$29.43	\$26.01	100%	\$26.01
Town of Merrimack	Executive Secretary	\$21.61	\$26.99	\$24.30	100%	\$24.30
Hampton	Executive Secretary	\$21.43	\$26.64	\$24.04	100%	\$24.04
Londonderry	FIRE - RESCUE CHIEF	\$52.88	\$79.44	\$66.16	100%	\$66.16
Laconia	FIRE - RESCUE CHIEF	\$67.98	\$75.19	\$71.59	100%	\$71.59
Town of Merrimack	FIRE - RESCUE CHIEF	\$56.92	\$71.08	\$64.00	100%	\$64.00
Concord	FIRE - RESCUE CHIEF	\$56.37	\$77.69	\$67.03	100%	\$67.03
Hampton	FIRE - RESCUE CHIEF	\$51.44	\$69.44	\$60.44	100%	\$60.44
PORTSMOUTH	FIRE - RESCUE CHIEF	\$81.70	\$81.70	\$81.70	100%	\$81.70
Londonderry	Fire Captain	\$48.44	\$60.82	\$54.63	100%	\$54.63

Dover_Salary Survey Crosswalk

PORTSMOUTH	Fire Captain	\$43.71	\$50.69	\$47.20	100%	\$47.20
HUDSON	Fire Captain	\$45.77	\$53.35	\$49.56	100%	\$49.56
Hampton	Fire Captain	\$44.62	\$44.62	\$44.62	100%	\$44.62
Town of Merrimack	Fire Captain	\$44.21	\$44.21	\$44.21	100%	\$44.21
Laconia	Fire Captain	\$42.55	\$52.35	\$47.45	100%	\$47.45
Rochester	Fire Captain	\$40.77	\$44.22	\$42.50	100%	\$42.50
Derry	Fire Captain	\$37.03	\$43.31	\$40.17	100%	\$40.17
Keene	Fire Captain	\$36.24	\$46.05	\$41.15	100%	\$41.15
Concord	Fire Captain	\$34.64	\$50.13	\$42.39	100%	\$42.39
Town of Merrimack	Fire Captain	\$45.96	\$45.96	\$45.96	100%	\$45.96
Hampton	Fire Deputy Chief	\$54.44	\$54.44	\$54.44	100%	\$54.44
HUDSON	Fire Deputy Chief	\$51.41	\$62.17	\$56.79	100%	\$56.79
Londonderry	Fire Deputy Chief	\$47.93	\$57.71	\$52.82	100%	\$52.82
Rochester	Fire Deputy Chief	\$47.89	\$64.82	\$56.36	100%	\$56.36
City of Somersworth	Fire Deputy Chief	\$43.81	\$57.65	\$50.73	100%	\$50.73
Town of Merrimack	Fire Deputy Chief	\$53.01	\$66.20	\$59.61	100%	\$59.61
Derry	Fire Deputy Chief	\$52.11	\$67.76	\$59.94	100%	\$59.94
Laconia	Fire Deputy Chief	\$51.90	\$58.50	\$55.20	100%	\$55.20
Concord	Fire Deputy Chief	\$51.07	\$72.14	\$61.61	100%	\$61.61
PORTSMOUTH	Fire Deputy Chief	\$71.56	\$71.56	\$71.56	100%	\$71.56
Town of Merrimack	Fire Deputy Chief	\$53.01	\$66.20	\$59.61	100%	\$59.61
Hampton	Fire Lieutenant	\$40.93	\$40.93	\$40.93	100%	\$40.93
PORTSMOUTH	Fire Lieutenant	\$38.64	\$44.81	\$41.72	100%	\$41.72
Londonderry	Fire Lieutenant	\$31.42	\$36.20	\$33.81	100%	\$33.81
Laconia	Fire Lieutenant	\$39.35	\$49.85	\$44.60	100%	\$44.60
Town of Merrimack	Fire Lieutenant	\$37.69	\$37.69	\$37.69	100%	\$37.69
HUDSON	Fire Lieutenant	\$35.59	\$47.65	\$41.62	100%	\$41.62
Rochester	Fire Lieutenant	\$35.12	\$38.10	\$36.61	100%	\$36.61
Keene	Fire Lieutenant	\$31.94	\$40.54	\$36.24	100%	\$36.24
Derry	Fire Lieutenant	\$31.65	\$40.04	\$35.85	100%	\$35.85
Concord	Fire Lieutenant	\$31.34	\$45.40	\$38.37	100%	\$38.37
City of Somersworth	Fire Lieutenant	\$30.64	\$40.24	\$35.44	100%	\$35.44
Town of Merrimack	Fire Lieutenant	\$39.44	\$39.44	\$39.44	100%	\$39.44
Hampton	FIREFIGHTER-EMT	\$26.33	\$33.61	\$29.97	100%	\$29.97
PORTSMOUTH	FIREFIGHTER-EMT	\$25.72	\$37.00	\$31.36	100%	\$31.36
Londonderry	FIREFIGHTER-EMT	\$22.93	\$30.78	\$26.86	100%	\$26.86
Concord	FIREFIGHTER-EMT	\$26.24	\$38.02	\$32.13	100%	\$32.13
Bedford	FIREFIGHTER-EMT	\$25.61	\$31.17	\$28.39	100%	\$28.39
Town of Merrimack	FIREFIGHTER-EMT	\$25.30	\$29.37	\$27.34	100%	\$27.34
Rochester	FIREFIGHTER-EMT	\$25.02	\$32.82	\$28.92	100%	\$28.92
City of Somersworth	FIREFIGHTER-EMT	\$24.33	\$31.88	\$28.11	100%	\$28.11
HUDSON	FIREFIGHTER-EMT	\$23.80	\$31.70	\$27.75	100%	\$27.75
Hampton	FIREFIGHTER-AEMT	\$27.59	\$33.53	\$30.56	100%	\$30.56
Laconia	FIREFIGHTER-AEMT	\$27.69	\$39.50	\$33.60	100%	\$33.60
Concord	FIREFIGHTER-AEMT	\$27.58	\$39.97	\$33.78	100%	\$33.78
Keene	FIREFIGHTER-AEMT	\$27.50	\$33.45	\$30.48	100%	\$30.48
Bedford	FIREFIGHTER-AEMT	\$26.72	\$32.53	\$29.63	100%	\$29.63
HUDSON	FIREFIGHTER-AEMT	\$26.52	\$33.85	\$30.19	100%	\$30.19
Town of Merrimack	FIREFIGHTER-AEMT	\$25.95	\$30.03	\$27.99	100%	\$27.99
Derry	FIREFIGHTER-AEMT	\$25.07	\$33.60	\$29.34	100%	\$29.34
Hampton	FIREFIGHTER-PARAMEDIC	\$29.43	\$37.56	\$33.50	100%	\$33.50
PORTSMOUTH	FIREFIGHTER-PARAMEDIC	\$27.78	\$39.96	\$33.87	100%	\$33.87
Londonderry	FIREFIGHTER-PARAMEDIC	\$26.85	\$32.97	\$29.91	100%	\$29.91
Laconia	FIREFIGHTER-PARAMEDIC	\$31.06	\$44.34	\$37.70	100%	\$37.70
HUDSON	FIREFIGHTER-PARAMEDIC	\$29.07	\$37.11	\$33.09	100%	\$33.09
Concord	FIREFIGHTER-PARAMEDIC	\$28.97	\$41.97	\$35.47	100%	\$35.47
Bedford	FIREFIGHTER-PARAMEDIC	\$28.94	\$35.23	\$32.09	100%	\$32.09
Keene	FIREFIGHTER-PARAMEDIC	\$28.92	\$34.87	\$31.90	100%	\$31.90
Town of Merrimack	FIREFIGHTER-PARAMEDIC	\$27.11	\$31.20	\$29.16	100%	\$29.16
Laconia	HEAVY EQUIPMENT MECHANIC	\$31.93	\$44.20	\$38.07	100%	\$38.07
PORTSMOUTH	HEAVY EQUIPMENT MECHANIC	\$29.81	\$38.26	\$34.04	100%	\$34.04
Londonderry	HEAVY EQUIPMENT MECHANIC	\$29.42	\$38.70	\$34.06	100%	\$34.06
Concord	HEAVY EQUIPMENT MECHANIC	\$27.91	\$40.45	\$34.18	100%	\$34.18
Town of Merrimack	HEAVY EQUIPMENT MECHANIC	\$27.90	\$33.14	\$30.52	100%	\$30.52
HUDSON	HEAVY EQUIPMENT MECHANIC	\$27.25	\$36.96	\$32.11	100%	\$32.11
Derry	HEAVY EQUIPMENT MECHANIC	\$26.03	\$32.90	\$29.47	100%	\$29.47

Dover_Salary Survey Crosswalk

Bedford	HEAVY EQUIPMENT MECHANIC	\$24.55	\$36.27	\$30.41	100%	\$30.41
Keene	HEAVY EQUIPMENT MECHANIC	\$23.45	\$28.53	\$25.99	100%	\$25.99
Londonderry	Heavy Equipment Operator II	\$28.89	\$37.97	\$33.43	100%	\$33.43
Laconia	Heavy Equipment Operator II	\$27.48	\$38.04	\$32.76	100%	\$32.76
PORTSMOUTH	Heavy Equipment Operator II	\$27.07	\$31.50	\$29.29	100%	\$29.29
Hampton	Heavy Equipment Operator II	\$26.23	\$37.06	\$31.65	100%	\$31.65
Rochester	Heavy Equipment Operator II	\$24.67	\$33.61	\$29.14	100%	\$29.14
Town of Merrimack	Heavy Equipment Operator II	\$24.10	\$28.56	\$26.33	100%	\$26.33
Bedford	Heavy Equipment Operator II	\$23.28	\$34.40	\$28.84	100%	\$28.84
Concord	Heavy Equipment Operator II	\$22.93	\$33.22	\$28.08	100%	\$28.08
Town of Merrimack	Heavy Equipment Operator II	\$25.69	\$30.38	\$28.04	100%	\$28.04
Londonderry	Information Technology Technician	\$41.11	\$53.48	\$47.29	100%	\$47.29
HUDSON	Information Technology Technician	\$37.77	\$48.24	\$43.01	100%	\$43.01
PORTSMOUTH	Information Technology Technician	\$38.30	\$48.80	\$43.55	100%	\$43.55
Laconia	Information Technology Technician	\$37.36	\$52.62	\$44.99	100%	\$44.99
Town of Merrimack	Information Technology Technician	\$34.62	\$43.23	\$38.93	100%	\$38.93
Hampton	Information Technology Technician	\$25.80	\$34.83	\$30.32	100%	\$30.32
Concord	Information Technology Technician	\$24.36	\$35.27	\$29.82	100%	\$29.82
Derry	Information Technology Technician	\$24.11	\$32.95	\$28.53	100%	\$28.53
PORTSMOUTH	LABORER	\$22.32	\$25.98	\$24.15	100%	\$24.15
Concord	LABORER	\$21.82	\$31.58	\$26.70	100%	\$26.70
Hampton	LABORER	\$21.06	\$29.75	\$25.41	100%	\$25.41
Laconia	LABORER	\$21.00	\$29.07	\$25.04	100%	\$25.04
Derry	LABORER	\$19.94	\$25.29	\$22.62	100%	\$22.62
Rochester	LABORER	\$19.38	\$26.45	\$22.92	100%	\$22.92
Town of Merrimack	LABORER	\$17.62	\$21.01	\$19.32	100%	\$19.32
Londonderry	Librarian II	\$26.87	\$31.80	\$29.34	100%	\$29.34
PORTSMOUTH	Librarian II	\$34.77	\$44.30	\$39.54	100%	\$39.54
Concord	Librarian II	\$31.13	\$45.16	\$38.15	100%	\$38.15
City of Somersworth	Librarian II	\$25.63	\$33.71	\$29.67	100%	\$29.67
Town of Merrimack	Librarian II	\$25.38	\$35.00	\$30.19	100%	\$30.19
HUDSON	Librarian II	\$23.00	\$30.00	\$26.50	100%	\$26.50
Londonderry	Library Assistant I	\$20.14	\$25.79	\$22.97	100%	\$22.97
City of Somersworth	Library Assistant I	\$23.21	\$30.53	\$26.87	100%	\$26.87
PORTSMOUTH	Library Assistant I	\$20.82	\$26.72	\$23.77	100%	\$23.77
HUDSON	Library Assistant I	\$20.00	\$28.00	\$24.00	100%	\$24.00
Concord	Library Assistant I	\$18.05	\$28.88	\$23.47	100%	\$23.47
Hampton	Library Assistant I	\$17.51	\$17.51	\$17.51	100%	\$17.51
Town of Merrimack	Library Assistant I	\$15.23	\$21.00	\$18.12	100%	\$18.12
PORTSMOUTH	HEAVY EQUIPMENT OPERATOR I	\$25.80	\$30.03	\$27.92	100%	\$27.92
City of Somersworth	HEAVY EQUIPMENT OPERATOR I	\$25.21	\$28.77	\$26.99	100%	\$26.99
Hampton	HEAVY EQUIPMENT OPERATOR I	\$22.66	\$32.01	\$27.34	100%	\$27.34
Town of Merrimack	HEAVY EQUIPMENT OPERATOR I	\$22.43	\$26.74	\$24.59	100%	\$24.59
Rochester	HEAVY EQUIPMENT OPERATOR I	\$21.97	\$29.94	\$25.96	100%	\$25.96
Concord	HEAVY EQUIPMENT OPERATOR I	\$21.82	\$31.58	\$26.70	100%	\$26.70
City of Somersworth	MAINTENANCE SPECIALIST	\$28.41	\$33.61	\$31.01	100%	\$31.01
Town of Merrimack	MAINTENANCE SPECIALIST	\$27.90	\$33.14	\$30.52	100%	\$30.52
Concord	MAINTENANCE SPECIALIST	\$26.61	\$38.52	\$32.57	100%	\$32.57
Hampton	MAINTENANCE SPECIALIST	\$26.23	\$37.06	\$31.65	100%	\$31.65
Rochester	MAINTENANCE SPECIALIST	\$26.14	\$35.57	\$30.86	100%	\$30.86
Keene	MAINTENANCE SPECIALIST	\$25.62	\$31.16	\$28.39	100%	\$28.39
Derry	MAINTENANCE SPECIALIST	\$24.53	\$31.07	\$27.80	100%	\$27.80
Laconia	MAINTENANCE SPECIALIST	\$24.11	\$36.47	\$30.29	100%	\$30.29
Derry	MAINTENANCE SPECIALIST	\$32.49	\$41.12	\$36.81	100%	\$36.81
Town of Merrimack	MAINTENANCE SPECIALIST	\$29.79	\$37.41	\$33.60	100%	\$33.60
Hampton	MAINTENANCE SPECIALIST	\$28.22	\$39.88	\$34.05	100%	\$34.05
Concord	MAINTENANCE SPECIALIST	\$27.91	\$40.45	\$34.18	100%	\$34.18
Town of Merrimack	Office Manager	\$30.77	\$38.43	\$34.60	100%	\$34.60
Concord	Office Manager	\$29.64	\$42.97	\$36.31	100%	\$36.31
PORTSMOUTH	Office Manager	\$28.67	\$36.52	\$32.60	100%	\$32.60
Hampton	Office Manager	\$27.34	\$36.91	\$32.13	100%	\$32.13
Derry	Office Manager	\$25.51	\$34.84	\$30.18	100%	\$30.18
Laconia	Office Manager	\$23.04	\$34.85	\$28.95	100%	\$28.95
Londonderry	Personnel Assistant	\$34.67	\$48.78	\$41.72	100%	\$41.72
Town of Merrimack	Personnel Assistant	\$27.34	\$34.15	\$30.75	100%	\$30.75
HUDSON	CITY PLANNER	\$46.96	\$57.92	\$52.44	100%	\$52.44

Dover_Salary Survey Crosswalk

Londonderry	CITY PLANNER	\$41.66	\$54.49	\$48.08	100%	\$48.08
Concord	CITY PLANNER	\$41.91	\$60.69	\$51.30	100%	\$51.30
Town of Merrimack	CITY PLANNER	\$38.95	\$48.65	\$43.80	100%	\$43.80
PORTSMOUTH	CITY PLANNER	\$36.51	\$46.52	\$41.52	100%	\$41.52
Rochester	CITY PLANNER	\$29.04	\$39.13	\$34.09	100%	\$34.09
City of Somersworth	CITY PLANNER	\$26.86	\$35.34	\$31.10	100%	\$31.10
HUDSON	Police Captain	\$54.98	\$65.96	\$60.47	100%	\$60.47
PORTSMOUTH	Police Captain	\$57.51	\$61.05	\$59.28	100%	\$59.28
Town of Merrimack	Police Captain	\$56.23	\$56.23	\$56.23	100%	\$56.23
Derry	Police Captain	\$52.11	\$67.76	\$59.94	100%	\$59.94
Hampton	Police Captain	\$45.93	\$61.99	\$53.96	100%	\$53.96
City of Somersworth	Police Captain	\$43.82	\$57.65	\$50.74	100%	\$50.74
Londonderry	Police Chief	\$52.88	\$79.44	\$66.16	100%	\$66.16
City of Somersworth	Police Chief	\$51.21	\$62.30	\$56.76	100%	\$56.76
HUDSON	Police Chief	\$45.77	\$75.78	\$60.77	100%	\$60.77
Derry	Police Chief	\$58.51	\$79.14	\$68.83	100%	\$68.83
Town of Merrimack	Police Chief	\$56.92	\$71.08	\$64.00	100%	\$64.00
Concord	Police Chief	\$56.37	\$77.69	\$67.03	100%	\$67.03
Hampton	Police Chief	\$51.44	\$66.52	\$58.98	100%	\$58.98
PORTSMOUTH	Police Chief	\$88.94	\$88.94	\$88.94	100%	\$88.94
Londonderry	POLICE DISPATCHER I	\$25.59	\$30.59	\$28.09	100%	\$28.09
PORTSMOUTH	POLICE DISPATCHER I	\$27.46	\$34.85	\$31.16	100%	\$31.16
Town of Merrimack	POLICE DISPATCHER I	\$25.36	\$31.68	\$28.52	100%	\$28.52
Hampton	POLICE DISPATCHER I	\$25.30	\$31.46	\$28.38	100%	\$28.38
HUDSON	POLICE DISPATCHER I	\$25.05	\$35.91	\$30.48	100%	\$30.48
Concord	POLICE DISPATCHER I	\$24.36	\$37.02	\$30.69	100%	\$30.69
Derry	POLICE DISPATCHER I	\$22.61	\$30.90	\$26.76	100%	\$26.76
City of Somersworth	POLICE DISPATCHER I	\$22.43	\$31.47	\$26.95	100%	\$26.95
Rochester	POLICE DISPATCHER I	\$22.13	\$30.48	\$26.31	100%	\$26.31
HUDSON	Police Lieutenant	\$49.19	\$58.85	\$54.02	100%	\$54.02
Londonderry	Police Lieutenant	\$46.88	\$59.22	\$53.05	100%	\$53.05
Derry	Police Lieutenant	\$54.65	\$63.93	\$59.29	100%	\$59.29
PORTSMOUTH	Police Lieutenant	\$53.11	\$56.38	\$54.75	100%	\$54.75
Town of Merrimack	Police Lieutenant	\$49.84	\$49.84	\$49.84	100%	\$49.84
Keene	Police Lieutenant	\$49.31	\$57.12	\$53.22	100%	\$53.22
Concord	Police Lieutenant	\$45.73	\$59.62	\$52.68	100%	\$52.68
Hampton	Police Lieutenant	\$43.33	\$58.50	\$50.92	100%	\$50.92
City of Somersworth	Police Lieutenant	\$41.73	\$54.92	\$48.33	100%	\$48.33
Rochester	Police Officer I	\$31.37	\$45.40	\$38.38	100%	\$38.38
Londonderry	Police Officer I	\$31.27	\$40.73	\$36.00	100%	\$36.00
Keene	Police Officer I	\$33.72	\$43.79	\$38.76	100%	\$38.76
Concord	Police Officer I	\$32.69	\$46.88	\$39.79	100%	\$39.79
PORTSMOUTH	Police Officer I	\$32.69	\$42.66	\$37.68	100%	\$37.68
Town of Merrimack	Police Officer I	\$32.36	\$38.62	\$35.49	100%	\$35.49
HUDSON	Police Officer I	\$31.27	\$41.19	\$36.23	100%	\$36.23
Hampton	Police Officer I	\$30.29	\$39.52	\$34.91	100%	\$34.91
Derry	Police Officer I	\$29.93	\$36.78	\$33.36	100%	\$33.36
Bedford	Police Officer I	\$29.23	\$35.93	\$32.58	100%	\$32.58
City of Somersworth	Police Officer I	\$28.52	\$40.00	\$34.26	100%	\$34.26
Rochester	POLICE SERGEANT	\$47.67	\$51.34	\$49.50	100%	\$49.50
Londonderry	POLICE SERGEANT	\$42.65	\$49.14	\$45.90	100%	\$45.90
PORTSMOUTH	POLICE SERGEANT	\$49.05	\$52.07	\$50.56	100%	\$50.56
HUDSON	POLICE SERGEANT	\$48.00	\$51.27	\$49.64	100%	\$49.64
Bedford	POLICE SERGEANT	\$46.07	\$52.87	\$49.47	100%	\$49.47
Hampton	POLICE SERGEANT	\$44.18	\$48.27	\$46.23	100%	\$46.23
Derry	POLICE SERGEANT	\$43.40	\$50.77	\$47.09	100%	\$47.09
Town of Merrimack	POLICE SERGEANT	\$43.36	\$47.88	\$45.62	100%	\$45.62
Keene	POLICE SERGEANT	\$43.19	\$50.10	\$46.65	100%	\$46.65
Concord	POLICE SERGEANT	\$39.54	\$51.60	\$45.57	100%	\$45.57
City of Somersworth	POLICE SERGEANT	\$35.44	\$49.69	\$42.57	100%	\$42.57
PORTSMOUTH	Purchasing Agent	\$33.27	\$42.40	\$37.84	100%	\$37.84
Town of Merrimack	Purchasing Agent	\$30.77	\$38.43	\$34.60	100%	\$34.60
Laconia	Purchasing Agent	\$29.38	\$41.36	\$35.37	100%	\$35.37
Concord	Purchasing Agent	\$28.23	\$47.41	\$37.82	100%	\$37.82
PORTSMOUTH	Secretary II	\$31.57	\$40.23	\$35.90	100%	\$35.90
Bedford	Secretary II	\$26.25	\$30.12	\$28.19	100%	\$28.19

Dover_Salary Survey Crosswalk

Town of Merrimack	Secretary II	\$24.31	\$30.36	\$27.34	100%	\$27.34
Derry	Secretary II	\$24.11	\$32.95	\$28.53	100%	\$28.53
Rochester	Secretary II	\$23.85	\$32.14	\$28.00	100%	\$28.00
City of Somersworth	Secretary II	\$23.21	\$32.22	\$27.72	100%	\$27.72
Concord	Secretary II	\$23.14	\$33.45	\$28.30	100%	\$28.30
HUDSON	Secretary II	\$22.00	\$29.98	\$25.99	100%	\$25.99
Londonderry	SUPERINTENDENT OF UTILITIES	\$50.48	\$71.45	\$60.97	100%	\$60.97
PORTSMOUTH	SUPERINTENDENT OF UTILITIES	\$65.14	\$83.00	\$74.07	100%	\$74.07
HUDSON	SUPERINTENDENT OF UTILITIES	\$46.96	\$57.92	\$52.44	100%	\$52.44
Rochester	SUPERINTENDENT OF UTILITIES	\$45.61	\$61.75	\$53.68	100%	\$53.68
Town of Merrimack	SUPERINTENDENT OF UTILITIES	\$56.92	\$71.08	\$64.00	100%	\$64.00
Concord	SUPERINTENDENT OF UTILITIES	\$46.27	\$67.00	\$56.64	100%	\$56.64
Derry	SUPERINTENDENT OF UTILITIES	\$43.87	\$57.09	\$50.48	100%	\$50.48
Londonderry	Truck Driver	\$26.23	\$34.57	\$30.40	100%	\$30.40
HUDSON	Truck Driver	\$24.25	\$32.73	\$28.49	100%	\$28.49
PORTSMOUTH	Truck Driver	\$23.42	\$27.27	\$25.35	100%	\$25.35
Rochester	Truck Driver	\$23.28	\$31.71	\$27.50	100%	\$27.50
Derry	Truck Driver	\$21.97	\$27.74	\$24.86	100%	\$24.86
Laconia	Truck Driver	\$21.89	\$30.30	\$26.10	100%	\$26.10
Concord	Truck Driver	\$21.82	\$31.58	\$26.70	100%	\$26.70
Hampton	Truck Driver	\$21.06	\$29.75	\$25.41	100%	\$25.41
Bedford	Truck Driver	\$20.88	\$30.85	\$25.87	100%	\$25.87
Concord	Utilities System Supervisor	\$37.94	\$54.98	\$46.46	100%	\$46.46
PORTSMOUTH	Utilities System Supervisor	\$36.05	\$45.93	\$40.99	100%	\$40.99
Laconia	Working Foreman	\$33.79	\$51.11	\$42.45	100%	\$42.45
Town of Merrimack	Working Foreman	\$33.37	\$41.91	\$37.64	100%	\$37.64
City of Somersworth	Working Foreman	\$32.73	\$43.07	\$37.90	100%	\$37.90
PORTSMOUTH	Working Foreman	\$32.73	\$41.70	\$37.22	100%	\$37.22
Londonderry	Working Foreman	\$32.17	\$42.28	\$37.23	100%	\$37.23
HUDSON	Working Foreman	\$31.91	\$43.28	\$37.60	100%	\$37.60
Hampton	Working Foreman	\$28.22	\$39.88	\$34.05	100%	\$34.05
Concord	Working Foreman	\$28.16	\$40.78	\$34.47	100%	\$34.47
Keene	Working Foreman	\$26.77	\$35.57	\$31.17	100%	\$31.17
Rochester	WWTP/WTP Chief Operator	\$39.91	\$54.07	\$46.99	100%	\$46.99
PORTSMOUTH	WWTP/WTP Chief Operator	\$39.73	\$50.62	\$45.18	100%	\$45.18
Town of Merrimack	WWTP/WTP Chief Operator	\$36.86	\$46.29	\$41.58	100%	\$41.58
City of Somersworth	WWTP/WTP Chief Operator	\$34.32	\$45.14	\$39.73	100%	\$39.73
Hampton	WWTP/WTP Chief Operator	\$32.98	\$41.01	\$37.00	100%	\$37.00
Derry	WWTP/WTP Chief Operator	\$32.49	\$41.12	\$36.81	100%	\$36.81
Concord	WWTP/WTP Chief Operator	\$27.91	\$40.45	\$34.18	100%	\$34.18
Derry	WWTP/WTP Operator I	\$27.55	\$34.81	\$31.18	100%	\$31.18
PORTSMOUTH	WWTP/WTP Operator I	\$26.94	\$34.57	\$30.76	100%	\$30.76
Concord	WWTP/WTP Operator I	\$26.61	\$38.52	\$32.57	100%	\$32.57
Rochester	WWTP/WTP Operator I	\$24.67	\$33.61	\$29.14	100%	\$29.14
City of Somersworth	WWTP/WTP Operator I	\$24.39	\$32.16	\$28.28	100%	\$28.28
Town of Merrimack	WWTP/WTP Operator I	\$23.44	\$27.39	\$25.42	100%	\$25.42
Hampton	WWTP/WTP Operator I	\$22.66	\$32.01	\$27.34	100%	\$27.34

May 2023 and May 2025 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 ¹	The percent relative standard error for the employment
pct_total ²	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 ¹	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.

Analysis Date 5/1/2026

Area/State:		Survey Date	Aging Factor
	US-All States/Areas	May-25	3.2%
	Boston, MA-NH PMSA	May-25	3.2%
	New Hampshire-State	May-23	10.5%
	Portsmouth-Rochester, NH-ME PMSA	May-23	10.5%

OES Crosswalk

OES Data						Position	Selected Hourly Rate (Aged)				Labor Market Weight				OES
Dover Classification	DOT_Code	DOT Title	SOC_Code	OCC Title	OCC Code	Match	Ports.	N.H.	Boston	National	Ports Wt	NH Wt	Bos Wt	Natl Wt	Weighted Rate
ACCOUNT CLERK I	205367034	License Clerk	43-3021.02	Billing and Posting Clerks	43-3021	100%	\$24.97	\$25.18	\$28.83	\$24.07	90%	10%	0%	0%	\$24.99
ACCOUNT CLERK II	219487010	Tax Clerk	43-3021.02	Billing and Posting Clerks	43-3021	70%	\$24.97	\$25.18	\$28.83	\$24.07	80%	20%	0%	0%	\$17.51
ACCOUNT CLERK II	216482010	Accounting Clerk	43-3031.00	Bookkeeping, Accounting, and Auditing Clerks	43-3031	30%	\$26.02	\$26.54	\$30.25	\$25.14	80%	20%	0%	0%	\$7.78
ACCOUNTANT I	216482010	Accounting Clerk	43-3031.00	Bookkeeping, Accounting, and Auditing Clerks	43-3031	30%	\$26.02	\$26.54	\$30.25	\$25.14	80%	20%	0%	0%	\$7.78
ACCOUNTANT I	160162018	Accountant	13-2011.01	Accountants and Auditors	13-2011	70%	\$43.33	\$41.89	\$49.69	\$41.52	60%	30%	10%	0%	\$30.47
ACCOUNTANT II	160162018	Accountant	13-2011.01	Accountants and Auditors	13-2011	100%	\$43.33	\$41.89	\$49.69	\$41.52	30%	35%	35%	0%	\$45.05
ADMINISTRATIVE ASSISTANT	119267026	Paralegal	43-6011.00	Executive Secretaries and Executive Administrative Assistants	43-6011	100%	\$35.97	\$35.12	\$42.30	\$38.00	50%	40%	10%	0%	\$36.26
ADMINISTRATIVE MANAGER					-										
ANIMAL CONTROL OFFICER	379263010	Animal Treatment Investigator	33-9011.00	Animal Control Workers	33-9011	100%		\$27.14	\$31.33	\$22.65		60%	40%	0%	\$28.82
AQUATIC FACILITY MANAGER	187167054	Manager, Aquatic Facility	11-9199.99	Managers, All Other	11-9199	100%	\$78.82		\$91.42	\$70.41	85%		10%	5%	\$79.66
ARENA PROGRAM - MARKETING SUPERVISOR	187167230	Manager, Recreation Facility	11-9199.99	Managers, All Other	11-9199	100%	\$78.82		\$91.42	\$70.41	85%		10%	5%	\$79.66
ASSISTANT CITY ENGINEER					-										
ASSISTANT CITY MANAGER	169167082	Manager, Computer Operations	11-3021.00	Computer and Information Systems Managers	11-3021	50%	\$90.62	\$86.98	\$106.67	\$86.90	30%	30%	20%	20%	\$46.00
ASSISTANT CITY MANAGER	166167034	Manager, Labor Relations	11-3121.99	Human Resources Managers	11-3121	50%	\$74.58	\$71.58	\$91.79	\$74.07	30%	30%	20%	20%	\$38.51
ASSISTANT CITY PLANNER					-										
ASSISTANT FIRE MECHANIC					-										
ASSISTANT LIBRARY DIRECTOR					-										
ASSISTANT RECREATION DIRECTOR					-										
ASSISTANT TAX ASSESSOR	191267010	Appraiser, Real Estate	13-2020.02	Property Appraisers and Assessors	13-2020	100%	\$28.36	\$36.65	\$46.76	\$33.72	60%	30%	10%	0%	\$32.69
BOOKKEEPER	210382014	Bookkeeper	43-3031.00	Bookkeeping, Accounting, and Auditing Clerks	43-3031	100%	\$26.02	\$25.54	\$30.25	\$25.14	70%	20%	10%	0%	\$26.35
BUILDING INSPECTOR	168167030	Building Inspector	47-4011.00	Construction and Building Inspectors	47-4011	100%	\$40.37	\$34.29	\$42.00	\$37.06	60%	25%	10%	5%	\$38.85
BUILDING MAINTENANCE MECHANIC	382664010	Janitor	37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	100%	\$21.32	\$19.95	\$23.10	\$18.28	90%	10%	0%	0%	\$21.18
BUILDING OFFICIAL					-										
BUSINESS DEVELOPMENT MANAGER					-										
BUSINESS DEVELOPMENT SPECIALIST					-										
CITY ATTORNEY			23-1011.00	Lawyers	23-1011	40%	\$57.27	\$63.73	\$90.98	\$79.22	30%	30%	30%	10%	\$28.61
CITY ATTORNEY			11-1011.00	Chief Executives	11-1011	60%	\$79.96	\$68.53		\$106.18	50%	25%		25%	\$50.20
CITY CLERK-TAX COLLECTOR	188167074	Revenue Officer	13-2081.00	Tax Examiners and Collectors, and Revenue Agents	13-2081	30%	\$30.55	\$36.49	\$30.94		45%	45%	10%		\$9.98
CITY CLERK-TAX COLLECTOR		Revenue Officer	11-3012.00	Administrative Services Managers	11-3012	70%	\$58.26	\$59.72	\$59.88	\$56.63	50%	30%	15%	5%	\$41.20
CITY ENGINEER	005061014	Civil Engineer	17-2051.00	Civil Engineers	17-2051	100%	\$48.88	\$45.93	\$53.43	\$50.04	40%	30%	20%	10%	\$49.02
CITY PLANNER			19-3051.00	Urban and Regional Planners	19-3051	100%		\$39.58	\$51.34	\$44.32		50%	30%	20%	\$44.06
CITY MANAGER	188117114	Manager, City	11-1011.00	Chief Executives	11-1011	100%	\$79.96	\$68.53		\$106.18	35%	35%		30%	\$83.83
CITY TAX ASSESSOR			13-2020.00	Property Appraisers and Assessors	13-2020	100%	\$28.36	\$36.65	\$46.76	\$33.72	60%	25%	10%	5%	\$32.54
CITY TREASURER					-										
CLERK TYPIST I	237367018	Information Clerk	43-4171.00	Receptionists and Information Clerks	43-4171	50%	\$19.55	\$19.49	\$21.80	\$18.86	90%	10%	0%	0%	\$9.77
CLERK TYPIST I	203582054	Data Entry Clerk	43-9021.00	Data Entry Keyers	43-9021	50%	\$21.22	\$20.35	\$23.63	\$20.52	90%	10%	0%	0%	\$10.57
CLERK TYPIST II	203362010	Clerk-Typist	43-9022.00	Office and Administrative Support Occupations	43-9022	33%	\$24.61	\$24.49	\$28.07	\$23.54	90%	10%	0%	0%	\$8.19
CLERK TYPIST II	243367018	Town Clerk	43-4031.02	Court, Municipal, and License Clerks	43-4031	33%	\$27.31	\$23.97	\$31.19	\$24.16	90%	10%	0%	0%	\$8.98
CLERK TYPIST II	375362010	Police Clerk	43-9061.00	Office Clerks, General	43-9061	34%	\$24.60	\$24.56	\$25.16	\$22.33	90%	10%	0%	0%	\$8.36
CUSTODIAN	382664010	Janitor	37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	100%	\$21.32	\$19.95	\$23.10	\$18.28	90%	10%	0%	0%	\$21.18
DEPUTY CITY ATTORNEY					-										
DEPUTY CITY CLERK					-										
DEPUTY CITY ENGINEER					-										
DEPUTY CITY MANAGER					-										
DEPUTY COMMUNITY SERVICES DIRECTOR					-										
DEPUTY FINANCE DIRECTOR					-										
DEPUTY INFORMATION TECHNOLOGY DIRECTOR					-										
DEPUTY PARKING MANAGER					-										
DEPUTY TAX COLLECTOR					-										
DIRECTOR OF COMMUNITY SERVICES	375117010	Director of Community Services	11-1011.00	Chief Executives	11-1011	90%	\$79.96	\$68.53		\$106.18	50%	25%		25%	\$75.29
DIRECTOR OF COMMUNITY SERVICES	373117010	Director of Community Services	11-1021.00	General and Operations Managers	11-1021	10%	\$60.81	\$55.25	\$66.39	\$52.48	50%	25%	15%	10%	\$5.94
DIRECTOR OF FINANCE	161117018	Treasurer	11-3031.01	Financial Managers	11-3031	100%	\$82.44	\$74.58	\$104.08	\$82.65	30%	30%	20%	20%	\$84.45
DIRECTOR OF HUMAN RESOURCES	166167034	Manager, Labor Relations	11-3121.99	Human Resources Managers	11-3121	100%	\$74.58	\$71.58	\$91.79	\$74.07	30%	30%	20%	20%	\$77.02
DIRECTOR OF INFORMATION TECHNOLOGY	169167082	Manager, Computer Operations	11-3021.00	Computer and Information Systems Managers	11-3021	100%	\$90.62	\$86.98	\$106.67	\$86.90	30%	30%	20%	20%	\$91.99
DIRECTOR OF MEDIA SERVICES					-										
DIRECTOR OF PLANNING & CDBG					-										
DIRECTOR OF PUBLIC LIBRARY					-										
DIRECTOR OF PUBLIC WELFARE	188117126	Welfare Director			-										
DIRECTOR OF RECREATION					-										
ELECTRICAL INSPECTOR	168167034	Inspector, Electrical	47-4011.00	Construction and Building Inspectors	47-4011	100%	\$40.37	\$34.29	\$42.00	\$37.06	60%	25%	10%	5%	\$38.85
ENGINEERING TECHNICIAN	005281010	Drafter, Civil	17-3011.02	Architectural and Civil Drafters	17-3011	50%	\$32.40	\$33.35	\$32.82	\$32.82	50%	40%	10%	0%	\$16.55
ENGINEERING TECHNICIAN	005281014	Civil Engineering Technician	17-3022.00	Civil Engineering Technologists and Technicians	17-3022	50%	\$29.96	\$33.36	\$34.45	\$32.23	50%	40%	10%	0%	\$15.88
ENVIRONMENTAL PROJECTS MANAGER	029081010	Environmental Analyst	19-2041.00	Environmental Scientists and Specialists, Including Health	19-2041	100%	\$46.80	\$39.55	\$49.80	\$40.80	70%	20%	5%	5%	\$45.20
EXECUTIVE ASSISTANT TO CITY MANAGER					-										
EXECUTIVE SECRETARY	169167014	Administrative Secretary	43-6011.00	Executive Secretaries and Executive Administrative Assistants	43-6011	100%	\$35.97	\$35.12	\$42.30	\$38.00	50%	30%	10%	10%	\$36.55
EXECUTIVE SECRETARY TO POLICE CHIEF	169167014	Administrative Secretary	43-6011.00	Executive Secretaries and Executive Administrative Assistants	43-6011	100%	\$35.97	\$35.12	\$42.30	\$38.00	50%	30%	10%	10%	\$36.55
EXECUTIVE SECRETARY TO PROSECUTOR	169167014	Administrative Secretary	43-6011.00	Executive Secretaries and Executive Administrative Assistants	43-6011	100%	\$35.97	\$35.12	\$42.30	\$38.00	50%	30%	10%	10%	\$36.55
FIRE - RESCUE CHIEF	373117010	Fire Chief	11-1011.00	Chief Executives	11-1011	90%	\$79.96	\$68.53		\$106.18	50%	25%		25%	\$75.29
FIRE - RESCUE CHIEF	373117010	Fire Chief	11-1021.00	General and Operations Managers	11-1021	10%	\$60.81	\$55.25	\$66.39	\$52.48	50%	25%	15%	10%	\$5.94
FIRE ASSISTANT CHIEF					-										
FIRE CAPTAIN	373134010	Fire Captain	33-1021.01	First-Line Supervisors of Firefighting and Prevention Workers	33-1021	100%	\$43.42	\$44.06	\$48.00	\$46.40	50%	40%	10%	0%	\$44.13
FIRE DEPUTY CHIEF					-										
FIRE DIVISION CHIEF					-										
FIRE LIEUTENANT					-										
FIRE MECHANIC					-										
FIRE/HEALTH INSPECTOR					-										
FIREFIGHTER-AEMT					-										
FIREFIGHTER-EMT	373364010	Fire Fighter	33-2011.01	Firefighters	33-2011	100%	\$26.31	\$27.35	\$36.71	\$29.41	60%	30%	10%	0%	\$27.66
FIREFIGHTER-PARAMEDIC					-										
FIRE-LIFE SAFETY INSPECTOR					-										
FLEET SUPERVISOR					-										
HEAVY EQUIPMENT MECHANIC	620381022	Repairer, Heavy	49-3023.01	Automotive Service Technicians and Mechanics	49-3023	100%	\$30.18	\$26.57	\$31.29	\$25.12	70%	20%	10%	0%	\$29.57
HEAVY EQUIPMENT OPERATOR I					-										
HEAVY EQUIPMENT OPERATOR II	850683046	Utility-Tractor Operator	47-2073.01	Operating Engineers and Other Construction Equipment Operators	47-2073	100%	\$30.89	\$33.15	\$38.18	\$29.70	70%	20%	10%	0%	\$32.07
HUMAN RESOURCES ASSISTANT					-										
INFORMATION TECHNOLOGY ADMINISTRATOR	033162018	Database Administrators	15-1242.00	Database Administrators	15-1242	50%	\$54.90	\$55.03	\$65.68	\$51.91	50%	20%	20%	10%	\$28.39
INFORMATION TECHNOLOGY ADMINISTRATOR	033162010	Computer Security Coordinator	15-1244.01	Network and Computer Systems Administrators	15-1244	50%	\$52.29	\$51.35	\$57.94	\$49.19	50%	20%	20%	10%	\$26.46
INFORMATION TECHNOLOGY TECHNICIAN	033162018	Technical Support Specialist	15-1231.00	Computer Network Support Specialists	15-1231	100%	\$39.05	\$36.13	\$44.13	\$37.82	50%	20%	20%	10%	\$39.36
INVENTORY COORDINATOR					-										
LABORER	301687018	Yard Worker	37-3011.00	Landscaping and Groundskeeping Workers	37-3011	50%	\$23.38	\$21.88	\$24.33	\$19.42	90%	20%	0%	0%	\$12.71
LABORER	869664014	Construction Worker I	47-2061.00	Construction Laborers	47-2061	50%	\$24.60	\$24.02	\$31.47	\$23.39	90%	20%	0%	0%	\$13.47
LIBRARIAN I					-										
LIBRARIAN II	100167018	Children's Librarian	25-4022.00	Librarians and Media Collections Specialists	25-4022	100%	\$34.36	\$33.59	\$39.43	\$33.87	60%	20%	10%	10%	\$34.66
LIBRARY ASSISTANT I	100367018	Library Technical Assistant	25-4031.00	Library Technicians	25-4031	100%		\$24.38	\$28.44	\$22.12		90%	10%	0%	\$24.78

OES Crosswalk

OES Data							Position	Selected Hourly Rate (Aged)				Labor Market Weight				OES
Dover Classification	DOT_Code	DOT Title	SOC_Code	OCC Title	OCC Code	Match	Ports.	N.H.	Boston	National	Ports Wt	NH Wt	Bos Wt	Natl Wt	Weighted Rate	
LIBRARY ASSISTANT II			-		-											
LIBRARY PAGE	249687014	Page	43-4121.00	Library Assistants, Clerical	43-4121	100%	\$18.58	\$18.51	\$22.77	\$18.31	90%	10%	0%	0%	\$18.57	
MAINTENANCE MECHANIC III	899131018	Utilities-and-Maintenance Supervisor	47-1011.01	First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	100%	\$42.16	\$39.65	\$49.56	\$39.65	40%	30%	20%	10%	\$42.63	
MAINTENANCE ASSISTANT	209567010	Meter Reader	49-9041.00	Industrial Machinery Mechanics	49-9041	50%	\$35.45	\$32.08	\$37.32	\$32.01	70%	20%	10%	0%	\$17.48	
MAINTENANCE SPECIALIST	954564010	Water-Meter Installer	49-9099.99	Installation, Maintenance, and Repair Workers, All Other	49-9099	50%	\$32.51	\$23.21	\$29.89	\$24.43	70%	20%	10%	0%	\$15.19	
MANAGEMENT ANALYST					-											
OFFICE MANAGER					-											
OFFICE SUPPORT ASSISTANT					-											
PARKING ENFORCEMENT OFFICER	375587010	Parking Enforcement Officer	33-3041.00	Parking Enforcement Workers	33-3041	100%		\$25.21	\$25.79	\$23.19		90%	10%	0%	\$25.26	
PARKING MANAGER					-											
PAYROLL & BENEFITS ADMINISTRATOR	215382014	Payroll Clerk	43-3051.00	Payroll and Timekeeping Clerks	43-3051	50%	\$33.31	\$29.57	\$33.21	\$28.91	70%	20%	10%	0%	\$16.27	
PAYROLL & BENEFITS ADMINISTRATOR	209362026	Personnel Clerk	43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping	43-4161	50%	\$26.08	\$26.94	\$28.51	\$25.11	70%	20%	10%	0%	\$13.25	
PERSONNEL ASSISTANT	215382014	Payroll Clerk	43-3051.00	Payroll and Timekeeping Clerks	43-3051	50%	\$33.31	\$29.57	\$33.21	\$28.91	70%	20%	10%	0%	\$16.27	
PERSONNEL ASSISTANT	209362026	Personnel Clerk	43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping	43-4161	50%	\$26.08	\$26.94	\$28.51	\$25.11	70%	20%	10%	0%	\$13.25	
PLANT&PUMP STATION SUPERVISOR	638131022	Maintenance-Mechanic Supervisor	49-1011.00	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	50%	\$43.91	\$41.62	\$47.12	\$39.62	50%	40%	10%	0%	\$21.66	
PLANT&PUMP STATION SUPERVISOR	954132010	Supervisor, Water Treatment Plant	51-1011.00	First-Line Supervisors of Production and Operating Workers	51-1011	50%	\$43.91	\$39.96	\$41.01	\$36.94	50%	40%	10%	0%	\$21.02	
PLUMBING INSPECTOR	168167050	Inspector, Plumbing	47-4011.00	Construction and Building Inspectors	47-4011	100%	\$40.37	\$34.29	\$42.00	\$37.06	50%	30%	20%	0%	\$38.87	
POLICE ACCREDITATION COORDINATOR					-											
POLICE CAPTAIN					-											
POLICE CHIEF	375117010	Police Chief	11-1011.00	Chief Executives	11-1011	90%	\$79.96	\$68.53		\$106.18	50%	25%		25%	\$75.29	
POLICE CHIEF	373117010	Police Chief	11-1021.00	General and Operations Managers	11-1021	10%	\$60.81	\$55.25	\$66.39	\$52.48	50%	25%	15%	10%	\$5.94	
POLICE COMMUNICATIONS SUPERVISOR	939137010	Chief Dispatcher	43-1011.01	First-Line Supervisors of Office and Administrative Support Workers	43-1011	100%	\$34.66	\$34.27	\$38.70	\$34.48	60%	30%	10%	0%	\$34.95	
POLICE CUSTODIAN					37-2011.01	100%	\$21.32	\$19.95	\$23.10	\$18.28	90%	10%	0%	0%	\$21.18	
POLICE DEPUTY COMMUNICATIONS SUPERVISOR					-											
POLICE DISPATCHER I	379362010	Dispatcher, Radio	43-5031.00	Public Safety Telecommunicators	43-5031	100%	\$30.26	\$26.59	\$31.09	\$26.32	60%	30%	10%	0%	\$29.24	
POLICE DISPATCHER II					-											
POLICE LIEUTENANT	375137034	Commanding Officer, Police	33-1012.00	First-Line Supervisors of Police and Detectives	33-1012	100%	\$51.43	\$50.16	\$53.68	\$52.62	50%	40%	10%	0%	\$51.15	
POLICE OFFICER I	375263014	Police Officer I	33-3051.01	Police and Sheriff's Patrol Officers	33-3051	100%	\$32.50	\$33.87	\$38.80	\$37.82	60%	30%	10%	0%	\$33.54	
POLICE OFFICER II					-											
POLICE PREVENTION COORDINATOR					-											
POLICE PREVENTION PROGRAMMER					-											
POLICE PREVENTION PROGRAMMER II					-											
POLICE PROSECUTOR					-											
POLICE RECORDS SUPERVISOR	206137010	Supervisor, Files	43-1011.02	First-Line Supervisors of Office and Administrative Support Workers	43-1011	100%	\$34.66	\$34.27	\$38.70	\$34.48	60%	30%	10%	0%	\$34.95	
POLICE SECRETARY I					-											
POLICE SECRETARY II					-											
POLICE SERGEANT					-											
POLICE SOCIAL WORK UNIT SUPERVISOR					-											
POLICE SOCIAL WORKER					-											
POLICE SYSTEMS IT TECHNICIAN	033162018	Technical Support Specialist	15-1231.00	Computer Network Support Specialists	15-1231	100%	\$39.05	\$36.13	\$44.13	\$37.82	50%	20%	20%	10%	\$39.36	
POLICE VICTIM-WITNESS ADVOCATE					-											
PROJECT MANAGER	182167026	Superintendent, Construction	11-9021.00	Construction Managers	11-9021	100%	\$61.31	\$55.73	\$77.64	\$57.05	55%	30%	10%	5%	\$61.05	
PUBLIC WELFARE TECHNICIAN I	195267010	Eligibility Worker	21-1093.00	Social and Human Service Assistants	21-1093	100%	\$22.07	\$21.03	\$23.58	\$22.79	80%	10%	10%	0%	\$22.12	
PUBLIC WELFARE TECHNICIAN II					-											
PUBLIC WELFARE TECHNICIAN III					-											
PUBLIC WORKS SUPERVISOR					-											
PUMP STATION OPERATOR I					-											
PUMP STATION OPERATOR II	630281018	Pump Servicer	49-9041.00	Industrial Machinery Mechanics	49-9041	50%	\$35.45	\$32.08	\$37.32	\$32.01	70%	20%	10%	0%	\$17.48	
PUMP STATION OPERATOR II	954382010	Pump-Station Operator, Waterworks	51-8031.00	Water and Wastewater Treatment Plant and System Operators	51-8031	50%	\$31.89	\$29.76	\$36.38	\$29.79	70%	20%	10%	0%	\$15.96	
PUMP STATION OPERATOR III					-											
PURCHASING AGENT	162167022	Manager, Procurement Services	11-3061.00	Purchasing Managers	11-3061	50%	\$77.97	\$74.53	\$86.65	\$73.47	40%	30%	20%	10%	\$39.11	
PURCHASING AGENT	162157038	Purchasing Agent	13-1020.00	Buyers and Purchasing Agents	13-1020	50%	\$40.18	\$36.42	\$46.15	\$38.56	40%	30%	20%	10%	\$20.04	
RECREATION PROGRAM ASSOCIATE I	341367010	Recreation-Facility Attendant	39-3091.00	Amusement and Recreation Attendants	39-3091	100%	\$15.69	\$15.06	\$17.20	\$15.96	90%	10%	0%	0%	\$15.63	
RECREATION PROGRAM ASSOCIATE II					-											
RECREATION PROGRAM ASSOCIATE III	195227014	Recreation Leader	39-9032.00	Recreation Workers	39-9032	100%	\$18.02	\$17.71	\$19.24	\$18.14	90%	10%	0%	0%	\$17.99	
RECREATION PROGRAM SPECIALIST I	153227018	Instructor, Sports			-											
RECREATION PROGRAM SPECIALIST II					-											
RECREATION PROGRAM SPECIALIST III					39-9031.00	100%	\$25.55	\$25.33	\$32.35	\$23.40	90%	10%	0%	0%	\$25.53	
RECREATION PROGRAM SPECIALIST IV					-											
RECREATION PROGRAM SUPERVISOR	379667014	Lifeguard	33-9092.00		33-9092	00										
SEASONAL MAINTENANCE WORKER I					-											
SEASONAL MAINTENANCE WORKER II	408687014	Laborer, Landscape	37-3011.00	Landscaping and Groundskeeping Workers	37-3011	50%	\$23.38	\$21.88	\$24.33	\$19.42	90%	10%	0%	0%	\$11.62	
SEASONAL MAINTENANCE WORKER III	620664010	Construction-Equipment-Mechanic Helper	49-9098.00	Helpers--Installation, Maintenance, and Repair Workers	49-9098	50%	\$20.35	\$20.60	\$22.71	\$19.66	90%	10%	0%	0%	\$10.19	
SECRETARY I	201362030	Secretary	43-6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	100%	\$25.11	\$23.95	\$29.45	\$23.59	80%	10%	10%	0%	\$25.42	
SECRETARY II					-											
SOLID WASTE ASSISTANT					-											
SOLID WASTE COORDINATOR					-											
SPECIALIZED HEAVY EQUIPMENT MECHANIC	625281010	Diesel Mechanic	49-3031.00	Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	50%	\$32.93	\$32.97	\$37.60	\$30.65	70%	20%	10%	0%	\$16.70	
SPECIALIZED HEAVY EQUIPMENT MECHANIC	620261022	Construction-Equipment Mechanic	49-3042.00	Mobile Heavy Equipment Mechanics, Except Engines	49-3042	50%	\$33.15	\$32.97	\$38.09	\$32.51	70%	20%	10%	0%	\$16.80	
SUPERINTENDENT OF FACILITIES, GROUNDS & CEMETERIES					-											
SUPERINTENDENT OF PUBLIC WORKS	184161014	Superintendent, Water-And-Sewer Systems	11-3071.02	Transportation, Storage, and Distribution Managers	11-3071	100%	\$67.67	\$64.52	\$63.90	\$53.20	60%	20%	10%	10%	\$65.22	
SUPERINTENDENT OF UTILITIES	184161014	Superintendent, Water-And-Sewer Systems	11-3071.02	Transportation, Storage, and Distribution Managers	11-3071	100%	\$67.67	\$64.52	\$63.90	\$53.20	60%	20%	10%	10%	\$65.22	
TAX ASSESSING DATA TECHNICIAN					-											
TEEN CENTER COUNSELOR					-											
TELEVISION BROADCAST OPERATOR	194262022	Master Control Operator	27-4012.00	Broadcast Technicians	27-4012	20%			\$24.60	\$29.56			95%	5%	\$4.97	
TELEVISION BROADCAST OPERATOR	143062022	Camera Operator	27-4031.00	Camera Operators, Television, Video, and Film	27-4031	80%		\$35.99	\$31.17	\$37.21		75%	25%	0%	\$27.83	
TRUCK DRIVER	902683010	Dump-Truck Driver	53-3032.01	Heavy and Tractor-Trailer Truck Drivers	53-3032	100%	\$30.61	\$30.19	\$31.77	\$29.09	80%	20%	0%	0%	\$30.53	
UTILITIES SYSTEM SUPERVISOR	899131018	Utilities-and-Maintenance Supervisor	47-1011.01	First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	100%	\$42.16	\$39.65	\$49.56	\$39.65	40%	30%	20%	10%	\$42.63	
WORKING FOREMAN	899131010	Labor-Crew Supervisor	47-1011.01	First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	34%	\$42.16	\$39.65	\$49.56	\$39.65	50%	40%	10%	0%	\$14.24	
WORKING FOREMAN	899131018	Utilities-and-Maintenance Supervisor	47-1011.01	First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	33%	\$42.16	\$39.65	\$49.56	\$39.65	50%	40%	10%	0%	\$13.95	
WORKING FOREMAN	899134010	Highway-Maintenance Supervisor	47-1011.01	First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	33%	\$42.16	\$39.65	\$49.56	\$39.65	50%	40%	10%	0%	\$13.95	
WWTP LAB/INDUSTRIAL PRETREATMENT COORDINATOR	022137010	Laboratory Supervisor			-											
WWTP/WWTP CHIEF OPERATOR	955130010	Supervisor, Wastewater-Treatment Plant	51-1011.00	First-Line Supervisors of Production and Operating Workers	51-1011	100%	\$43.91	\$39.96	\$41.01	\$36.94	50%	40%	10%	0%	\$42.04	
WWTP/WWTP LAB TECHNICIAN	022261010	Chemical Laboratory Technician	19-4031.00	Chemical Technicians	19-4031	75%		\$24.95	\$33.67	\$29.96		50%	40%	10%	\$21.70	
WWTP/WWTP LAB TECHNICIAN	029361018															

2026 Market Analysis

Dover Classification	Analysis Grade	Union	Dover Mid-Point	Survey Rate	OES Rate	Market Composite		Benchmark Job	Benchmark Index	
CUSTODIAN	7	DMEA	21.36	23.08	21.18	22.13	0.97	Yes	0.97	
CLERK TYPIST II	8	DMEA	22.93	21.35	25.53	23.44	0.98	Yes	0.98	
LIBRARY ASSISTANT I	8	DMEA	22.93	22.39	24.78	23.58	0.97	Yes	0.97	
ACCOUNT CLERK II	9	DMEA	24.69	30.15	25.29	27.72	0.89	Yes	0.89	
LABORER	9	AFSCME	24.69	23.73	26.18	24.96	0.99	Yes	0.99	
LABORER	9	AFSCME	24.69	23.73	26.18	24.96	0.99	Yes	0.99	
TRUCK DRIVER	10	AFSCME	26.54	26.74	30.53	28.63	0.93	Yes	0.93	
MAINTENANCE SPECIALIST	11	AFSCME	28.51	31.81	32.67	32.24	0.88	Yes	0.88	
POLICE DISPATCHER I	11	DPA	28.51	28.59	29.24	28.91	0.99	Yes	0.99	
ANIMAL CONTROL OFFICER	12	DPA	30.69	26.19	28.82	27.50	1.12	Yes	1.12	
BOOKKEEPER	12	DMEA	30.69	25.87	26.35	26.11	1.18	Yes	1.18	
FIREFIGHTER-EMT	12	IAFF	30.69	28.98	27.66	28.32	1.08	Yes	1.08	
PERSONNEL ASSISTANT	12	DPAAI	30.69	36.23	29.52	32.88	0.93	Yes	0.93	
ACCOUNTANT I	13	DMEA	32.99	36.07	38.25	37.16	0.89	Yes	0.89	
EXECUTIVE SECRETARY	13	non-union	32.99	31.15	36.55	33.85	0.97	Yes	0.97	
HEAVY EQUIPMENT MECHANIC	13	AFSCME	32.99	32.09	29.57	30.83	1.07	Yes	1.07	
HEAVY EQUIPMENT MECHANIC	13	AFSCME	32.99	32.09	29.57	30.83	1.07	Yes	1.07	
HEAVY EQUIPMENT OPERATOR II	13	AFSCME	32.99	29.73	32.07	30.90	1.07	Yes	1.07	
INFORMATION TECHNOLOGY TECHNICIAN	13	non-union	32.99	38.30	39.36	38.83	0.85	Yes	0.85	
ADMINISTRATIVE ASSISTANT	14	non-union	35.44	30.63	36.26	33.45	1.06	Yes	1.06	
POLICE OFFICER I	14	DPA	35.44	36.13	33.54	34.83	1.02	Yes	1.02	
WWTP/WTP OPERATOR I	14	AFSCME	35.44	29.24	33.16	31.20	1.14	Yes	1.14	
BUILDING INSPECTOR	15	DMEA	38.12	40.45	38.85	39.65	0.96	Yes	0.96	
ELECTRICAL INSPECTOR	15	DMEA	38.12	37.75	38.85	38.30	1.00	Yes	1.00	
ENGINEERING TECHNICIAN	15	DPEA	38.12	37.82	32.44	35.13	1.09	Yes	1.09	
LIBRARIAN II	15	DMEA	38.12	32.23	34.66	33.45	1.14	Yes	1.14	
WORKING FOREMAN	16	DPEA	40.96	36.64	42.15	39.39	1.04	Yes	1.04	
ASSISTANT TAX ASSESSOR	17	DMEA	44.08	38.07	32.69	35.38	1.25	Yes	1.25	
UTILITIES SYSTEM SUPERVISOR	17	DPEA	44.08	43.73	42.63	43.18	1.02	Yes	1.02	
WWTP/WTP CHIEF OPERATOR	17	DPEA	44.08	40.21	42.04	41.12	1.07	Yes	1.07	
FIRE CAPTAIN	18	DPFOA	47.34	45.44	44.13	44.79	1.06	Yes	1.06	
CITY PLANNER	19	DMEA	50.85	43.19	44.06	43.62	1.17	Yes	1.17	
PURCHASING AGENT	19	DMEA	50.85	36.41	59.16	47.78	1.06	Yes	1.06	
POLICE LIEUTENANT	20	DPAAI	54.75	52.90	51.15	52.02	1.05	Yes	1.05	
SUPERINTENDENT OF PUBLIC WORKS	20	DPEA	54.75	52.15	65.22	58.68	0.93	yes	0.93	
CITY ENGINEER	21	DPEA	58.78	55.58	49.02	52.30	1.12	Yes	1.12	
DIRECTOR OF FINANCE	25	non-union	78.19	63.58	84.45	74.01	1.06	Yes	1.06	
DIRECTOR OF INFORMATION TECHNOLOGY	25	non-union	78.19	58.17	91.99	75.08	1.04	Yes	1.04	
FIRE - RESCUE CHIEF	25	non-union	78.19	68.49	81.24	74.86	1.04	Yes	1.04	
POLICE CHIEF	25	non-union	78.19	66.43	81.24	73.83	1.06	Yes	1.06	
TELEVISION BROADCAST OPERATOR	1	non-union	13.88	-	32.80	32.80	0.42			
LIBRARY PAGE	3	DMEA	15.97	-	18.57	18.57	0.86			
RECREATION PROGRAM ASSOCIATE I	4	non-union	17.21	-	15.63	15.63	1.10			
RECREATION PROGRAM ASSOCIATE II	5	non-union	18.52	-	-	-	0.00			
SEASONAL MAINTENANCE WORKER I	5	non-union	18.52	-	-	-	0.00			
CLERK TYPIST I	6	DMEA	19.91	-	20.34	20.34	0.98			
RECREATION PROGRAM ASSOCIATE III	6	non-union	19.91	-	17.99	17.99	1.11			
SEASONAL MAINTENANCE WORKER II	6	non-union	19.91	-	-	-	0.00			
ACCOUNT CLERK I	7	DMEA	21.36	-	24.99	24.99	0.85			
RECREATION PROGRAM SPECIALIST I	7	non-union	21.36	-	-	-	0.00			
SEASONAL MAINTENANCE WORKER III	7	non-union	21.36	-	21.81	21.81	0.98			
RECREATION PROGRAM SPECIALIST II	8	non-union	22.93	-	-	-	0.00			
PARKING ENFORCEMENT OFFICER	9	DPA	24.69	-	25.26	25.26	0.98			
RECREATION PROGRAM SPECIALIST III	9	non-union	24.69	-	25.53	25.53	0.97			
SECRETARY I	9	DMEA	24.69	-	25.42	25.42	0.97			
LIBRARY ASSISTANT II	10	DMEA	26.54	-	-	-	0.00			
RECREATION PROGRAM SPECIALIST IV	10	non-union	26.54	-	-	-	0.00			

2026 Market Analysis

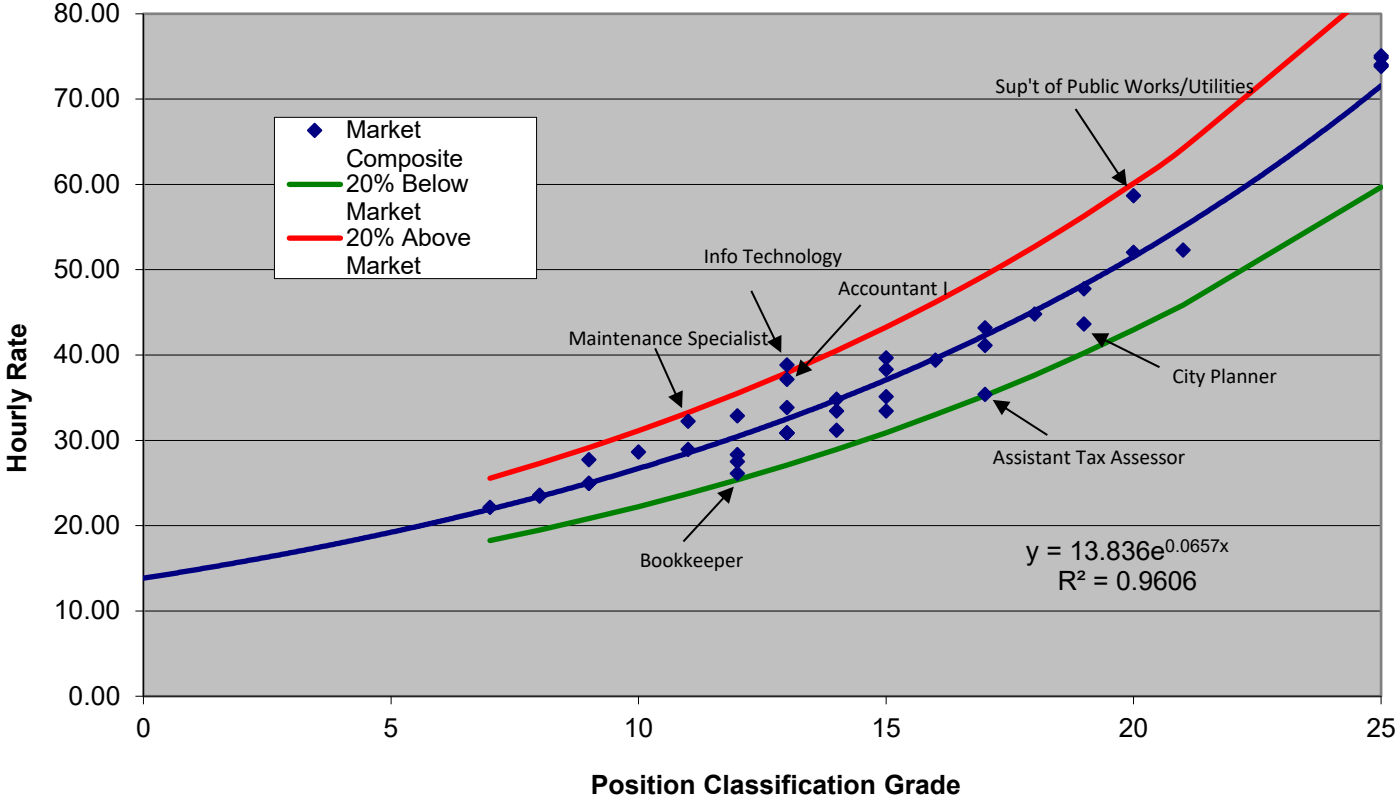
Dover Classification	Analysis Grade	Union	Dover Mid-Point	Survey Rate	OES Rate	Market Composite		Benchmark Job	Benchmark Index	
MAINTENANCE SPECIALIST	11	AFSCME	28.51	31.81	32.67	32.24	0.88			
MAINTENANCE SPECIALIST	11	AFSCME	28.51	31.81	32.67	32.24	0.88			
MAINTENANCE SPECIALIST	11	AFSCME	28.51	31.81	32.67	32.24	0.88			
MAINTENANCE SPECIALIST	11	AFSCME	28.51	31.81	32.67	32.24	0.88			
PUMP STATION OPERATOR I	11	AFSCME	28.51	-	-	-	0.00			
TAX ASSESSING DATA TECHNICIAN	11	DMEA	28.51	-	-	-	0.00			
DEPUTY CITY CLERK	12	DMEA	30.69	36.34	-	36.34	0.84			
DEPUTY TAX COLLECTOR	12	DMEA	30.69	33.86	-	33.86	0.91			
HEAVY EQUIPMENT OPERATOR I	12	AFSCME	30.69	26.58	-	26.58	1.15			
INVENTORY COORDINATOR	12	AFSCME	30.69	-	-	-	0.00			
PAYROLL & BENEFITS ADMINISTRATOR	12	DMEA	30.69	-	29.52	29.52	1.04			
POLICE PREVENTION PROGRAMMER	12	DPA	30.69	-	-	-	0.00			
SOLID WASTE ASSISTANT	12	AFSCME	30.69	-	-	-	0.00			
LIBRARIAN I	13	DMEA	32.99	-	-	-	0.00			
MANAGEMENT ANALYST	13	non-union	32.99	-	-	-	0.00			
PUBLIC WELFARE TECHNICIAN I	13	DMEA	32.99	-	22.12	22.12	1.49			
PUMP STATION OPERATOR II	13	AFSCME	32.99	-	33.44	33.44	0.99			
RECREATION PROGRAM SUPERVISOR	13	DPEA	32.99	-	-	-	0.00			
WWTP/WTP LAB TECHNICIAN	13	DPEA	32.99	-	28.60	28.60	1.15			
PUBLIC WELFARE TECHNICIAN II	14	DMEA	35.44	-	-	-	0.00			
FIRE/HEALTH INSPECTOR	15	DMEA	38.12	-	-	-	0.00			
FIRE-LIFE SAFETY INSPECTOR	15	DMEA	38.12	-	-	-	0.00			
PLUMBING INSPECTOR	15	DMEA	38.12	-	38.87	38.87	0.98			
POLICE RECORDS SUPERVISOR	15	DPAAII	38.12	-	34.95	34.95	1.09			
ARENA PROGRAM - MARKETING SUPERVISOR	16	DPEA	40.96	-	-	-	0.00			
INFORMATION TECHNOLOGY ADMINISTRATOR	16	non-union	40.96	-	54.85	54.85	0.75			
WWTP/WTP OPERATOR II	16	AFSCME	40.96	-	#N/A	-	0.00			
ARENA FACILITY MANAGER	17	DPEA	44.08	-	79.66	79.66	0.55			
ASSISTANT CITY PLANNER	17	DMEA	44.08	-	-	-	0.00			
FIRE LIEUTENANT	17	DPFOA	44.08	38.53	-	38.53	1.14			
PARKING MANAGER	17	DPAAII	44.08	-	-	-	0.00			
POLICE COMMUNICATIONS SUPERVISOR	17	DPAAII	44.08	-	34.95	34.95	1.26			
POLICE PREVENTION COORDINATOR	17	DPAAII	44.08	-	-	-	0.00			
PUBLIC WORKS SUPERVISOR	17	DPEA	44.08	-	-	-	0.00			
SOLID WASTE COORDINATOR	17	DPEA	44.08	-	-	-	0.00			
TEEN CENTER COUNSELOR	17	DPA	44.08	-	-	-	0.00			
ASSISTANT CITY ENGINEER	18	DPEA	47.34	-	-	-	0.00			
ASSISTANT RECREATION DIRECTOR	18	DPEA	47.34	-	-	-	0.00			
CITY TREASURER	18	non-union	47.34	-	-	-	0.00			
FLEET SUPERVISOR	18	DPEA	47.34	-	-	-	0.00			
ASSISTANT LIBRARY DIRECTOR	19	DMEA	50.85	-	-	-	0.00			
BUILDING OFFICIAL	19	DMEA	50.85	-	-	-	0.00			
FIRE MECHANIC	19	non-union	50.85	-	-	-	0.00			
POLICE PROSECUTOR	19	DPAAII	50.85	-	-	-	0.00			
WWTP/WTP SUPERVISOR	19	DPEA	50.85	-	-	-	0.00			
ACCOUNTANT II	20	DMEA	54.75	42.07	45.05	43.56	1.26			
FIRE ASSISTANT CHIEF	20	DPFOA	54.75	-	-	-	0.00			
FIRE DEPUTY CHIEF	21	DPFOA	58.78	58.06	-	58.06	1.01			
DEPUTY COMMUNITY SERVICES DIRECTOR	22	non-union	63.24	-	-	-	0.00			
DIRECTOR OF HUMAN RESOURCES	22	non-union	63.24	53.83	77.02	65.43	0.97			
DEPUTY CITY MANAGER	25	non-union	78.19	-	-	-	0.00			
DIRECTOR OF COMMUNITY SERVICES	25	non-union	78.19	-	81.24	81.24	0.96			
OFFICE SUPPORT ASSISTANT	6	non-union	19.91	-	-	-	0.00			
POLICE CUSTODIAN	7	DPA	21.36	-	21.18	21.18	1.01			
BUILDING MAINTENANCE MECHANIC	8	DMEA	22.93	-	21.18	21.18	1.08			
POLICE SECRETARY I	9	DPA	24.69	-	-	-	0.00			
POLICE SECRETARY II	10	DPA	26.54	-	-	-	0.00			

2026 Market Analysis

Dover Classification	Analysis Grade	Union	Dover Mid-Point	Survey Rate	OES Rate	Market Composite Rate	Market Composite Index	Benchmark Job	Benchmark Index	
SECRETARY II	10	DMEA	26.54	28.74	-	28.74	0.92			
DEPUTY PARKING MANAGER	12	DPAAII	30.69	-	-	-	0.00			
OFFICE MANAGER	12	DMEA	30.69	32.46	-	32.46	0.95			
ASSISTANT FIRE MECHANIC	13	non-union	32.99	-	-	-	0.00			
EXECUTIVE SECRETARY TO POLICE CHIEF	13	DPAAII	32.99	-	36.55	36.55	0.90			
EXECUTIVE SECRETARY TO PROSECUTOR	13	DPAAII	32.99	-	36.55	36.55	0.90			
FIREFIGHTER-AEMT	13	IAFF	32.99	30.69	-	30.69	1.07			
POLICE DISPATCHER II	13	DPA	32.99	-	-	-	0.00			
POLICE SYSTEMS IT TECHNICIAN	13	DPAAII	32.99	-	39.36	39.36	0.84			
BUSINESS DEVELOPMENT SPECIALIST	14	non-union	35.44	-	-	-	0.00			
POLICE PREVENTION PROGRAMMER II	14	DPA	35.44	-	-	-	0.00			
SPECIALIZED HEAVY EQUIPMENT MECHANIC	14	AFSCME	35.44	-	33.51	33.51	1.06			
ADMINISTRATIVE MANAGER	15	non-union	38.12	-	-	-	0.00			
FIREFIGHTER-PARAMEDIC	15	IAFF	38.12	32.96	-	32.96	1.16			
MAINTENANCE MECHANIC III	15	DPEA	38.12	-	42.63	42.63	0.89			
POLICE ACCREDITATION COORDINATOR	15	DPAAII	38.12	-	-	-	0.00			
POLICE DEPUTY COMMUNICATIONS SUPERVISOR	15	DPAAII	38.12	-	-	-	0.00			
POLICE SOCIAL WORKER	15	DPA	38.12	-	-	-	0.00			
POLICE VICTIM-WITNESS ADVOCATE	15	DPA	38.12	-	-	-	0.00			
PUBLIC WELFARE TECHNICIAN III	15	DMEA	38.12	-	-	-	0.00			
PUMP STATION OPERATOR III	15	DPEA	38.12	-	-	-	0.00			
AQUATIC FACILITY MANAGER	16	DPEA	40.96	-	79.66	79.66	0.51			
HUMAN RESOURCES ASSISTANT	16	non-union	40.96	-	-	-	0.00			
POLICE OFFICER II	16	DPA	40.96	-	-	-	0.00			
WWTP LAB/INDUSTRIAL PRETREATMENT COORDINATOR	16	DPEA	40.96	-	-	-	0.00			
EXECUTIVE ASSISTANT TO CITY MANAGER	17	non-union	44.08	-	-	-	0.00			
PLANT&PUMP STATION SUPERVISOR	17	DPEA	44.08	-	42.68	42.68	1.03			
POLICE SOCIAL WORK UNIT SUPERVISOR	17	DPAAII	44.08	-	-	-	0.00			
CITY TAX ASSESSOR	18	DMEA	47.34	-	32.54	32.54	1.45			
POLICE SERGEANT	18	DPAAII	47.34	47.16	-	47.16	1.00			
BUSINESS DEVELOPMENT MANAGER	19	non-union	50.85	-	-	-	0.00			
DIRECTOR OF PUBLIC WELFARE	19	non-union	50.85	41.07	-	41.07	1.24			
ENVIRONMENTAL PROJECTS MANAGER	19	DPEA	50.85	-	45.20	45.20	1.13			
PROJECT MANAGER	19	DPEA	50.85	-	61.05	61.05	0.83			
DEPUTY CITY ENGINEER	20	DPEA	54.75	-	-	-	0.00			
FIRE DIVISION CHIEF	20	DPFOA	54.75	-	-	-	0.00			
SUPERINTENDENT OF FACILITIES, GROUNDS & CEMENT	20	DPEA	54.75	-	-	-	0.00			
SUPERINTENDENT OF UTILITIES	20	DPEA	54.75	58.90	65.22	62.06	0.88			
CITY CLERK-TAX COLLECTOR	21	non-union	58.78	45.71	51.18	48.44	1.21			
DEPUTY CITY ATTORNEY	21	non-union	58.78	-	-	-	0.00			
DIRECTOR OF PUBLIC LIBRARY	21	non-union	58.78	49.11	-	49.11	1.20			
DIRECTOR OF RECREATION	21	non-union	58.78	46.37	-	46.37	1.27			
POLICE CAPTAIN	21	DPAAII	58.78	56.77	-	56.77	1.04			
DEPUTY FINANCE DIRECTOR	22	non-union	63.24	-	-	-	0.00			
DEPUTY INFORMATION TECHNOLOGY DIRECTOR	22	non-union	63.24	-	-	-	0.00			
DIRECTOR OF MEDIA SERVICES	22	non-union	63.24	-	-	-	0.00			
DIRECTOR OF PLANNING & CDBG	22	non-union	63.24	55.55	-	55.55	1.14			
ASSISTANT CITY MANAGER	23	non-union	67.95	-	84.51	84.51	0.80			
CITY ATTORNEY	26	non-union	83.67	-	78.80	78.80	1.06			

Count of Benchmark Positions		
Green Circle	4	10%
Within Market	29	73%
Red Circle	7	18%

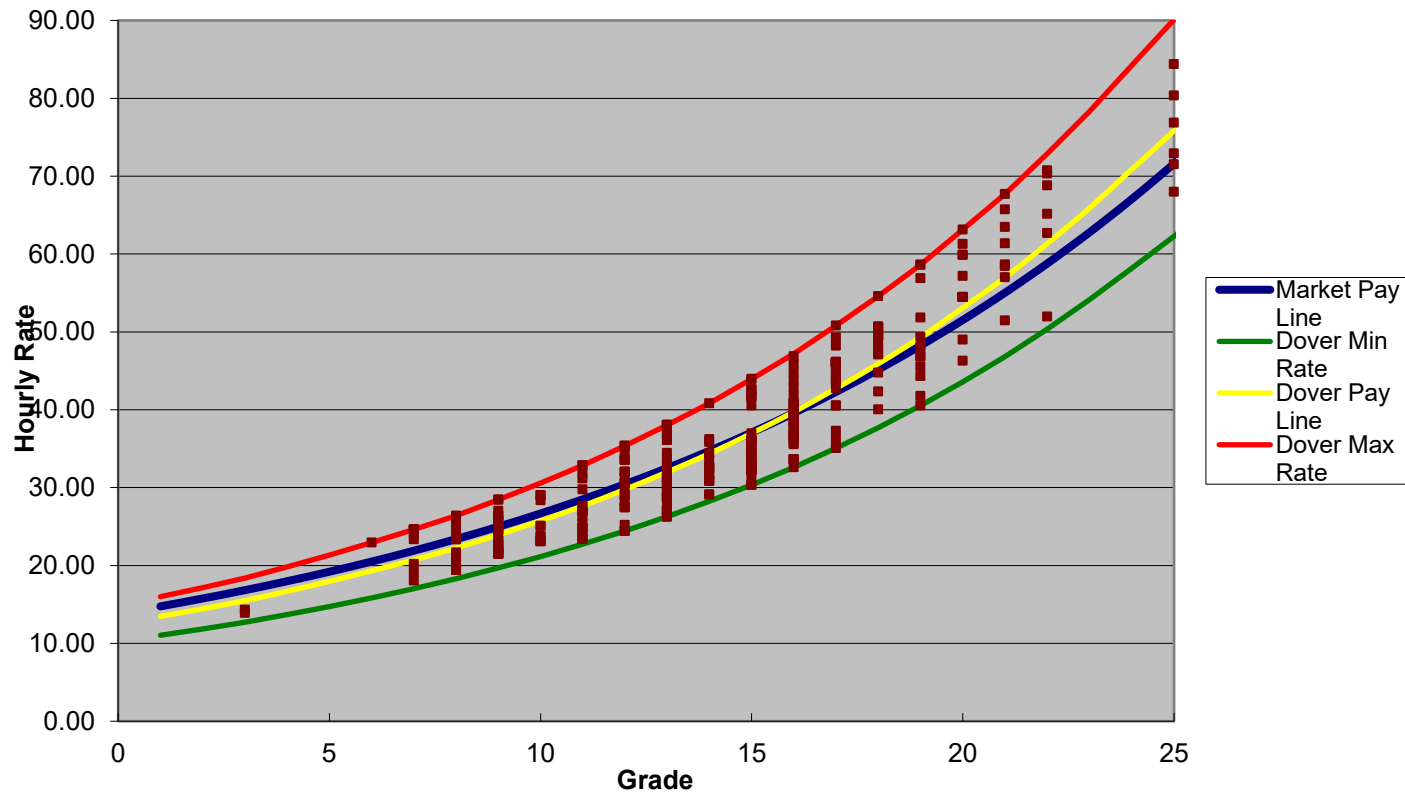
City of Dover
Market Model of Wage and Grade
As of June, 2026



2026 Market Model Structure

Grade	20% Below	Market	20% Above
1	12.29	14.75	17.21
2	13.13	15.76	18.38
3	14.03	16.83	19.64
4	14.98	17.98	20.97
5	16.00	19.20	22.40
6	17.08	20.50	23.91
7	18.25	21.90	25.55
8	19.49	23.39	27.29
9	20.82	24.98	29.15
10	22.23	26.68	31.12
11	23.75	28.50	33.25
12	25.37	30.44	35.52
13	27.09	32.51	37.93
14	28.93	34.72	40.50
15	30.90	37.08	43.26
16	33.00	39.60	46.20
17	35.25	42.30	49.35
18	37.65	45.18	52.71
19	40.21	48.25	56.29
20	42.94	51.53	60.12
21	45.87	55.04	64.22
22	48.99	58.79	68.59
23	52.33	62.79	73.26
24	55.88	67.06	78.23
25	59.68	71.62	83.55
26	63.74	76.49	89.24

City of Dover
Dover Actual with Market Model
As of June, 2026



FY2026 Pay Plan																	Market	Pay Plan
Grade/ Step	Min							Med							Max	Pay Plan	Model	to Model
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Midpoint		
1	\$11.04	\$11.38	\$11.72	\$12.08	\$12.43	\$12.76	\$13.11	\$13.46	\$13.80	\$14.15	\$14.49	\$14.84	\$15.19	\$15.53	\$16.00	13.46	14.75	9.6%
2	\$11.85	\$12.22	\$12.58	\$12.95	\$13.32	\$13.69	\$14.06	\$14.44	\$14.81	\$15.18	\$15.54	\$15.91	\$16.28	\$16.65	\$17.14	14.44	15.76	9.1%
3	\$12.73	\$13.13	\$13.52	\$13.90	\$14.30	\$14.69	\$15.09	\$15.49	\$15.88	\$16.27	\$16.66	\$17.05	\$17.44	\$17.84	\$18.39	15.49	16.83	8.7%
4	\$13.69	\$14.13	\$14.55	\$14.96	\$15.40	\$15.82	\$16.26	\$16.69	\$17.10	\$17.54	\$17.96	\$18.39	\$18.80	\$19.24	\$19.82	16.69	17.98	7.7%
5	\$14.73	\$15.20	\$15.66	\$16.10	\$16.57	\$17.04	\$17.51	\$17.96	\$18.42	\$18.89	\$19.35	\$19.80	\$20.27	\$20.72	\$21.34	17.96	19.20	6.9%
6	\$15.82	\$16.33	\$16.82	\$17.32	\$17.82	\$18.32	\$18.79	\$19.31	\$19.79	\$20.29	\$20.78	\$21.29	\$21.78	\$22.27	\$22.95	19.31	20.50	6.2%
7	\$17.02	\$17.55	\$18.07	\$18.62	\$19.13	\$19.68	\$20.21	\$20.72	\$21.26	\$21.79	\$22.31	\$22.85	\$23.37	\$23.91	\$24.63	20.72	21.90	5.7%
8	\$18.29	\$18.85	\$19.42	\$19.98	\$20.56	\$21.10	\$21.68	\$22.24	\$22.81	\$23.36	\$23.94	\$24.50	\$25.08	\$25.65	\$26.41	22.24	23.39	5.2%
9	\$19.68	\$20.28	\$20.90	\$21.50	\$22.12	\$22.73	\$23.33	\$23.95	\$24.56	\$25.17	\$25.79	\$26.39	\$27.02	\$27.61	\$28.44	23.95	24.98	4.3%
10	\$21.13	\$21.79	\$22.46	\$23.11	\$23.77	\$24.42	\$25.09	\$25.74	\$26.39	\$27.06	\$27.72	\$28.37	\$29.03	\$29.68	\$30.58	25.74	26.68	3.7%
11	\$22.73	\$23.42	\$24.13	\$24.84	\$25.54	\$26.24	\$26.95	\$27.65	\$28.36	\$29.06	\$29.77	\$30.46	\$31.18	\$31.88	\$32.84	27.65	28.50	3.1%
12	\$24.43	\$25.19	\$25.95	\$26.73	\$27.47	\$28.24	\$29.00	\$29.77	\$30.53	\$31.28	\$32.04	\$32.81	\$33.57	\$34.33	\$35.37	29.77	30.44	2.3%
13	\$26.26	\$27.09	\$27.91	\$28.73	\$29.54	\$30.36	\$31.19	\$32.00	\$32.82	\$33.63	\$34.46	\$35.27	\$36.10	\$36.91	\$38.03	32.00	32.51	1.6%
14	\$28.23	\$29.10	\$29.99	\$30.87	\$31.73	\$32.60	\$33.50	\$34.37	\$35.24	\$36.12	\$37.01	\$37.87	\$38.74	\$39.63	\$40.83	34.37	34.72	1.0%
15	\$30.34	\$31.29	\$32.24	\$33.19	\$34.14	\$35.08	\$36.03	\$36.97	\$37.92	\$38.87	\$39.80	\$40.75	\$41.70	\$42.65	\$43.94	36.97	37.08	0.3%
16	\$32.61	\$33.63	\$34.65	\$35.67	\$36.68	\$37.70	\$38.71	\$39.73	\$40.74	\$41.75	\$42.78	\$43.80	\$44.80	\$45.82	\$47.20	39.73	39.60	-0.3%
17	\$35.07	\$36.17	\$37.28	\$38.36	\$39.45	\$40.55	\$41.65	\$42.75	\$43.84	\$44.93	\$46.04	\$47.12	\$48.22	\$49.31	\$50.81	42.75	42.30	-1.1%
18	\$37.70	\$38.88	\$40.05	\$41.24	\$42.40	\$43.58	\$44.76	\$45.92	\$47.11	\$48.28	\$49.47	\$50.65	\$51.83	\$53.00	\$54.60	45.92	45.18	-1.6%
19	\$40.53	\$41.78	\$43.04	\$44.30	\$45.55	\$46.82	\$48.07	\$49.32	\$50.59	\$51.85	\$53.10	\$54.36	\$55.61	\$56.88	\$58.60	49.32	48.25	-2.2%
20	\$43.57	\$44.93	\$46.29	\$47.66	\$49.01	\$50.37	\$51.73	\$53.10	\$54.47	\$55.83	\$57.19	\$58.55	\$59.91	\$61.27	\$63.13	53.10	51.53	-3.0%
21	\$46.84	\$48.28	\$49.75	\$51.20	\$52.65	\$54.11	\$55.55	\$57.01	\$58.46	\$59.92	\$61.37	\$62.83	\$64.27	\$65.74	\$67.72	57.01	55.04	-3.5%
22	\$50.35	\$51.93	\$53.49	\$55.06	\$56.63	\$58.20	\$59.77	\$61.34	\$62.90	\$64.48	\$66.05	\$67.61	\$69.17	\$70.74	\$72.88	61.34	58.79	-4.2%
23	\$54.14	\$55.81	\$57.49	\$59.17	\$60.86	\$62.55	\$64.23	\$65.91	\$67.60	\$69.28	\$70.97	\$72.65	\$74.33	\$76.03	\$78.32	65.91	62.79	-4.7%
24	\$58.18	\$60.00	\$61.81	\$63.63	\$65.43	\$67.25	\$69.06	\$70.88	\$72.67	\$74.49	\$76.31	\$78.11	\$79.93	\$81.73	\$84.21	70.88	67.06	-5.4%
25	\$62.26	\$64.20	\$66.13	\$68.09	\$70.01	\$71.95	\$73.89	\$75.84	\$77.76	\$79.70	\$81.65	\$83.58	\$85.52	\$87.45	\$90.10	75.84	71.62	-5.6%
26	\$66.62	\$68.69	\$70.76	\$72.85	\$74.91	\$76.99	\$79.07	\$81.15	\$83.20	\$85.28	\$87.36	\$89.43	\$91.51	\$93.58	\$96.41	81.15	76.49	-5.7%

Covered Employment and Wages
Portsmouth NH-ME Metropolitan NECTA, NH Portion - 2024 Annual Averages

NAICS Code	Industry Title	Average Annual Establishments	Average Annual Employment	Average Weekly Wage
	Total, Private plus Government	4,866	75,844	\$1,593
	Total Private	4,711	69,100	\$1,617
101	Goods-Producing Industries	482	11,191	\$1,839
11	Agriculture, Forestry, Fishing and Hunting	n	n	n
111	Crop production	4	24	\$405
112	Animal production and aquaculture	n	n	n
113	Forestry and logging	0	0	\$0
114	Fishing, hunting and trapping	0	0	\$0
115	Agriculture and forestry support activities	n	n	n
21	Mining, Quarrying, and Oil and Gas Extraction	n	n	n
211	Oil and gas extraction	0	0	\$0
212	Mining, except oil and gas	n	n	n
213	Support activities for mining	0	0	\$0
23	Construction	320	2,480	\$1,736
236	Construction of buildings	103	888	\$2,108
237	Heavy and civil engineering construction	14	118	\$2,016
238	Specialty trade contractors	203	1,474	\$1,489
31	Manufacturing	152	8,661	\$1,876
311	Food manufacturing	13	967	\$1,976
312	Beverage and tobacco product manufacturing	12	289	\$835
313	Textile mills	n	n	n
314	Textile product mills	4	12	\$1,004
315	Apparel manufacturing	n	n	n
316	Leather and allied product manufacturing	0	0	\$0
321	Wood product manufacturing	5	36	\$1,261
322	Paper manufacturing	n	n	n
323	Printing and related support activities	10	136	\$1,065
324	Petroleum and coal products manufacturing	3	115	\$1,822
325	Chemical manufacturing	4	1,474	\$2,258
326	Plastics and rubber products manufacturing	5	343	\$1,316
327	Nonmetallic mineral product manufacturing	10	727	\$1,620
331	Primary metal manufacturing	0	0	\$0
332	Fabricated metal product manufacturing	23	1,462	\$2,081
333	Machinery manufacturing	12	538	\$2,130
334	Computer and electronic product manufacturing	19	602	\$1,943
335	Electrical equipment, appliance, and component manufacturing	11	1,285	\$1,725
336	Transportation equipment manufacturing	n	n	n
337	Furniture and related product manufacturing	3	28	\$1,059
339	Miscellaneous manufacturing	13	344	\$1,920
102	Service-Providing Industries	4,229	57,909	\$1,574
22	Utilities	12	198	\$2,259
221	Utilities	12	198	\$2,259
42	Wholesale Trade	284	2,594	\$2,452
423	Merchant wholesalers, durable goods	146	1,672	\$2,456
424	Merchant wholesalers, nondurable goods	56	624	\$2,078
425	Wholesale trade agents and brokers	82	298	\$3,215
44	Retail Trade	599	9,122	\$962
441	Motor vehicle and parts dealers	76	1,410	\$1,715
444	Building material and garden equipment and supplies dealers	54	971	\$791
445	Food and beverage retailers	57	2,154	\$608
449	Furniture, home furnishings, electronics, and appliance retailers	65	747	\$2,343
455	General merchandise retailers	27	1,550	\$539
456	Health and personal care retailers	49	396	\$863
457	Gasoline stations and fuel dealers	53	343	\$800
458	Clothing, clothing accessories, shoe, and jewelry retailers	80	504	\$720
459	Sporting goods, hobby, musical instrument, book, and miscellaneous retailers	140	1,046	\$682

Covered Employment and Wages
Portsmouth NH-ME Metropolitan NECTA, NH Portion - 2024 Annual Averages

NAICS Code	Industry Title	Average Annual Establishments	Average Annual Employment	Average Weekly Wage
48	Transportation and Warehousing	82	1,775	\$1,399
481	Air transportation	5	285	\$2,616
482	Rail transportation	0	0	\$0
483	Water transportation	0	0	\$0
484	Truck transportation	30	245	\$1,480
485	Transit and ground passenger transportation	15	417	\$642
486	Pipeline transportation	n	n	n
487	Scenic and sightseeing transportation	n	n	n
488	Support activities for transportation	17	377	\$1,498
491	Postal service (non-government)	0	0	\$0
492	Couriers and messengers	5	309	\$1,129
493	Warehousing and storage	7	103	\$1,498
51	Information	95	1,669	\$2,525
512	Motion picture and sound recording industries	8	85	\$631
513	Publishing industries	47	940	\$3,171
516	Broadcasting and content providers	5	11	\$3,475
517	Telecommunications	11	271	\$2,298
518	Computing infrastructure providers, data processing, web hosting, and related services	21	343	\$1,448
519	Web search portals, libraries, archives, and other information services	3	18	\$1,090
52	Finance and Insurance	278	4,194	\$2,860
521	Monetary authorities - central bank	0	0	\$0
522	Credit intermediation and related activities	87	1,481	\$2,321
523	Securities, commodity contracts, and other financial investments and related activities	107	676	\$4,821
524	Insurance carriers and related activities	84	2,037	\$2,601
525	Funds, trusts, and other financial vehicles	0	0	\$0
53	Real Estate and Rental and Leasing	169	886	\$1,838
531	Real estate	150	709	\$1,704
532	Rental and leasing services	n	n	n
533	Lessors of nonfinancial intangible assets (except copyrighted works)	n	n	n
54	Professional, Scientific, and Technical Services	707	7,227	\$2,336
541	Professional, scientific, and technical services	707	7,227	\$2,336
5411	Legal services	83	412	\$2,107
5412	Accounting, tax preparation, bookkeeping, and payroll services	85	696	\$1,546
5413	Architectural, engineering, and related services	118	1,816	\$2,146
5414	Specialized design services	20	116	\$1,460
5415	Computer systems design and related services	151	2,390	\$3,018
5416	Management, scientific, and technical consulting services	162	849	\$2,300
5417	Scientific research and development services	14	125	\$2,112
5418	Advertising, public relations, and related services	25	137	\$1,810
5419	Other professional, scientific, and technical services	50	686	\$1,746
55	Management of Companies and Enterprises	73	1,907	\$3,296
551	Management of companies and enterprises	73	1,907	\$3,296
56	Administrative/Support and Waste Management/Remediation Services	345	4,152	\$1,562
561	Administrative and support services	332	3,945	\$1,551
5611	Office administrative services	70	967	\$2,305
5612	Facilities support services	n	n	n
5613	Employment services	61	1,332	\$1,524
5614	Business support services	22	599	\$1,062
5615	Travel arrangement and reservation services	n	n	n
5616	Investigation and security services	10	176	\$1,698
5617	Services to buildings and dwellings	148	759	\$940
5619	Other support services	12	74	\$1,962
562	Waste management and remediation services	13	207	\$1,778
61	Educational Services	83	1,901	\$1,164
611	Educational services (non-government)	83	1,901	\$1,164

Covered Employment and Wages

Portsmouth NH-ME Metropolitan NECTA, NH Portion - 2024 Annual Averages

NAICS Code	Industry Title	Average Annual Establishments	Average Annual Employment	Average Weekly Wage
62	Health Care and Social Assistance	496	10,199	\$1,449
621	Ambulatory health care services	375	4,340	\$1,900
622	Hospitals	8	2,718	\$1,410
623	Nursing and residential care facilities	30	1,800	\$1,017
624	Social assistance	83	1,341	\$651
71	Arts, Entertainment, and Recreation	121	1,638	\$587
711	Performing arts, spectator sports, and related industries	29	281	\$637
712	Museums, historical sites, and similar institutions	12	163	\$607
713	Amusements, gambling, and recreation industries	80	1,194	\$573
72	Accommodation and Food Services	439	8,183	\$632
721	Accommodation	59	1,202	\$815
722	Food services and drinking places	380	6,981	\$600
81	Other Services (Except Public Administration)	422	2,177	\$1,105
811	Repair and maintenance	114	651	\$1,416
812	Personal and laundry services	143	866	\$762
813	Religious, grantmaking, civic, professional, and similar organizations	60	546	\$1,327
814	Private households	105	115	\$879
99	Unclassified Establishments	27	90	\$839
999	Unclassified Establishments	27	90	\$839
Total Government		156	6,744	\$1,343
	Federal Government	32	1,106	\$1,979
	State Government	55	870	\$966
	Local Government	69	4,768	\$1,264

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

Covered Employment and Wages

Strafford County, NH Cities and Towns - 2024 Annual Averages

City/Town	Industry Title	Average Annual Establishments	Average Annual Employment	Average Weekly Wage
Barrington	Total, Private plus Government	183	1,971	\$1,221
	Total Private	178	1,640	\$1,279
	Goods-Producing Industries	52	765	\$1,498
	Service-Providing Industries	127	875	\$1,087
	Total Government	5	332	\$938
	Federal Government	2	20	\$1,628
	State Government	0	0	\$0
	Local Government	3	312	\$895
Dover	Total, Private plus Government	954	16,141	\$1,300
	Total Private	928	14,554	\$1,297
	Goods-Producing Industries	115	1,411	\$1,299
	Service-Providing Industries	813	13,143	\$1,297
	Total Government	26	1,587	\$1,332
	Federal Government	3	61	\$1,480
	State Government	9	78	\$1,278
	Local Government	14	1,449	\$1,328
Durham	Total, Private plus Government	207	5,701	\$1,379
	Total Private	189	1,587	\$1,034
	Goods-Producing Industries	11	174	\$1,732
	Service-Providing Industries	178	1,413	\$948
	Total Government	19	4,114	\$1,512
	Federal Government	4	119	\$2,191
	State Government	10	3,565	\$1,509
	Local Government	5	431	\$1,349
Farmington	Total, Private plus Government	104	927	\$1,096
	Total Private	101	665	\$1,132
	Goods-Producing Industries	31	192	\$1,346
	Service-Providing Industries	70	473	\$1,045
	Total Government	3	262	\$1,004
	Federal Government	1	14	\$1,133
	State Government	0	0	\$0
	Local Government	2	248	\$996
Lee	Total, Private plus Government	127	1,397	\$865
	Total Private	124	1,267	\$853
	Goods-Producing Industries	12	117	\$1,321
	Service-Providing Industries	112	1,149	\$805
	Total Government	3	131	\$979
	Federal Government	0	0	\$0
	State Government	1	13	\$441
	Local Government	2	118	\$1,039
Madbury	Total, Private plus Government	39	310	\$971
	Total Private	36	213	\$936
	Goods-Producing Industries	10	56	\$1,251
	Service-Providing Industries	26	158	\$825
	Total Government	3	96	\$1,048
	Federal Government	1	8	\$1,976
	State Government	0	0	\$0
	Local Government	2	89	\$967

Covered Employment and Wages

Strafford County, NH Cities and Towns - 2024 Annual Averages

City/Town	Industry Title	Average Annual Establishments	Average Annual Employment	Average Weekly Wage
Middleton	Total, Private plus Government	13	178	\$1,118
	Total Private	11	119	\$1,358
	Goods-Producing Industries	7	23	\$951
	Service-Providing Industries	4	96	\$1,454
	Total Government	2	59	\$638
	Federal Government	0	0	\$0
	State Government	0	0	\$0
	Local Government	2	59	\$638
Milton	Total, Private plus Government	72	713	\$2,627
	Total Private	68	642	\$2,816
	Goods-Producing Industries	21	311	\$1,171
	Service-Providing Industries	47	330	\$4,368
	Total Government	4	71	\$921
	Federal Government	2	11	\$1,230
	State Government	1	4	\$1,508
	Local Government	1	56	\$817
New Durham	Total, Private plus Government	45	296	\$946
	Total Private	41	200	\$1,002
	Goods-Producing Industries	13	33	\$1,160
	Service-Providing Industries	28	167	\$971
	Total Government	4	96	\$831
	Federal Government	1	6	\$1,356
	State Government	1	4	\$1,225
	Local Government	2	87	\$777
Rochester	Total, Private plus Government	676	12,189	\$1,130
	Total Private	657	10,932	\$1,131
	Goods-Producing Industries	100	2,615	\$1,622
	Service-Providing Industries	557	8,317	\$977
	Total Government	19	1,256	\$1,117
	Federal Government	3	49	\$1,514
	State Government	12	136	\$1,085
	Local Government	4	1,071	\$1,103
Rollinsford	Total, Private plus Government	65	537	\$1,110
	Total Private	61	464	\$1,136
	Goods-Producing Industries	22	273	\$1,087
	Service-Providing Industries	40	191	\$1,205
	Total Government	4	73	\$948
	Federal Government	1	5	\$1,181
	State Government	0	0	\$0
	Local Government	3	68	\$929
Somersworth	Total, Private plus Government	309	5,690	\$1,209
	Total Private	302	5,219	\$1,214
	Goods-Producing Industries	46	794	\$1,250
	Service-Providing Industries	256	4,424	\$1,207
	Total Government	7	472	\$1,151
	Federal Government	2	41	\$1,599
	State Government	2	41	\$636
	Local Government	3	389	\$1,158

Covered Employment and Wages

Strafford County, NH Cities and Towns - 2024 Annual Averages

City/Town	Industry Title	Average Annual Establishments	Average Annual Employment	Average Weekly Wage
Strafford	Total, Private plus Government	70	470	\$1,042
	Total Private	65	338	\$1,046
	Goods-Producing Industries	28	155	\$1,373
	Service-Providing Industries	37	183	\$769
	Total Government	5	131	\$1,031
	Federal Government	1	7	\$1,327
	State Government	2	9	\$1,113
	Local Government	2	116	\$1,007

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

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Total all occupations	00-0000	47,720	1.9	\$15.71	\$30.77	0.4	\$24.01	\$38.30
Management Occupations	11-0000	2,900	2.9	\$34.24	\$63.99	0.9	\$54.48	\$78.85
General and Operations Managers	11-1021	1,090	3.4	\$30.52	\$63.71	1.7	\$48.90	\$80.30
Marketing Managers	11-2021	60	14.1	\$46.56	\$74.24	4.1	\$73.46	\$88.09
Sales Managers	11-2022	100	10.9	\$40.37	\$80.27	4.5	\$70.92	\$100.22
Administrative Services Managers	11-3012	70	16.0	\$38.02	\$55.54	4.5	\$51.70	\$64.30
Facilities Managers	11-3013	50	16.2	\$38.00	\$51.67	3.5	\$49.60	\$58.50
Computer and Information Systems Managers	11-3021	240	14.3	\$57.62	\$81.26	2.8	\$83.77	\$93.08
Financial Managers	11-3031	240	8.9	\$44.37	\$71.08	2.2	\$66.28	\$84.43
Industrial Production Managers	11-3051	80	14.6	\$39.71	\$56.98	3.0	\$52.07	\$65.61
Human Resources Managers	11-3121	40	16.7	\$45.38	\$66.65	3.9	\$62.65	\$77.28
Construction Managers	11-9021	70	15.6	\$40.07	\$54.93	3.4	\$52.53	\$62.36
Education and Childcare Administrators, Preschool and Daycare	11-9031	30	19.2	\$20.28	\$30.30	3.6	\$29.45	\$35.31
Education Administrators, Kindergarten through Secondary	11-9032	110	18.6	\$79,865	\$101,072	2.2	\$103,770	\$111,675
Architectural and Engineering Managers	11-9041	60	16.9	\$50.18	\$69.03	3.1	\$65.76	\$78.45
Food Service Managers	11-9051	70	14.4	\$25.82	\$36.41	3.5	\$31.61	\$41.71
Medical and Health Services Managers	11-9111	150	12.8	\$42.68	\$71.08	4.3	\$57.98	\$85.28
Natural Sciences Managers	11-9121	30	30.0	\$57.10	\$69.46	4.1	\$64.60	\$75.64
Property, Real Estate, and Community Association Managers	11-9141	40	17.4	\$22.52	\$38.18	4.7	\$39.19	\$46.00
Social and Community Service Managers	11-9151	60	15.6	\$26.47	\$37.85	3.7	\$36.70	\$43.54
Managers, All Other	11-9199	50	16.9	\$43.56	\$65.05	3.6	\$67.09	\$75.80
Business and Financial Operations Occupations	13-0000	2,340	3.7	\$24.48	\$40.60	0.9	\$38.38	\$48.66
Buyers and Purchasing Agents	13-1020	150	10.2	\$22.49	\$33.21	2.2	\$32.25	\$38.57
Claims Adjusters, Examiners, and Investigators	13-1031	70	26.1	\$25.32	\$34.02	7.3	\$25.38	\$38.36
Compliance Officers	13-1041	70	15.8	\$27.23	\$40.48	3.8	\$40.41	\$47.10
Cost Estimators	13-1051	50	14.7	\$19.40	\$36.90	5.6	\$32.01	\$45.65
Human Resources Specialists	13-1071	190	9.2	\$23.88	\$38.56	2.7	\$34.33	\$45.91
Logisticians	13-1081	30	18.2	\$23.50	\$36.14	4.7	\$40.64	\$42.45
Project Management Specialists	13-1082	300	9.3	\$30.28	\$44.15	2.2	\$40.93	\$51.09
Management Analysts	13-1111	150	14.6	\$39.87	\$55.34	6.0	\$52.00	\$63.07
Fundraisers	13-1131	60	17.2	\$25.86	\$36.19	3.5	\$34.90	\$41.36
Training and Development Specialists	13-1151	130	10.7	\$17.20	\$31.58	3.8	\$29.30	\$38.77
Market Research Analysts and Marketing Specialists	13-1161	170	8.6	\$18.27	\$34.48	3.1	\$30.31	\$42.59
Business Operations Specialists, All Other	13-1199	160	12.0	\$28.22	\$50.70	4.2	\$46.86	\$61.95
Accountants and Auditors	13-2011	390	6.3	\$28.38	\$39.97	1.4	\$38.19	\$45.76
Personal Financial Advisors	13-2052	80	15.4	\$30.31	\$44.80	2.6	\$47.77	\$52.05
Loan Officers	13-2072	80	16.4	\$20.33	\$46.90	7.7	\$30.67	\$60.19
Tax Preparers	13-2082	30	36.9	\$13.38	\$24.88	16.4	\$18.93	\$30.61
Financial Specialists, All Other	13-2099	30	24.2	\$31.48	\$41.49	5.9	\$38.36	\$46.50

*

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Computer and Mathematical Occupations	15-0000	1,860	6.1	\$33.48	\$54.18	1.1	\$53.83	\$64.52
Computer Systems Analysts	15-1211	240	17.0	\$38.84	\$57.83	3.7	\$57.30	\$67.33
Computer User Support Specialists	15-1232	290	10.4	\$24.82	\$33.62	2.0	\$32.70	\$38.02
Computer Network Architects	15-1241	60	23.7	\$47.91	\$71.42	6.4	\$69.58	\$83.17
Network and Computer Systems Administrators	15-1244	220	12.3	\$39.93	\$50.60	2.0	\$52.78	\$55.94
Software Developers	15-1252	650	8.8	\$40.38	\$61.61	1.8	\$60.73	\$72.22
Software Quality Assurance Analysts and Testers	15-1253	40	22.3	\$26.97	\$45.68	6.1	\$49.09	\$55.03
Computer Occupations, All Other	15-1299	110	21.0	#	#	5.2	#	#
Operations Research Analysts	15-2031	40	30.2	\$31.60	\$48.63	8.0	\$55.52	\$57.14
Data Scientists	15-2051	60	17.4	\$27.25	\$44.77	4.7	\$41.15	\$53.53
Architecture and Engineering Occupations	17-0000	640	7.7	\$28.26	\$43.22	1.5	\$41.03	\$50.70
Civil Engineers	17-2051	80	14.9	\$35.07	\$50.57	5.7	\$43.24	\$58.31
Electrical Engineers	17-2071	40	20.8	\$38.99	\$52.42	3.3	\$49.30	\$59.13
Industrial Engineers	17-2112	110	15.6	\$34.93	\$44.30	2.6	\$41.62	\$49.00
Mechanical Engineers	17-2141	130	14.1	\$35.53	\$48.29	2.5	\$48.58	\$54.66
Engineers, All Other	17-2199	60	23.8	\$31.29	\$48.66	7.8	\$40.16	\$57.35
Industrial Engineering Technologists and Technicians	17-3026	30	20.4	\$23.32	\$32.34	4.2	\$31.52	\$36.85
Mechanical Engineering Technologists and Technicians	17-3027	30	24.9	\$25.01	\$33.66	5.9	\$30.11	\$37.99
Life, Physical, and Social Science Occupations	19-0000	440	10.2	\$23.07	\$37.58	2.4	\$33.14	\$44.85
School Psychologists	19-3034	30	24.1	\$28.77	\$39.78	4.8	\$40.53	\$45.28
Urban and Regional Planners	19-3051	30	26.5	\$27.83	\$36.75	4.4	\$35.39	\$41.21
Biological Technicians	19-4021	40	30.0	\$21.28	\$26.64	5.5	\$25.37	\$29.32
Occupational Health and Safety Specialists	19-5011	30	22.3	\$32.63	\$43.79	4.4	\$43.26	\$49.38
Community and Social Service Occupations	21-0000	590	8.8	\$19.18	\$28.18	1.5	\$25.70	\$32.68
Educational, Guidance, and Career Counselors and Advisors	21-1012	150	17.4	\$23.69	\$31.06	2.6	\$30.35	\$34.74
Substance abuse, behavioral disorder, and mental health counselors	21-1018	80	16.0	\$20.78	\$28.76	2.7	\$28.67	\$32.74
Child, Family, and School Social Workers	21-1021	40	25.0	\$19.99	\$28.08	3.8	\$27.08	\$32.13
Healthcare Social Workers	21-1022	40	22.3	\$28.88	\$37.30	3.4	\$37.69	\$41.51
Social and Human Service Assistants	21-1093	110	15.6	\$16.61	\$19.09	2.0	\$18.73	\$20.33
Community and Social Service Specialists, All Other	21-1099	50	17.9	\$19.27	\$23.74	3.0	\$22.59	\$25.98
Legal Occupations	23-0000	150	14.3	\$27.50	\$53.08	6.8	\$41.04	\$65.86
Lawyers	23-1011	90	17.4	\$36.05	\$67.12	8.7	\$50.40	\$82.67
Paralegals and Legal Assistants	23-2011	50	18.5	\$24.85	\$30.70	3.0	\$28.84	\$33.63
Educational Instruction and Library Occupations	25-0000	4,200	8.3	\$18.70	\$32.97	1.3	\$30.33	\$40.10
Preschool Teachers, Except Special Education	25-2011	280	15.4	\$16.04	\$19.36	1.9	\$18.31	\$21.03

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Kindergarten Teachers, Except Special Education	25-2012	50	20.4	\$46,610	\$63,562	3.5	\$61,177	\$72,038
Elementary School Teachers, Except Special Education	25-2021	400	20.8	\$48,593	\$66,004	2.3	\$65,082	\$74,710
Middle School Teachers, Except Special and Career/Technical Education	25-2022	290	20.8	\$50,691	\$72,746	8.0	\$69,884	\$83,773
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	410	20.8	\$51,335	\$72,541	2.8	\$70,365	\$83,144
Career/Technical Education Teachers, Secondary School	25-2032	40	32.9	\$58,565	\$70,914	3.7	\$70,317	\$77,090
Special Education Teachers, Kindergarten and Elementary School	25-2052	110	20.0	\$42,437	\$58,950	2.9	\$53,376	\$67,206
Special Education Teachers, Middle School	25-2057	70	24.9	\$45,733	\$63,328	4.2	\$60,908	\$72,126
Special Education Teachers, Secondary School	25-2058	90	22.9	\$45,943	\$63,520	3.7	\$62,054	\$72,309
Self-Enrichment Teachers	25-3021	120	14.3	\$13.61	\$26.61	4.8	\$24.90	\$33.10
Substitute Teachers, Short-Term	25-3031	80	25.0	\$12.96	\$16.85	10.8	\$14.49	\$18.79
Tutors	25-3041	60	20.8	\$20.41	\$26.66	3.3	\$29.58	\$29.78
Teachers and Instructors, All Other	25-3099	30	28.8	\$38,841	\$63,159	8.6	\$68,764	\$75,317
Librarians and Media Collections Specialists	25-4022	80	17.4	\$24.66	\$34.81	3.1	\$32.88	\$39.89
Library Technicians	25-4031	30	30.0	\$17.41	\$22.45	3.9	\$22.95	\$24.97
Instructional Coordinators	25-9031	70	24.6	\$25.04	\$31.89	5.8	\$32.08	\$35.31
Teaching Assistants, Except Postsecondary	25-9045	640	13.9	\$30,508	\$39,878	1.6	\$39,146	\$44,563
Educational Instruction and Library Workers, All Other	25-9099	30	34.0	\$28.53	\$35.24	6.9	\$32.38	\$38.60
Arts, Design, Entertainment, Sports, and Media Occupations	27-0000	480	7.8	\$17.12	\$30.24	2.8	\$25.84	\$36.80
Graphic Designers	27-1024	40	17.1	\$20.95	\$29.97	5.0	\$26.39	\$34.47
Merchandise Displayers and Window Trimmers	27-1026	50	22.3	\$16.55	\$19.94	3.5	\$18.16	\$21.62
Coaches and Scouts	27-2022	70	27.2	\$41,638	\$76,247	8.5	\$67,650	\$93,550
Public Relations Specialists	27-3031	110	15.9	\$24.77	\$39.05	6.7	\$32.38	\$46.19
Interpreters and Translators	27-3091	40	37.8	\$20.78	\$23.60	6.4	\$22.94	\$25.01
Healthcare Practitioners and Technical Occupations	29-0000	3,460	5.9	\$26.46	\$51.72	1.7	\$40.49	\$64.35
Dietitians and Nutritionists	29-1031	30	27.6	\$29.49	\$34.25	4.0	\$32.66	\$36.64
Pharmacists	29-1051	100	17.4	\$55.58	\$67.96	1.9	\$68.78	\$74.15
Physician Assistants	29-1071	110	20.8	\$53.11	\$68.01	2.5	\$66.27	\$75.46
Occupational Therapists	29-1122	70	17.4	\$31.09	\$41.14	2.5	\$40.87	\$46.17
Physical Therapists	29-1123	120	18.0	\$35.95	\$44.60	3.0	\$41.61	\$48.91
Respiratory Therapists	29-1126	40	33.7	\$36.18	\$39.25	3.1	\$39.56	\$40.79
Speech-Language Pathologists	29-1127	70	17.7	\$28.47	\$39.39	2.8	\$40.41	\$44.86
Veterinarians	29-1131	70	21.3	\$44.43	\$67.40	3.7	\$63.33	\$78.90
Registered Nurses	29-1141	1,160	8.9	\$33.90	\$43.85	1.4	\$40.35	\$48.83
Nurse Practitioners	29-1171	140	14.9	\$48.97	\$62.34	2.2	\$62.55	\$69.02
Emergency Medicine Physicians	29-1214	30	28.7	\$133.74	#	6.4	#	#
Family Medicine Physicians	29-1215	30	24.2	\$107.07	\$123.12	2.7	#	#
Physicians, All Other	29-1229	90	21.4	\$38.54	\$120.08	7.5	#	\$160.85

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Dental Hygienists	29-1292	110	16.4	\$41.64	\$44.97	0.8	\$46.14	\$46.63
Clinical Laboratory Technologists and Technicians	29-2010	70	23.6	\$27.62	\$36.51	3.4	\$40.39	\$40.95
Radiologic Technologists and Technicians	29-2034	90	21.9	\$29.97	\$36.64	2.6	\$35.36	\$39.97
Emergency Medical Technicians	29-2042	50	25.7	\$16.84	\$22.15	7.7	\$19.39	\$24.82
Paramedics	29-2043	30	32.6	\$24.34	\$28.90	3.5	\$30.21	\$31.19
Pharmacy Technicians	29-2052	150	17.1	\$16.07	\$20.73	2.1	\$21.24	\$23.06
Surgical Technologists	29-2055	40	31.4	\$28.33	\$33.43	3.5	\$31.75	\$35.98
Veterinary Technologists and Technicians	29-2056	120	21.3	\$17.90	\$22.76	2.6	\$22.26	\$25.18
Ophthalmic Medical Technicians	29-2057	40	27.6	\$17.56	\$21.39	3.6	\$19.49	\$23.31
Licensed Practical and Licensed Vocational Nurses	29-2061	170	13.6	\$28.96	\$34.93	1.9	\$34.33	\$37.92
Medical Records Specialists	29-2072	50	19.6	\$16.90	\$21.90	3.4	\$20.52	\$24.40
Opticians, Dispensing	29-2081	30	27.5	\$18.58	\$23.27	4.0	\$21.02	\$25.62
Health Technologists and Technicians, All Other	29-2099	30	26.7	\$21.25	\$26.57	4.5	\$23.80	\$29.23
Healthcare Support Occupations	31-0000	1,820	7.1	\$16.12	\$20.93	0.9	\$20.12	\$23.34
Home Health and Personal Care Aides	31-1120	520	14.8	\$14.10	\$16.95	1.4	\$17.25	\$18.37
Nursing Assistants	31-1131	630	14.8	\$18.06	\$22.10	2.0	\$20.22	\$24.12
Dental Assistants	31-9091	100	16.7	\$20.96	\$25.04	1.6	\$23.93	\$27.08
Medical Assistants	31-9092	330	12.3	\$18.72	\$22.35	1.2	\$22.59	\$24.16
Medical Equipment Preparers	31-9093	30	31.7	\$20.12	\$27.11	7.3	\$25.34	\$30.60
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	40	21.8	\$14.70	\$17.67	2.0	\$18.78	\$19.16
Healthcare Support Workers, All Other	31-9099	40	20.8	\$16.10	\$20.30	3.8	\$19.21	\$22.41
Protective Service Occupations	33-0000	930	12.1	\$18.75	\$28.18	1.7	\$28.49	\$32.89
First-Line Supervisors of Police and Detectives	33-1012	70	24.9	\$38.43	\$45.03	2.5	\$46.64	\$48.34
First-Line Supervisors of Firefighting and Prevention Workers	33-1021	30	26.5	\$36.47	\$42.08	2.7	\$40.10	\$44.89
Firefighters	33-2011	270	25.7	\$20.66	\$26.93	3.2	\$25.21	\$30.06
Detectives and Criminal Investigators	33-3021	30	32.7	\$29.86	\$35.36	4.0	\$36.65	\$38.11
Police and Sheriff's Patrol Officers	33-3051	240	24.1	\$25.65	\$30.31	2.4	\$30.16	\$32.64
Private Detectives and Investigators	33-9021	30	26.6	\$18.15	\$23.19	4.7	\$22.23	\$25.71
Security Guards	33-9032	140	17.7	\$14.88	\$19.49	3.2	\$18.35	\$21.80
Crossing Guards and Flaggers	33-9091	30	35.4	\$16.94	\$20.05	6.7	\$19.98	\$21.62
Food Preparation and Serving Related Occupations	35-0000	4,550	4.8	\$11.90	\$17.28	0.6	\$16.03	\$19.97
Chefs and Head Cooks	35-1011	110	10.2	\$17.32	\$27.88	2.7	\$26.29	\$33.15
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	370	6.4	\$17.13	\$23.51	1.2	\$22.36	\$26.70
Cooks, Fast Food	35-2011	160	10.3	\$14.93	\$16.92	0.9	\$17.29	\$17.91
Cooks, Institution and Cafeteria	35-2012	180	11.7	\$16.37	\$20.10	1.5	\$19.92	\$21.95
Cooks, Restaurant	35-2014	460	8.5	\$15.65	\$19.00	1.0	\$18.69	\$20.67
Cooks, Short Order	35-2015	260	8.7	\$12.67	\$15.32	1.2	\$14.49	\$16.65
Food Preparation Workers	35-2021	290	7.7	\$13.53	\$16.89	1.1	\$17.36	\$18.58

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Bartenders	35-3011	300	9.6	\$9.13	\$16.23	3.0	\$11.76	\$19.78
Fast Food and Counter Workers	35-3023	1,120	6.8	\$11.87	\$14.37	0.8	\$13.83	\$15.61
Waiters and Waitresses	35-3031	730	8.8	\$11.05	\$18.66	1.7	\$16.85	\$22.46
Food Servers, Nonrestaurant	35-3041	150	16.9	\$12.72	\$15.97	2.2	\$16.42	\$17.61
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	90	15.2	\$8.11	\$12.02	3.1	\$11.23	\$13.98
Dishwashers	35-9021	170	9.4	\$11.29	\$14.55	1.2	\$14.65	\$16.19
Building and Grounds Cleaning and Maintenance Occupations	37-0000	1,350	5.3	\$15.29	\$20.13	0.9	\$19.19	\$22.55
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	50	15.1	\$20.50	\$27.66	3.4	\$24.95	\$31.24
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	60	15.2	\$23.27	\$32.24	3.4	\$27.59	\$36.73
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	690	7.2	\$14.91	\$18.80	1.0	\$18.78	\$20.74
Maids and Housekeeping Cleaners	37-2012	140	12.3	\$15.05	\$16.83	1.5	\$16.81	\$17.73
Landscaping and Groundskeeping Workers	37-3011	370	9.3	\$15.81	\$19.96	1.3	\$19.56	\$22.04
Personal Care and Service Occupations	39-0000	1,240	6.3	\$12.46	\$18.03	1.1	\$16.69	\$20.81
First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	39-1014	40	17.9	\$19.48	\$26.94	4.1	\$26.78	\$30.66
First-Line Supervisors of Personal Service Workers	39-1022	50	14.6	\$17.55	\$23.32	3.0	\$20.03	\$26.21
Animal Caretakers	39-2021	180	16.2	\$13.27	\$16.93	2.3	\$15.38	\$18.76
Amusement and Recreation Attendants	39-3091	90	23.5	\$9.65	\$13.32	4.5	\$13.35	\$15.16
Hairdressers, Hairstylists, and Cosmetologists	39-5012	110	14.9	\$12.76	\$19.94	2.4	\$17.80	\$23.53
Childcare Workers	39-9011	210	13.0	\$12.53	\$16.04	1.5	\$16.08	\$17.79
Exercise Trainers and Group Fitness Instructors	39-9031	140	18.6	\$17.23	\$22.70	3.3	\$22.09	\$25.44
Recreation Workers	39-9032	210	14.6	\$12.28	\$16.33	2.7	\$15.08	\$18.34
Residential Advisors	39-9041	50	28.9	\$17.32	\$21.70	5.4	\$22.72	\$23.89
Sales and Related Occupations	41-0000	4,390	3.4	\$13.36	\$23.24	1.1	\$17.59	\$28.16
First-Line Supervisors of Retail Sales Workers	41-1011	460	6.5	\$18.43	\$27.69	1.9	\$24.49	\$32.32
First-Line Supervisors of Non-Retail Sales Workers	41-1012	100	11.7	\$25.39	\$47.73	4.2	\$45.56	\$58.89
Cashiers	41-2011	1,470	5.9	\$12.51	\$14.78	0.6	\$14.42	\$15.92
Counter and Rental Clerks	41-2021	130	11.5	\$15.64	\$22.85	2.7	\$19.72	\$26.45
Parts Salespersons	41-2022	90	15.1	\$14.36	\$18.91	2.4	\$17.49	\$21.18
Retail Salespersons	41-2031	1,200	6.4	\$13.14	\$19.72	2.4	\$17.52	\$23.01
Insurance Sales Agents	41-3021	80	16.9	\$23.01	\$34.47	5.2	\$28.97	\$40.20
Securities, Commodities, and Financial Services Sales Agents	41-3031	30	22.8	\$23.98	\$36.17	5.2	\$29.31	\$42.26
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	41-3091	260	8.5	\$21.00	\$40.64	3.3	\$32.38	\$50.47
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	90	13.7	\$25.46	\$40.61	3.4	\$37.38	\$48.19

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	330	8.0	\$21.66	\$36.47	2.1	\$31.60	\$43.86
Sales and Related Workers, All Other	41-9099	30	31.4	\$15.07	\$17.43	8.4	\$15.53	\$18.60
Office and Administrative Support Occupations	43-0000	6,140	2.6	\$16.53	\$23.36	0.4	\$22.43	\$26.76
First-Line Supervisors of Office and Administrative Support Workers	43-1011	440	5.8	\$22.78	\$33.46	1.4	\$30.82	\$38.79
Bill and Account Collectors	43-3011	50	18.9	\$14.61	\$21.98	5.3	\$20.17	\$25.66
Billing and Posting Clerks	43-3021	100	14.9	\$19.41	\$25.24	3.1	\$24.06	\$28.16
Bookkeeping, Accounting, and Auditing Clerks	43-3031	450	5.6	\$17.24	\$24.17	1.2	\$23.72	\$27.63
Payroll and Timekeeping Clerks	43-3051	50	15.4	\$15.35	\$25.08	4.2	\$26.59	\$29.94
Tellers	43-3071	120	16.0	\$17.22	\$19.27	1.2	\$18.43	\$20.29
Customer Service Representatives	43-4051	740	5.7	\$15.51	\$21.07	1.3	\$19.36	\$23.86
Eligibility Interviewers, Government Programs	43-4061	30	30.4	\$20.05	\$24.30	2.9	\$24.54	\$26.44
Hotel, Motel, and Resort Desk Clerks	43-4081	60	21.8	\$14.49	\$16.68	1.9	\$16.92	\$17.77
Interviewers, Except Eligibility and Loan	43-4111	70	23.0	\$14.14	\$17.99	5.5	\$14.90	\$19.92
Library Assistants, Clerical	43-4121	80	21.8	\$13.52	\$17.71	2.8	\$18.17	\$19.82
Loan Interviewers and Clerks	43-4131	40	29.9	\$19.56	\$23.28	3.9	\$23.13	\$25.14
New Accounts Clerks	43-4141	40	19.2	\$19.08	\$22.20	2.1	\$22.04	\$23.76
Order Clerks	43-4151	30	19.2	\$18.76	\$22.19	2.7	\$22.32	\$23.90
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	50	17.2	\$19.55	\$25.76	3.2	\$25.42	\$28.87
Receptionists and Information Clerks	43-4171	430	6.6	\$14.07	\$18.50	1.1	\$18.67	\$20.72
Public Safety Telecommunicators	43-5031	50	32.7	\$22.78	\$25.49	3.3	\$24.33	\$26.85
Dispatchers, Except Police, Fire, and Ambulance	43-5032	40	18.5	\$18.88	\$24.50	5.2	\$21.22	\$27.31
Postal Service Clerks	43-5051	40	28.6	\$23.65	\$29.36	3.1	\$28.85	\$32.22
Postal Service Mail Carriers	43-5052	140	28.6	\$22.34	\$29.28	2.4	\$27.21	\$32.74
Production, Planning, and Expediting Clerks	43-5061	70	14.7	\$19.41	\$28.86	3.4	\$28.62	\$33.60
Shipping, Receiving, and Inventory Clerks	43-5071	390	71	\$17.07	\$21.98	1.2	\$20.63	\$24.43
Executive Secretaries and Executive Administrative Assistants	43-6011	110	15.1	\$23.84	\$30.56	2.8	\$28.72	\$33.92
Legal Secretaries and Administrative Assistants	43-6012	30	22.3	\$18.48	\$25.07	4.4	\$23.95	\$28.36
Medical Secretaries and Administrative Assistants	43-6013	330	12.3	\$18.38	\$21.11	1.3	\$20.22	\$22.48
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	720	5.8	\$16.77	\$22.19	1.0	\$22.91	\$24.90
Data Entry Keyers	43-9021	50	19.6	\$16.01	\$19.15	3.3	\$19.14	\$20.73
Insurance Claims and Policy Processing Clerks	43-9041	180	21.0	\$22.07	\$25.63	3.6	\$23.81	\$27.41
Office Clerks, General	43-9061	960	4.0	\$16.18	\$23.51	0.8	\$22.69	\$27.17
Office and Administrative Support Workers, All Other	43-9199	30	27.7	\$13.63	\$21.34	8.2	\$19.81	\$25.19
Farming, Fishing, and Forestry Occupations	45-0000	80	20.8	\$14.09	\$20.63	4.6	\$17.90	\$23.91
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	30	28.7	\$13.88	\$17.27	5.6	\$16.89	\$18.97

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Construction and Extraction Occupations	47-0000	1,430	5.4	\$19.16	\$27.89	0.9	\$25.25	\$32.27
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	150	10.9	\$25.74	\$38.17	2.6	\$37.14	\$44.38
Carpenters	47-2031	190	9.7	\$20.40	\$28.53	1.7	\$27.36	\$32.60
Cement Masons and Concrete Finishers	47-2051	40	25.7	\$21.16	\$26.46	5.1	\$24.81	\$29.10
Construction Laborers	47-2061	180	10.1	\$17.44	\$22.16	1.5	\$21.80	\$24.51
Operating Engineers and Other Construction Equipment Operators	47-2073	50	19.6	\$23.41	\$29.21	2.9	\$28.95	\$32.11
Electricians	47-2111	340	11.9	\$18.80	\$28.57	1.9	\$29.51	\$33.47
Painters, Construction and Maintenance	47-2141	40	22.3	\$18.27	\$22.14	3.2	\$21.81	\$24.08
Plumbers, Pipefitters, and Steamfitters	47-2152	110	14.4	\$20.44	\$28.09	2.0	\$29.30	\$31.91
Construction and Building Inspectors	47-4011	30	22.8	\$24.77	\$33.29	4.5	\$32.08	\$37.55
Highway Maintenance Workers	47-4051	90	25.7	\$18.40	\$22.43	2.1	\$23.07	\$24.45
Installation, Maintenance, and Repair Occupations	49-0000	1,810	4.3	\$19.69	\$28.83	0.8	\$27.38	\$33.41
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	230	7.8	\$26.47	\$38.36	1.9	\$34.59	\$44.31
Computer, Automated Teller, and Office Machine Repairers	49-2011	40	33.3	\$21.93	\$28.07	6.2	\$25.29	\$31.14
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	50	28.1	\$29.53	\$38.36	4.5	\$41.28	\$42.78
Automotive Body and Related Repairers	49-3021	60	20.4	\$21.54	\$26.44	2.3	\$25.96	\$28.89
Automotive Service Technicians and Mechanics	49-3023	320	9.8	\$17.66	\$25.21	1.5	\$24.32	\$28.98
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	50	18.2	\$26.67	\$31.74	2.3	\$31.92	\$34.26
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	30	20.0	\$24.82	\$29.29	3.1	\$28.33	\$31.53
Tire Repairers and Changers	49-3093	30	21.7	\$13.84	\$15.75	2.9	\$15.21	\$16.71
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	150	16.9	\$24.26	\$31.12	2.1	\$31.23	\$34.55
Industrial Machinery Mechanics	49-9041	210	11.2	\$23.79	\$30.15	1.5	\$30.25	\$33.33
Maintenance and Repair Workers, General	49-9071	370	7.1	\$17.92	\$24.83	1.4	\$23.83	\$28.29
Helpers--Installation, Maintenance, and Repair Workers	49-9098	30	19.2	\$15.46	\$19.14	3.7	\$18.63	\$20.99
Production Occupations	51-0000	3,190	5.7	\$17.33	\$23.98	0.7	\$22.71	\$27.31
First-Line Supervisors of Production and Operating Workers	51-1011	240	9.9	\$26.08	\$35.81	1.9	\$33.79	\$40.68
Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers	51-2028	120	17.7	\$17.20	\$20.39	2.5	\$19.52	\$21.99
Miscellaneous Assemblers and Fabricators	51-2090	340	12.8	\$15.51	\$20.98	2.2	\$19.74	\$23.72
Bakers	51-3011	30	20.0	\$15.45	\$18.16	2.5	\$17.04	\$19.52
Butchers and Meat Cutters	51-3021	30	27.4	\$18.49	\$22.70	2.7	\$23.50	\$24.79
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	100	23.2	\$21.88	\$23.99	2.9	\$24.16	\$25.04
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	50	27.7	\$19.13	\$21.82	2.7	\$21.20	\$23.16
Machinists	51-4041	120	14.8	\$21.71	\$29.15	2.3	\$27.79	\$32.88

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2023 Estimated Employment	Percent Relative Error - Employment	JUNE 2024				
				Entry Level Wage*	Mean (Average) Wage*	Percent Relative Error - Mean	Median Wage*	Exp. Wage*
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	50	27.5	\$15.95	\$20.75	4.6	\$18.29	\$23.16
Welders, Cutters, Solderers, and Brazers	51-4121	80	17.9	\$18.65	\$26.01	3.8	\$25.61	\$29.70
Metal Workers and Plastic Workers, All Other	51-4199	60	27.6	\$17.72	\$22.15	4.4	\$22.86	\$24.36
Printing Press Operators	51-5112	70	23.5	\$17.24	\$22.56	3.6	\$20.92	\$25.22
Laundry and Dry-Cleaning Workers	51-6011	70	18.3	\$13.55	\$16.78	2.8	\$15.80	\$18.41
Sewing Machine Operators	51-6031	60	21.3	\$13.60	\$19.71	4.7	\$18.55	\$22.77
Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	60	36.4	\$15.12	\$18.61	6.2	\$17.81	\$20.35
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-6063	130	37.8	\$19.77	\$24.01	6.2	\$21.12	\$26.13
Textile, Apparel, and Furnishings Workers, All Other	51-6099	50	37.1	\$18.44	\$24.05	6.6	\$24.30	\$26.86
Water and Wastewater Treatment Plant and System Operators	51-8031	40	32.6	\$24.57	\$29.59	4.0	\$29.69	\$32.11
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	50	32.5	\$17.80	\$22.99	5.0	\$22.50	\$25.58
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	300	12.3	\$19.45	\$25.66	2.1	\$24.47	\$28.77
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9124	40	22.3	\$19.61	\$23.58	3.7	\$23.51	\$25.57
Computer Numerically Controlled Tool Operators	51-9161	300	16.7	\$21.01	\$25.38	2.0	\$24.43	\$27.56
Computer Numerically Controlled Tool Programmers	51-9162	40	19.2	\$24.90	\$33.60	4.0	\$30.97	\$37.95
Helpers--Production Workers	51-9198	30	22.9	\$16.45	\$21.62	5.0	\$19.70	\$24.21
Production Workers, All Other	51-9199	120	20.0	\$15.80	\$19.84	2.9	\$19.53	\$21.85
Transportation and Material Moving Occupations	53-0000	3,720	4.1	\$14.36	\$20.84	0.9	\$18.84	\$24.08
First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	53-1047	180	10.0	\$22.54	\$31.28	2.3	\$29.45	\$35.64
Driver/Sales Workers	53-3031	270	8.2	\$8.89	\$15.59	3.0	\$14.81	\$18.95
Heavy and Tractor-Trailer Truck Drivers	53-3032	480	8.5	\$23.31	\$29.31	1.3	\$29.25	\$32.31
Light Truck Drivers	53-3033	290	9.2	\$13.84	\$23.00	3.1	\$20.65	\$27.58
Bus Drivers, School	53-3051	140	32.9	\$19.46	\$23.84	4.2	\$26.64	\$26.02
Shuttle Drivers and Chauffeurs	53-3053	50	22.3	\$11.89	\$18.40	5.5	\$20.24	\$21.64
Cleaners of Vehicles and Equipment	53-7061	70	17.1	\$13.83	\$18.51	3.6	\$17.81	\$20.85
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	460	8.4	\$17.07	\$20.28	1.0	\$19.78	\$21.89
Packers and Packagers, Hand	53-7064	390	15.4	\$13.48	\$15.37	2.4	\$14.70	\$16.30
Stockers and Order Fillers	53-7065	1,210	8.6	\$14.92	\$18.03	1.1	\$17.90	\$19.58
Refuse and Recyclable Material Collectors	53-7081	30	27.5	\$16.74	\$20.07	3.5	\$19.37	\$21.73

General Economic Data

Percent Change in Labor Market Information 2013 - 2025

Index	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
US Consumer Price Index-U*	1.5%	1.6%	0.1%	1.3%	2.1%	2.4%	1.8%	1.2%	4.7%	8.0%	4.1%	2.9%	2.6%
Boston-Cambridge-Newton	1.4%	1.6%	0.6%	1.5%	2.5%	3.3%	1.9%	1.1%	3.3%	7.1%	3.7%	3.2%	3.1%
Dover Tax Cap Change (fiscal yr)***	1.17%	2.0%	1.9%	1.6%	1.2%	1.23%	1.53%	2.4%	2.6%	2.10%	3.70%	3.30%	3.10%
Employer Cost Index*													
Civilian Workers	2.0%	2.2%	2.0%	2.2%	2.6%	2.9%	2.7%	2.5%	4.0%	5.1%	4.2%	3.8%	3.4%
State and Local Gov't	1.9%	2.0%	2.5%	2.4%	2.5%	2.6%	2.9%	2.3%	2.6%	4.8%	4.6%	4.7%	3.4%
Total Personal Income													
New Hampshire**	-1.6%	2.3%	4.3%	2.3%	2.8%	2.6%	5.0%	6.2%	10.2%	2.5%	5.6%	5.5%	5.0%
Per Capita Income													
New Hampshire**	-1.9%	1.7%	4.0%	1.8%	2.2%	2.2%	4.5%	5.7%	9.5%	1.8%	5.3%	4.9%	4.5%

* Information provided by Bureau of Labor Statistics.

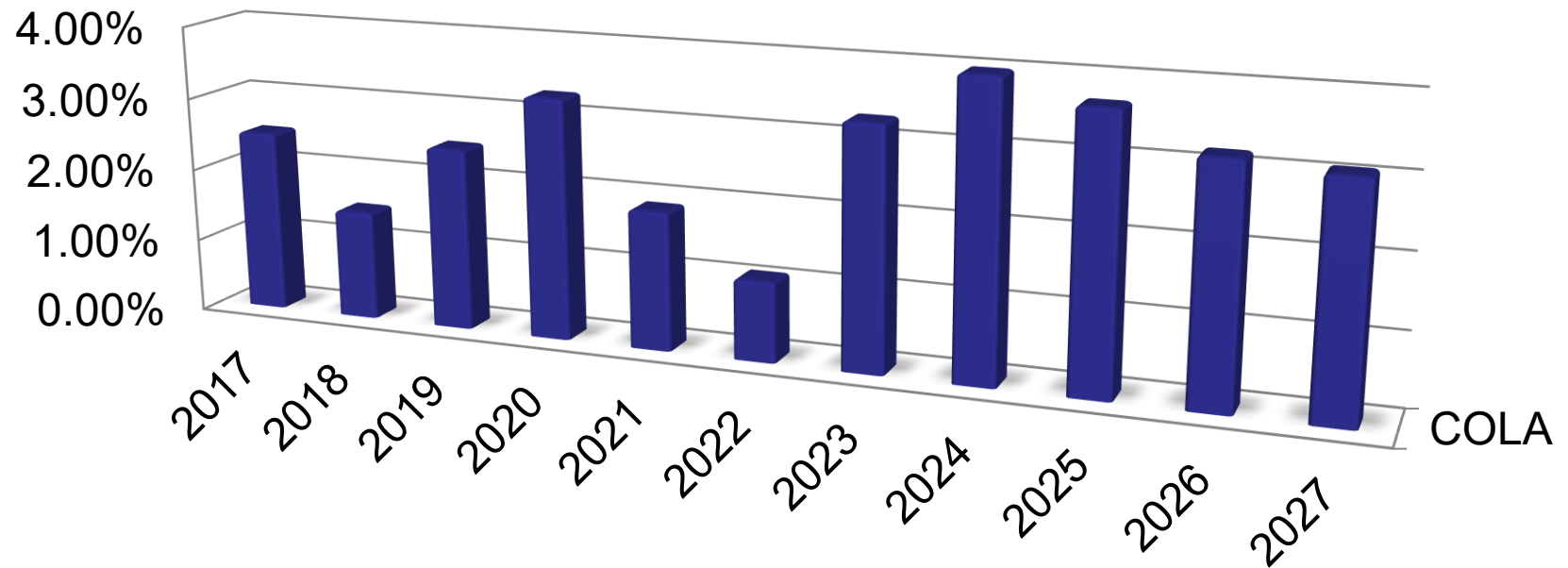
** Information provided by the NH - Regional Economic Analysis Project (REAP) with data provided by the Bureau of Economic Analysis.

***A three year average is used to calculate the Dover tax cap

-- Data not available

Salary Increases

Cost of Living Increases
By Fiscal Year



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
■ COLA	2.50%	1.50%	2.50%	3.30%	1.90%	1.10%	3.30%	4.00%	3.70%	3.20%	3.10%

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.

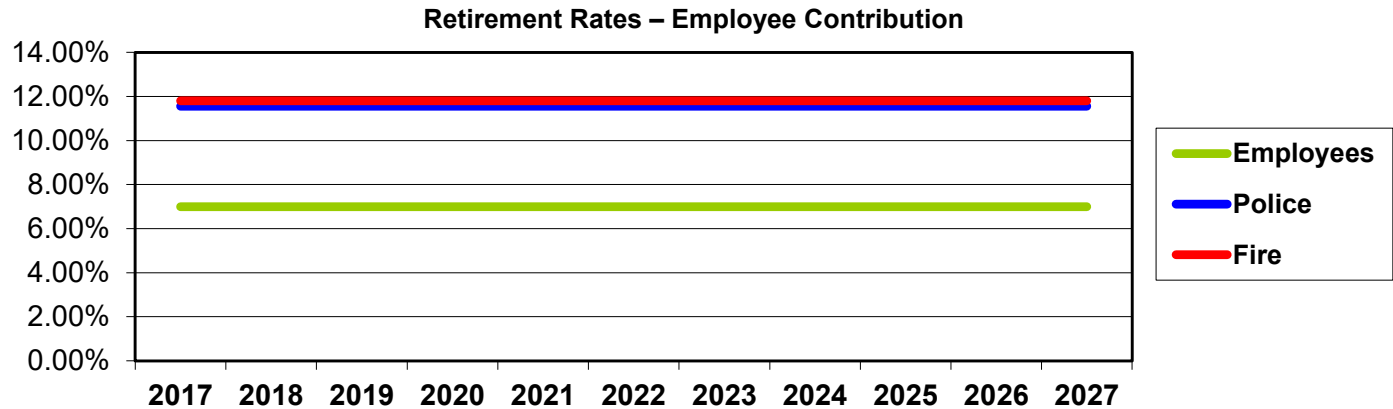
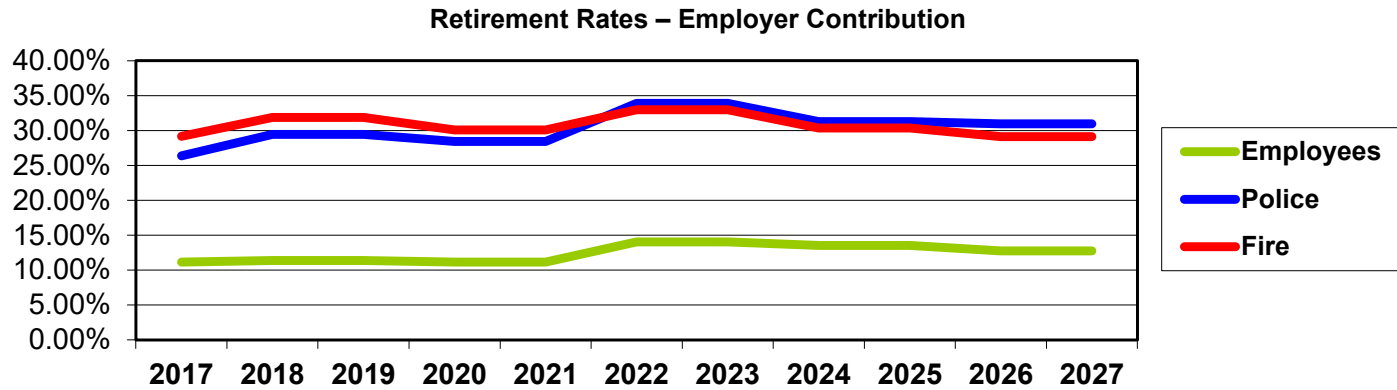
UNION and NON-UNION EMPLOYEES

Fiscal Year	Start Date	End Date	Union/Non-Union	COLA %	Step/Merit?	Lump Sum Bonus
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
25	7/1/24	6/30/25	All	3.7%	Y	Grandfathered \$1000 top step, performance based bonus
26	7/1/25	6/30/26	All	3.20%	Y	Grandfathered \$1000 top step, performance based bonus
27	7/1/26	6/30/27	All	3.10%	Y	Grandfathered \$1000 top step, performance based bonus

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.

Trend In Retirement Rates



NHRS Employer and Member Contribution Rates since 1971

FY	Employer Rates*					Member Rates**	
Fiscal Year	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%
2026-27	12.75%	12.87%	19.23%	30.95%	29.15%	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, age and 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 August 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.

CITY OF DOVER

Taxes and Retirement Summary

FICA and Medicare Taxes

Cost Based on Percent of Wage

FICA and Medicare	Employer Cost	Employee Cost	CY2026 Maximum Wages Taxed
FICA	6.20%	6.20%	184,500
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 CY2026 was \$184,500

NH Retirement System

Cost based on Percent of Wage

Fiscal Year	Employer Cost		
	Municipal	Police	Fire
2022 and 2023	14.06%	33.88%	32.99%
2024 and 2025	13.53%	31.28%	30.35%
2026 and 2027	12.75%	30.95%	29.15%
State Cost			
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

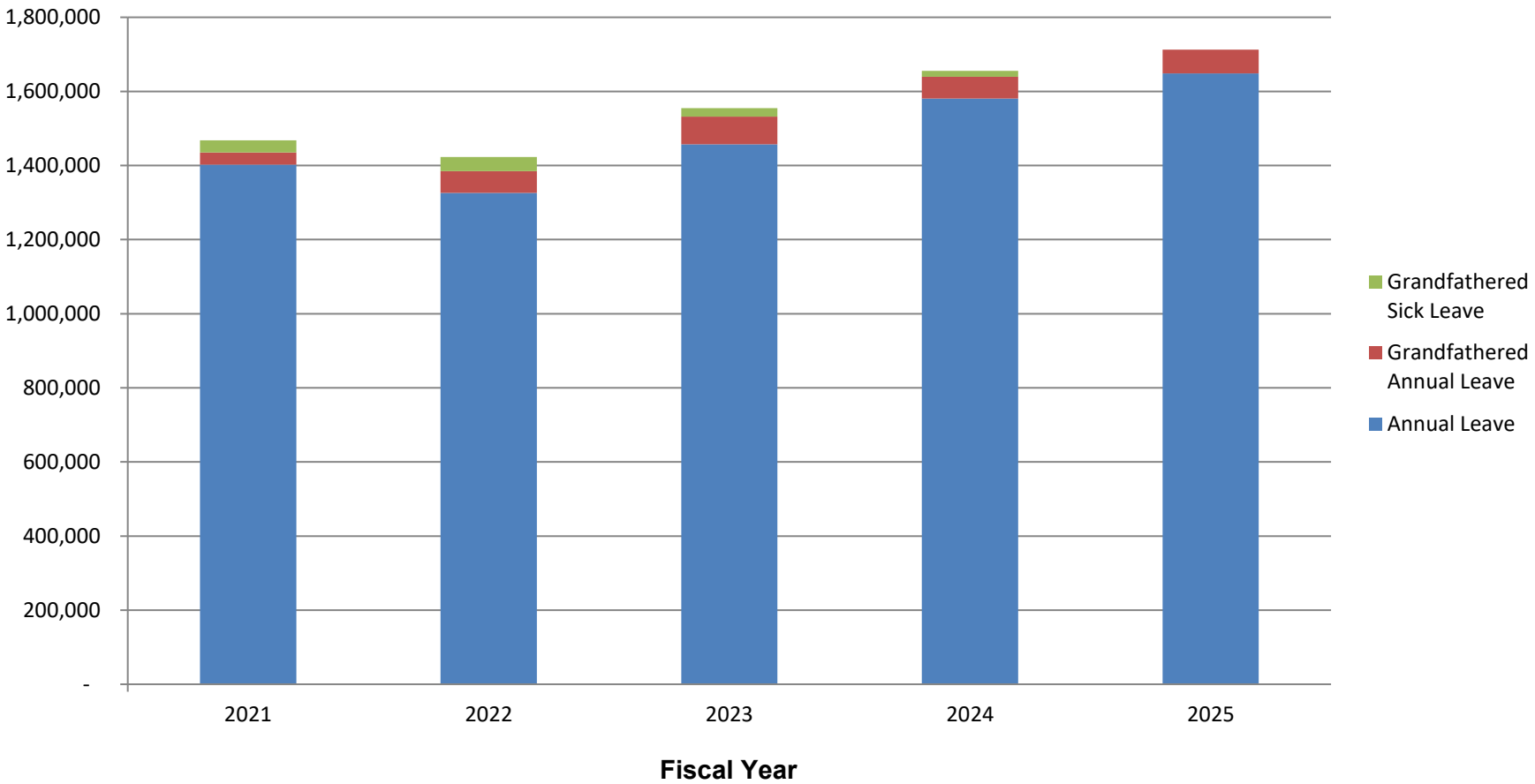
Municipal - Group I and Police & Firefighters - Group II:

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
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
2024	1,655,878	2,773,666	4,429,544
2025	1,712,536	4,245,058	5,957,594

Breakdown of City Compensated Absences Liability by Leave Type

Fiscal Year	Annual Leave	Grandfathered Annual Leave	Total Annual Leave	Grandfathered Sick Leave	Total Liability
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
2024	1,580,607	58,905	1,639,512	16,366	1,655,878
2025	1,648,402	64,134	1,712,536	-	1,712,536

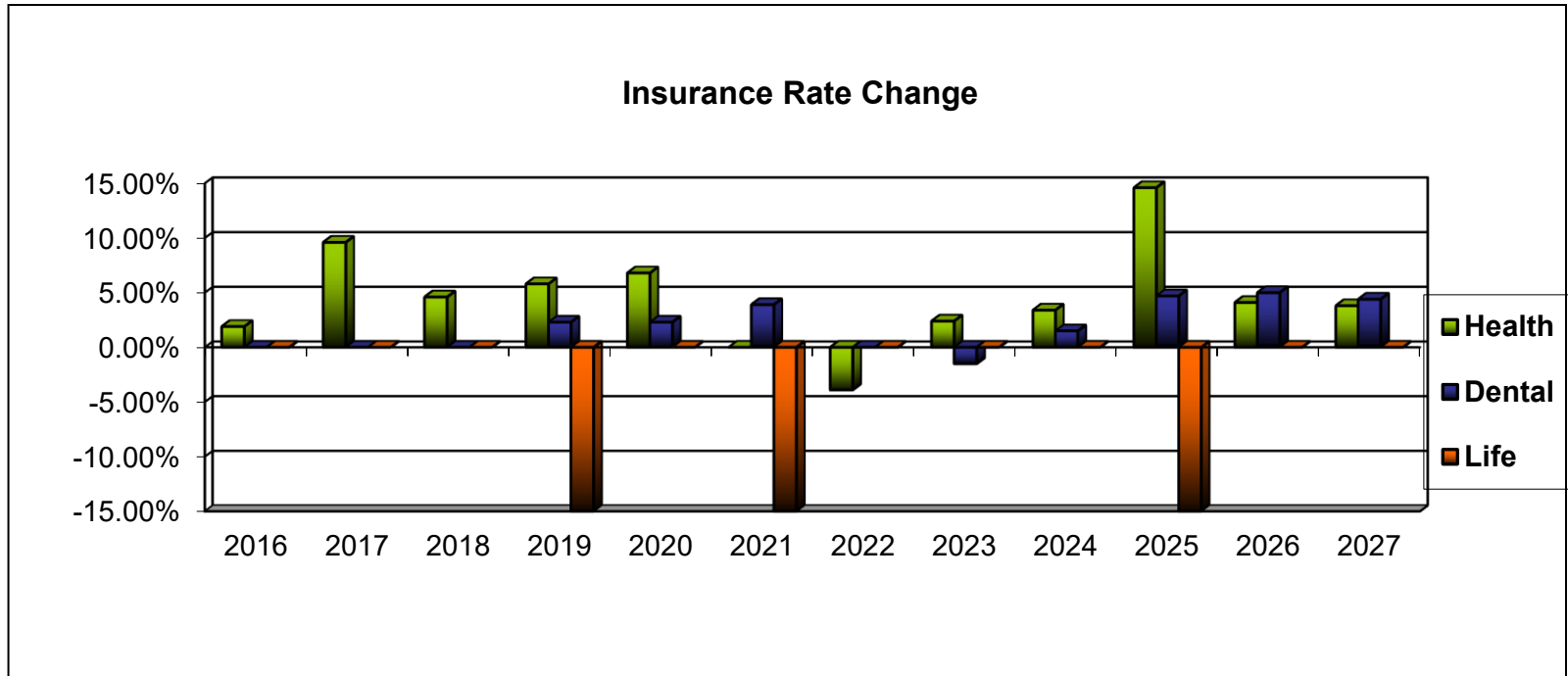
Fiscal Year 2025 City Compensated Absences Liability by Employee Group

Description	Annual Leave	Sick Leave	Total Liability
Assoc. of Federal State County & Municipal Employees	111,005	-	111,005
Dover Fire Officers Association	134,339	-	134,339
Dover Municipal Employee Association	245,491	-	245,491
Dover Professional Employees Association	177,302	-	177,302
Dover Police Administrators Association	180,310	-	180,310
Merit Plan	151,169	-	151,169
City Manager and Department Heads	241,248	-	241,248
Dover Police Association	194,892	-	194,892
International Association of Firefighters	276,781	-	276,781
Total Leave Liability	1,712,536	-	1,712,536

Fiscal Year - City Compensated Absences Liability by Fund

Fund	2020	2021	2022	2023	2024	2025
General Fund	1,652,021	1,277,103	1,206,138	1,352,881	1,436,116	1,452,817
Parking Fund	19,210	23,094	21,646	18,820	28,111	26,018
Waterfront TIF Fund	-	-	-	9,530	10,980	10,980
Total Governmental Funds	1,671,231	1,300,197	1,227,784	1,381,231	1,475,208	1,489,816
Other Funds:						
Water Fund	132,994	47,627	58,959	47,287	46,270	55,267
Sewer Fund	158,577	80,061	91,448	84,586	84,610	92,896
DBIDA Fund	-	-	-	-	-	-
DoverNet Fund	37,454	32,672	25,110	27,034	27,227	42,187
Fleet Maintenance Fund	30,652	27,692	19,424	15,068	22,563	32,370
Total Other Funds	359,677	188,052	194,940	173,975	180,670	222,720
Total Leave Liability	2,030,908	1,488,250	1,422,724	1,555,206	1,655,878	1,712,536

Trend In Insurance Rates



	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	5 Year Average	10 Year Average
Health	1.90%	9.60%	4.60%	5.80%	6.80%	0.00%	-3.90%	2.40%	3.40%	14.60%	4.10%	3.80%	5.66%	4.16%
Dental	0.00%	0.00%	0.00%	2.30%	2.30%	3.90%	0.00%	-1.50%	1.50%	4.70%	5.00%	4.40%	2.82%	2.26%
Life	0.00%	0.00%	0.00%	-15.00%	0.00%	-15.00%	0.00%	0.00%	0.00%	-15.00%	0.00%	0.00%	-3.00%	-4.50%

City of Dover, NH
Flexible Benefits Program
FY2027

Plan Type	Total Annual Cost			City of Dover Cost Annual Cost			Employee Annual Cost			Employee Weekly Deduction			City of Dover Weekly 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
Health Insurance:															
Open Access PPO	\$15,342.84	\$30,685.68	\$41,425.68	\$12,581.13	\$25,162.26	\$33,969.06	\$2,761.71	\$5,523.42	\$7,456.62	\$57.54	\$115.07	\$155.35	\$262.11	\$524.21	\$707.69
Access Blue 15	\$14,346.96	\$28,693.92	\$38,736.84	\$13,199.20	\$26,398.41	\$35,637.89	\$1,147.76	\$2,295.51	\$3,098.95	\$23.91	\$47.82	\$64.56	\$274.98	\$549.97	\$742.46
Access Blue SOS	\$12,855.60	\$25,711.20	\$34,710.00	\$12,855.60	\$25,711.20	\$34,710.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$267.83	\$535.65	\$723.13
Buyout fixed				\$5,685.00	\$11,370.00	\$15,350.00				\$109.33	\$218.65	\$295.19			
Dental Insurance:															
Delta Dental - Base	\$470.04	\$920.04	\$1,855.08	\$470.04	\$920.04	\$920.04	\$0.00	\$0.00	\$935.04	\$0.00	\$0.00	\$19.48	\$9.79	\$19.17	\$19.17
Delta Dental - Mid	\$679.92	\$1,307.52	\$2,293.44	\$470.04	\$920.04	\$920.04	\$209.88	\$387.48	\$1,373.40	\$4.37	\$8.07	\$28.61	\$9.79	\$19.17	\$19.17
Delta Dental - 1 S	\$747.00	\$1,443.36	\$2,581.44	\$470.04	\$920.04	\$920.04	\$276.96	\$523.32	\$1,661.40	\$5.77	\$10.90	\$34.61	\$9.79	\$19.17	\$19.17
Buyout				\$188.00	\$369.00	\$369.00				\$3.62	\$7.10	\$7.10			
Health Insurance: Monthly rates															
Open Access PPO	\$1,278.57	\$2,557.14	\$3,452.14												
Access Blue 15	\$1,195.58	\$2,391.16	\$3,228.07												
Access Blue SOS	\$1,071.30	\$2,142.60	\$2,892.50												
Dental Insurance: Monthly rates															
Delta Dental - Base 4	\$39.17	\$76.67	\$154.59												
Delta Dental - Mid 3	\$56.66	\$108.96	\$191.12												
Delta Dental - 1S	\$62.25	\$120.28	\$215.12												

FY2027

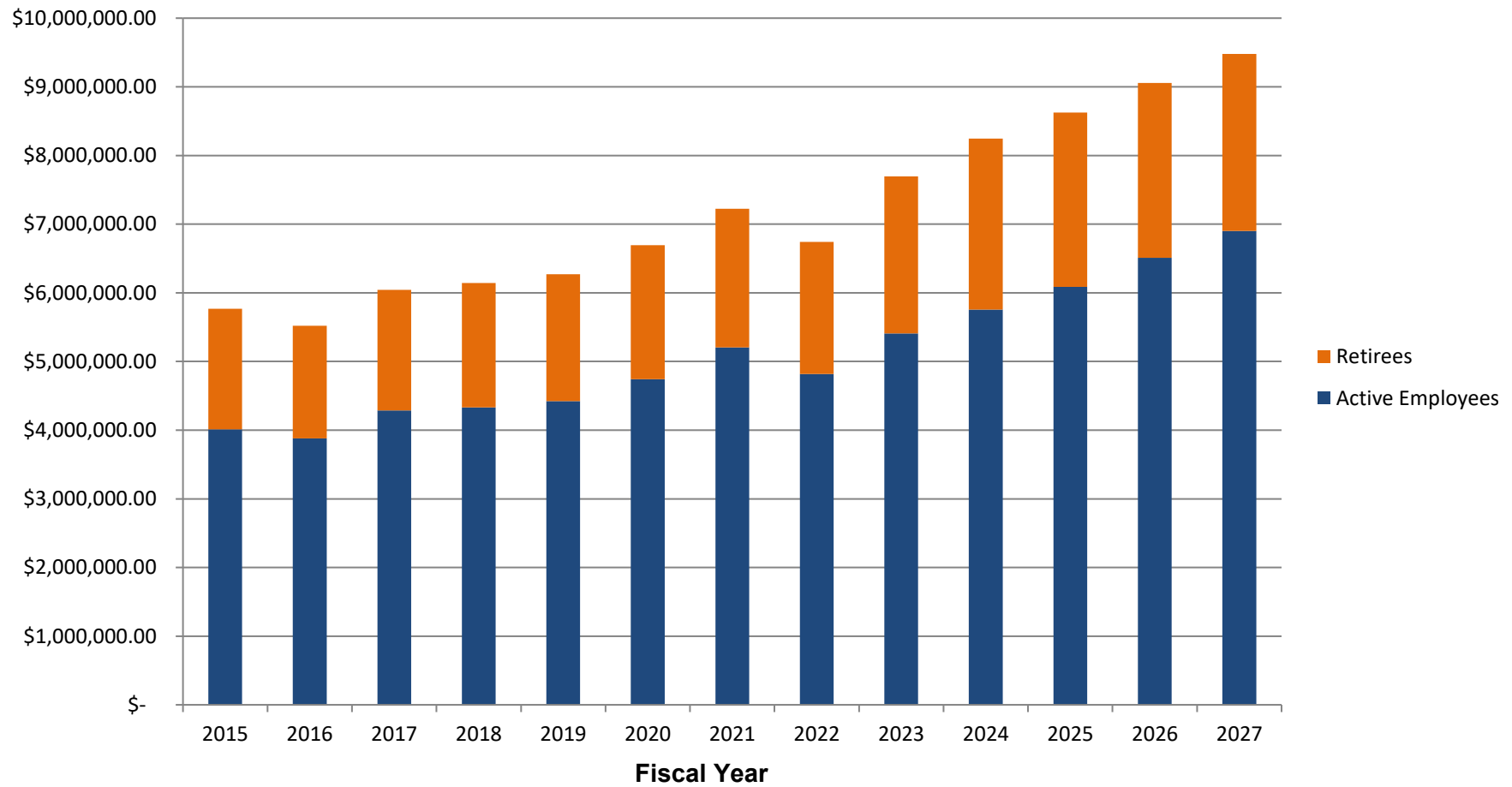
Health Insurance by Union

Plan	AFSCME	DMEA	DPA	DPAAIL	DPEA	DPFOA	DPFFA	N-U	TOTALS
BlueChoice Single	0	0	0	0	1	0	0	0	1
BlueChoice 2-Person	0	1	2	0	1	0	0	0	4
BlueChoice Family	0	0	1	1	0	0	0	0	2
Access Blue Single	10	15	14	2	6	1	10	5	63
Access Blue 2-Person	4	11	2	3	5	1	5	5	36
Access Blue Family	4	7	12	8	6	11	14	8	70
Access Blue SOS Single	2	2	2	0	1	0	3	0	10
Access Blue SOS 2-Person	0	3	1	0	2	0	0	0	6
Access Blue SOS Family	1	0	0	1	1	0	1	1	5
Health Buyout	12	14	21	11	13	4	19	15	109
TOTALS:	33	53	55	26	36	17	52	34	306

Dental Insurance by Union

Plan	AFSCME	DMEA	DPA	DPAAIL	DPEA	DPFOA	DPFFA	N-U	TOTALS
Dental - Base - Single	7	5	4	0	4	1	11	1	33
Dental - Base - 2 Person	2	3	1	2	2	0	1	1	12
Dental - Base - Family	1	2	1	1	3	4	1	1	14
Dental - Mid - Single	4	1	3	1	1	1	6	1	18
Dental - Mid - 2 Person	1	4	2	0	1	0	5	0	13
Dental - Mid - Family	1	3	1	4	1	2	6	3	21
Dental - High - Single	2	14	12	3	4	1	3	5	44
Dental - High - 2 Person	1	7	4	3	5	1	2	9	32
Dental - High - Family	4	3	12	7	4	6	6	4	46
Dental - Buyout	10	11	14	5	11	1	11	10	73
TOTALS:	33	53	54	26	36	17	52	35	306

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
2027	329	9,353,750	452,508	1,998,216	2,450,724	6,903,026	186	2,575,246	515	9,478,272
2026	313	8,804,797	459,231	1,836,713	2,295,944	6,508,853	183	2,548,570	496	9,057,423
2025	310	8,301,729	409,890	1,805,380	2,215,270	6,086,459	172	2,539,006	482	8,625,465
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
Totals		47,927,259	6,435,639	9,112,771	15,548,410	32,378,849		11,127,765		43,506,614

Percent of Premiums

2027	4.8%	21.4%	26.2%	73.8%
2026	5.2%	20.9%	26.1%	73.9%
2025	4.9%	21.7%	26.7%	73.3%
2024	5.9%	23.7%	29.6%	70.4%
2023	6.2%	25.5%	31.7%	68.3%
2022	5.7%	27.6%	33.4%	66.6%
2021	6.6%	26.5%	33.1%	66.9%
2020	6.5%	28.6%	35.1%	64.9%
2019	6.5%	29.2%	35.7%	64.3%
2018	7.5%	30.2%	37.7%	62.3%
2017	8.5%	28.4%	36.9%	63.1%
2016	10.3%	26.4%	36.7%	63.3%
2015	12.5%	23.5%	36.0%	64.0%
2014	12.6%	22.6%	35.2%	64.8%
Total %	13.4%	19.0%	32.4%	67.6%

% Total Cost

2027	27.2%
2026	28.1%
2025	29.4%
2024	30.2%
2023	29.7%
2022	28.5%
2021	28.0%
2020	29.1%
2019	29.5%
2018	29.5%
2017	29.1%
2016	29.7%
2015	30.5%
2014	29.8%
Total %	25.6%

Dental

Fiscal Year	Active Employees					Employer Cost	Retirees		Total Insured	
	Number	Premiums*	Withholdings	Buyout Savings	Total Savings		Number	City Cost	Number	City Cost
2027	330	427,303	165,769	36,728	202,497	224,806	10	12,227	340	237,033
2026	315	393,099	150,649	31,596	182,245	210,854	10	11,712	325	222,566
2025	312	361,388	144,307	26,677	170,984	190,404	11	12,347	323	202,751
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	16,040	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
Totals		2,444,344	830,766	133,884	964,650	1,479,694		98,021		1,433,527

Percent of Premiums

2027	38.8%	8.6%	47.4%	52.6%
2026	38.3%	8.0%	46.4%	53.6%
2025	39.9%	7.4%	47.3%	52.7%
2024	39.3%	6.8%	46.0%	54.0%
2023	37.9%	6.9%	44.8%	55.2%
2022	37.2%	7.6%	44.8%	55.2%
2021	38.4%	6.9%	45.3%	54.7%
2020	38.8%	6.9%	45.7%	54.3%
2019	38.9%	6.9%	45.8%	54.2%
2018	36.2%	7.8%	43.9%	56.1%
2017	36.5%	6.9%	43.4%	56.6%
2016	37.2%	7.5%	44.7%	55.3%
2015	39.1%	5.9%	45.0%	55.0%
2014	33.2%	6.1%	39.2%	60.8%
Total %	34.0%	5.5%	39.5%	60.5%

% Total Cost

2027	5.2%
2026	5.3%
2025	6.1%
2024	5.7%
2023	5.8%
2022	6.5%
2021	7.4%
2020	10.0%
2019	9.0%
2018	8.0%
2017	8.0%
2016	8.4%
2015	8.1%
2014	7.5%
Total %	54.8%

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
2027		9,781,053	618,277	2,034,944	2,653,221	7,127,832		2,587,473		9,715,305
2026		9,197,896	609,880	1,868,309	2,478,189	6,719,707		2,560,282		9,279,989
2025		8,663,117	554,197	1,832,057	2,386,254	6,276,863		2,551,353		8,828,216
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
Totals		50,371,603	7,266,405	9,246,655	16,513,060	33,858,543		11,239,083		45,097,626

Percent of Premiums

2027	6.3%	20.8%	27.1%	72.9%
2026	6.6%	20.3%	26.9%	73.1%
2025	6.4%	21.1%	27.5%	72.5%
2024	7.4%	23.0%	30.3%	69.7%
2023	7.6%	24.7%	32.2%	67.8%
2022	7.1%	26.8%	33.8%	66.2%
2021	8.0%	25.6%	33.6%	66.4%
2020	7.8%	27.7%	35.6%	64.4%
2019	7.8%	28.3%	36.1%	63.9%
2018	8.6%	29.3%	37.9%	62.1%
2017	9.5%	27.6%	37.2%	62.8%
2016	11.4%	25.7%	37.0%	63.0%
2015	13.6%	22.8%	36.4%	63.6%
2014	13.5%	21.9%	35.4%	64.6%
Total %	14.4%	18.4%	32.8%	67.2%

% Total Cost

2027	26.6%
2026	27.6%
2025	28.9%
2024	29.6%
2023	29.1%
2022	27.9%
2021	27.4%
2020	28.6%
2019	28.9%
2018	28.9%
2017	28.5%
2016	29.1%
2015	29.9%
2014	29.1%
Total %	24.9%

**Transmission of material in this release is embargoed until
8:30 a.m. (ET) Thursday, April 30, 2026**

USDL-26-0669

Technical information: (202) 691-6199 • ncsinfo@bls.gov • www.bls.gov/eci
Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYMENT COST INDEX – MARCH 2026

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in March 2026, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.8 percent and benefit costs increased 1.2 percent from December 2025. (See chart 1 and tables A, 1, 2, and 3.)

Compensation costs for civilian workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in March 2026. Wages and salaries increased 3.4 percent and benefit costs increased 3.6 percent over the year. (See chart 2 and tables A, 4, 8, and 12.)

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

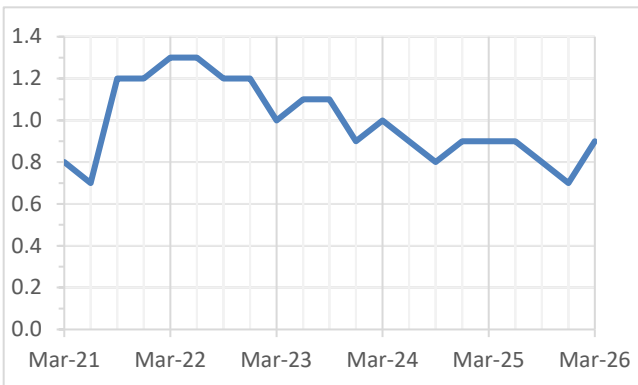
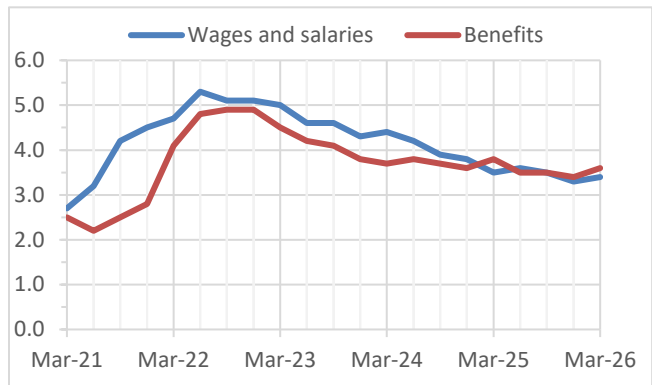


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for private industry workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in March 2026. Wages and salaries increased 0.7 percent and benefit costs increased 1.3 percent from December 2025. (See tables A, 1, 2, and 3.)

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

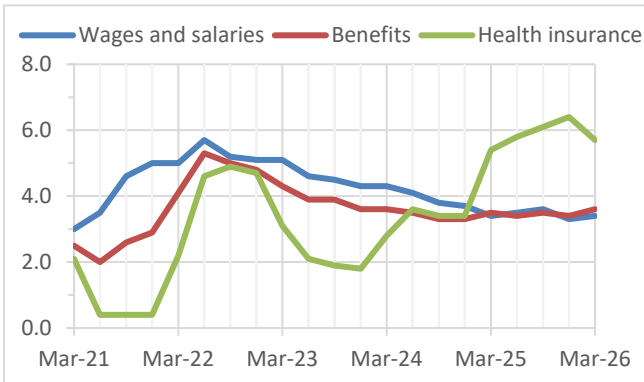
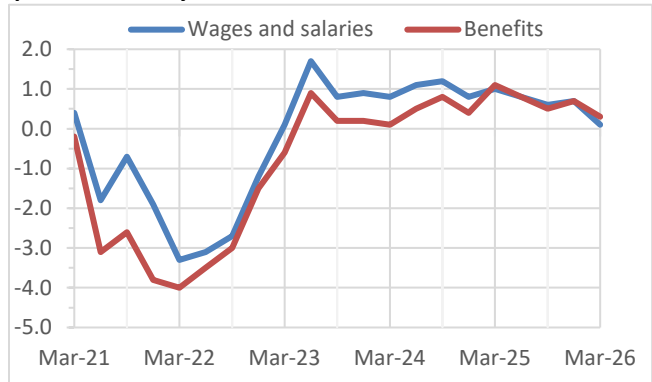


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Compensation costs for private industry workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in March 2026. Wages and salaries increased 3.4 percent and benefit costs increased 3.6 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.1 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Compensation costs for state and local government workers increased 1.0 percent, seasonally adjusted, for the 3-month period ending in March 2026. Wages and salaries increased 1.0 percent and benefit costs increased 1.2 percent from December 2025. (See tables A, 1, 2, and 3.)

Compensation costs for state and local government workers increased 3.5 percent, not seasonally adjusted, for the 12-month period ending in March 2026. Wages and salaries increased 3.4 percent and benefit costs increased 3.6 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.1 percent over the year. (See chart 5 and tables A, 7, 11, and 12.)

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

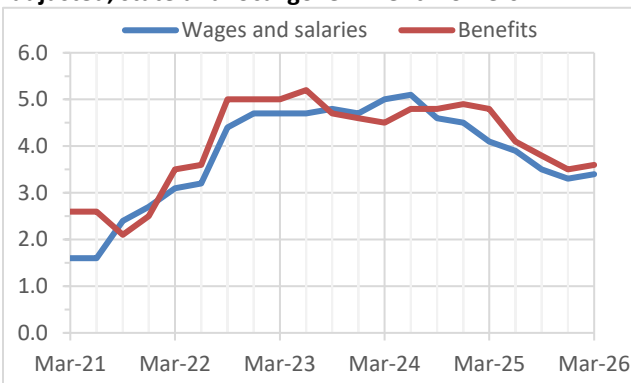


Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Civilian workers¹								
Compensation ²	0.7	0.9	3.6	3.4	3.4	1.2	0.7	0.1
Wages and salaries.....	0.7	0.8	3.5	3.3	3.4	1.1	0.7	0.1
Benefits.....	0.8	1.2	3.8	3.4	3.6	1.4	0.8	0.3
Private Industry								
Compensation ²	0.7	0.9	3.4	3.4	3.4	1.1	0.6	0.1
Wages and salaries.....	0.7	0.7	3.4	3.3	3.4	1.0	0.7	0.1
Benefits.....	0.7	1.3	3.5	3.4	3.6	1.1	0.7	0.3
Health benefits.....	—	—	5.4	6.4	5.7	—	—	—
State and local government								
Compensation ²	0.8	1.0	4.3	3.4	3.5	1.9	0.7	0.2
Wages and salaries.....	0.8	1.0	4.1	3.3	3.4	1.6	0.6	0.1
Benefits.....	0.8	1.2	4.8	3.5	3.6	2.4	0.8	0.3

¹ Includes private industry and state and local government.

² 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. Dashes indicate data not available.

The Employment Cost Index for June 2026 is scheduled to be released on Friday, July 31, 2026, at 8:30 a.m. (ET).

2026 Seasonal Factors and Revised Seasonally Adjusted Series

Each year with the release of March Employment Cost Index (ECI) data, seasonal adjustment factors are calculated for use during the coming year and revisions of historical seasonally adjusted data are made for the most recent 5 years. For more information, see www.bls.gov/eci/factsheets/annual-seasonal-adjustment.htm.

Updated Fixed Employment Weights

Beginning with the publication of Employment Cost Index (ECI) data for December 2026, the ECI will introduce updated employment weights and remove workers' compensation costs. For more information, see www.bls.gov/eci/notices/2026/eci-2026-fixed-weights-and-removing-workers-compensation.htm.

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 *Employment Cost Index Handbook of Methods* at www.bls.gov/opub/hom/eci/home.htm.

Sample size: Data for this reference period were collected from a probability sample of approximately 28,500 occupational observations selected from a sample of about 6,700 private industry establishments and approximately 7,300 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

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 and the database query tool at 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 tables are available in XLSX format for constant dollar, current dollar, and continuous series, see 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.

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. Historical ECEC data are available in XLSX format at 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: Fixed employment weights are updated periodically to reflect the current industry and occupational employment distributions, see www.bls.gov/eci/factsheets/eci-reweighting-and-recoding.htm.

Seasonal factors: Detailed information on seasonal factors for the 2026 reference year and the revisions of historical seasonally adjusted data for the most recent five years can be found at www.bls.gov/eci/factsheets/annual-seasonal-adjustment.htm. More information on seasonal adjustment can be found at www.bls.gov/opub/mlr/2024/article/seasonality-in-the-employment-cost-index.htm.

Additional information: ECI release dates are available on the release calendar at 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.

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 industry¹
[Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Civilian workers											
All workers ²	174.047	175.618	1.0	0.9	0.8	0.9	0.9	0.9	0.8	0.7	0.9
Industry											
Goods-producing industries ³	167.566	168.748	1.0	0.6	0.9	0.8	0.9	0.9	0.9	0.7	0.7
Manufacturing.....	166.984	168.577	1.2	0.8	0.8	0.9	0.7	0.9	0.8	0.6	1.0
Service-providing industries ⁴	175.433	177.074	1.0	1.0	0.8	1.0	0.9	0.9	0.8	0.8	0.9
Education and health services.....	174.162	175.995	1.1	1.0	1.2	0.8	1.0	1.0	0.8	0.9	1.1
Educational services.....	172.017	173.561	1.1	1.1	1.0	0.8	0.8	0.8	0.8	1.0	0.9
Elementary and secondary schools.....	171.887	173.600	0.9	1.1	1.0	0.8	0.8	0.8	0.8	0.8	1.0
Junior colleges, colleges, universities, and professional schools.....	171.205	172.487	1.2	1.0	1.3	0.9	0.9	1.0	0.8	1.0	0.7
Health care and social assistance.....	176.258	178.333	1.0	1.0	1.2	0.8	1.2	1.0	0.9	0.8	1.2
Hospitals.....	176.099	177.054	1.2	1.0	1.1	0.9	1.0	1.0	0.6	0.9	0.5
Nursing and residential care facilities.....	174.584	176.201	1.0	1.0	0.8	0.8	1.1	0.6	0.8	0.7	0.9
Public administration.....	182.199	184.257	1.5	1.4	1.2	1.2	1.1	0.7	0.9	0.8	1.1
Private industry workers											
All workers.....	173.462	174.974	1.0	0.9	0.8	0.9	0.8	1.0	0.8	0.7	0.9
Occupational group											
Management, professional, and related.....	168.143	169.764	1.0	0.8	0.7	0.9	0.9	0.9	0.8	0.8	1.0
Management, business, and financial.....	167.748	169.387	0.9	0.7	0.7	0.9	0.7	0.7	0.7	0.7	1.0
Professional and related.....	168.796	170.402	1.0	0.9	0.8	0.9	1.0	0.9	0.9	0.9	1.0
Sales and office.....	176.005	177.497	1.1	0.2	0.7	0.9	0.8	1.2	0.8	0.5	0.8
Sales and related.....	172.100	173.587	1.2	-0.5	0.5	1.2	0.7	1.4	0.7	-0.1	0.9
Office and administrative support....	178.834	180.326	1.1	1.0	0.9	0.7	0.9	1.0	0.8	1.0	0.8
Natural resources, construction, and maintenance.....	171.803	173.468	1.0	0.7	0.9	1.0	0.8	0.9	1.0	0.8	1.0
Construction, extraction, farming, fishing, and forestry occupations..	170.268	171.681	0.8	0.9	0.9	1.0	0.9	0.9	1.0	1.0	0.8
Installation, maintenance, and repair.....	173.526	175.482	1.2	0.6	1.0	1.0	0.8	1.0	1.0	0.7	1.1
Production, transportation, and material moving.....	179.132	180.407	1.2	1.3	0.9	0.8	0.9	1.0	0.8	0.7	0.7
Production.....	173.864	174.574	1.2	1.0	1.0	0.8	0.8	0.8	0.9	0.9	0.4
Transportation and material moving.....	185.125	186.822	1.2	1.6	0.8	0.7	0.9	1.0	0.8	0.6	0.9
Service occupations.....	187.183	188.841	1.1	1.3	0.9	0.9	1.0	0.8	0.8	0.8	0.9
Industry											
Goods-producing industries ³	167.450	168.630	1.0	0.5	0.9	0.8	0.9	0.9	0.9	0.7	0.7
Construction.....	168.306	168.818	0.7	-0.1	1.1	0.7	1.1	0.9	1.1	0.9	0.3
Manufacturing.....	166.984	168.577	1.2	0.8	0.8	0.9	0.7	0.9	0.8	0.6	1.0
Aircraft manufacturing.....	144.357	149.261	1.0	-0.1	0.7	2.3	0.6	1.0	1.1	0.0	3.4
Service-providing industries ⁵	175.108	176.694	1.0	0.9	0.8	0.9	0.8	1.0	0.8	0.7	0.9
Trade, transportation, and utilities.....	179.038	181.031	1.0	1.0	0.7	0.6	0.8	1.0	1.0	0.5	1.1
Wholesale trade.....	168.745	170.831	1.4	0.1	0.6	0.8	0.5	0.6	1.3	0.2	1.2
Retail trade.....	182.270	183.909	0.2	1.2	0.7	0.7	0.7	0.9	0.9	0.6	0.9
Transportation and warehousing. . .	184.376	186.813	1.7	1.7	0.8	0.4	1.1	1.5	0.8	0.4	1.3
Utilities.....	185.503	187.617	0.5	0.9	0.9	1.0	1.0	1.0	0.9	1.0	1.1
Information.....	166.589	168.990	1.0	-0.3	1.4	0.4	0.4	1.3	0.8	0.4	1.4
Financial activities.....	171.152	173.334	0.3	1.1	0.6	1.3	1.3	0.9	0.5	0.8	1.3
Finance and insurance.....	171.756	173.876	0.3	1.1	0.4	1.5	1.3	0.8	0.8	0.7	1.2

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation, by occupational group and industry¹ — Continued
[Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Credit intermediation and related activities.....	172.788	174.151	1.2	0.7	0.4	1.8	1.9	-0.6	0.6	0.8	0.8
Insurance carriers and related activities.....	171.926	172.910	0.6	1.1	0.2	1.0	1.4	0.8	0.5	1.0	0.6
Real estate and rental and leasing..	168.448	170.955	0.6	0.7	1.3	0.7	1.0	1.8	-0.8	1.4	1.5
Professional and business services. ..	172.282	173.046	1.4	0.8	0.4	1.1	0.5	1.0	0.6	0.7	0.4
Professional, scientific, and technical services.....	173.607	174.337	1.2	0.9	0.2	1.1	0.9	0.9	0.6	0.9	0.4
Administrative and support and waste management and remediation services.....	172.721	173.471	1.0	0.9	0.7	1.3	0.2	1.0	0.7	0.5	0.4
Education and health services.....	174.681	176.575	1.1	1.0	1.2	0.7	1.2	1.0	0.9	1.0	1.1
Educational services.....	170.754	171.709	1.4	0.9	1.2	0.4	0.8	0.8	0.9	1.7	0.6
Junior colleges, colleges, universities, and professional schools.....	169.395	170.227	1.2	0.8	1.4	0.8	0.7	0.9	0.8	1.4	0.5
Health care and social assistance...	175.501	177.566	1.1	1.0	1.2	0.8	1.2	1.0	0.9	0.8	1.2
Hospitals.....	175.799	176.508	1.2	1.0	1.1	0.9	1.1	0.9	0.7	0.9	0.4
Nursing and residential care facilities.....	172.829	174.412	1.0	1.0	0.8	0.7	1.1	0.7	0.7	0.7	0.9
Leisure and hospitality.....	184.894	185.988	0.5	1.5	0.7	0.9	0.7	0.5	0.7	0.8	0.6
Accommodation and food services..	188.731	189.706	0.5	1.5	0.7	0.9	0.8	0.5	0.6	0.7	0.5
Other services, except public administration.....	179.720	180.395	1.7	1.1	0.6	1.1	0.5	0.8	1.4	1.5	0.4
State and local government workers											
All workers.....	176.670	178.506	1.2	1.2	1.1	1.0	1.0	0.8	0.8	0.8	1.0
Industry											
Education and health services.....	173.405	175.148	1.1	1.1	1.0	1.0	0.8	0.9	0.7	0.8	1.0
Educational services.....	172.354	174.043	1.0	1.1	1.0	1.0	0.8	0.9	0.8	0.8	1.0
Schools.....	172.264	173.959	1.0	1.1	1.1	0.9	0.8	0.9	0.8	0.8	1.0
Elementary and secondary schools.....	172.226	173.987	0.9	1.1	1.0	0.8	0.8	0.8	0.7	0.8	1.0
Health care and social assistance...	181.540	183.696	1.6	1.1	1.1	1.2	0.8	1.0	0.6	0.8	1.2
Hospitals.....	177.354	179.525	1.5	1.1	1.1	1.2	0.8	1.3	0.5	0.8	1.2
Public administration.....	182.199	184.257	1.5	1.4	1.2	1.2	1.1	0.7	0.9	0.8	1.1

¹ Includes wages, salaries, and employer costs for employee benefits.

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

³ Includes mining, construction, and manufacturing.

⁴ 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.

⁵ 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-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Civilian workers											
All workers ¹	173.945	175.258	1.1	0.9	0.8	1.0	0.8	1.0	0.8	0.7	0.8
Industry											
Goods-producing industries ²	172.163	172.850	1.1	0.4	1.0	0.9	1.0	1.0	1.0	0.8	0.4
Manufacturing.....	171.957	173.129	1.3	0.7	0.9	0.8	0.8	1.0	0.9	0.7	0.7
Service-providing industries ³	174.327	175.745	1.0	1.0	0.8	1.0	0.7	1.0	0.8	0.7	0.8
Education and health services.....	169.714	171.264	1.1	1.0	1.1	0.8	1.0	1.0	0.9	0.9	0.9
Educational services.....	161.683	163.020	1.3	1.1	1.0	0.8	0.8	0.8	0.9	1.1	0.8
Elementary and secondary schools.....	159.710	161.281	1.2	1.1	0.9	0.8	0.7	0.9	0.9	0.9	1.0
Junior colleges, colleges, universities, and professional schools.....	163.339	164.245	1.2	1.0	1.2	1.0	0.9	0.9	0.8	1.0	0.6
Health care and social assistance.....	177.799	179.532	1.0	1.0	1.3	0.8	1.2	1.1	0.9	0.8	1.0
Hospitals.....	177.202	178.183	1.0	1.0	1.2	0.9	1.1	1.1	0.6	0.9	0.6
Public administration.....	169.332	170.984	1.4	1.2	1.2	1.0	1.0	0.8	0.6	0.7	1.0
Private industry workers											
All workers.....	176.233	177.498	1.1	0.8	0.8	0.9	0.8	1.0	0.8	0.7	0.7
Occupational group											
Management, professional, and related.....	169.688	171.124	1.0	0.8	0.7	0.9	0.9	0.9	0.8	0.8	0.8
Professional and related.....	170.972	172.404	0.9	1.0	0.8	0.9	1.0	1.0	0.9	0.9	0.8
Management, business, and financial.....	168.554	169.995	1.1	0.6	0.7	0.9	0.7	0.8	0.6	0.6	0.9
Sales and office.....	178.277	179.586	1.3	0.2	0.6	1.0	0.8	1.2	0.7	0.4	0.7
Sales and related.....	175.598	176.969	1.4	-0.7	0.5	1.4	0.6	1.5	0.7	-0.3	0.8
Office and administrative support....	180.410	181.653	1.3	1.1	0.8	0.7	0.7	1.1	0.7	1.0	0.7
Natural resources, construction, and maintenance.....	174.784	176.282	1.1	1.0	1.0	1.1	0.8	1.0	1.1	0.9	0.9
Construction, extraction, farming, fishing, and forestry occupations..	173.274	174.446	0.9	1.0	1.0	1.1	0.9	0.9	1.1	1.0	0.7
Installation, maintenance, and repair.....	176.558	178.425	1.2	1.1	1.0	1.1	0.7	1.0	1.1	0.7	1.1
Production, transportation, and material moving.....	183.772	185.043	1.5	1.0	0.9	0.8	0.8	0.9	0.8	0.7	0.7
Production.....	178.639	179.155	1.5	0.8	1.1	0.8	0.8	0.8	0.9	1.1	0.3
Transportation and material moving.....	189.496	191.305	1.4	1.2	0.8	0.8	0.8	1.0	0.7	0.5	1.0
Service occupations.....	192.693	194.171	1.2	1.3	0.9	1.0	0.9	0.8	0.8	0.8	0.8
Industry											
Goods-producing industries ²	172.239	172.914	1.1	0.4	1.0	0.8	1.0	1.0	1.0	0.8	0.4
Construction.....	171.849	171.769	0.8	-0.4	1.3	0.7	1.2	1.0	1.2	0.9	0.0
Manufacturing.....	171.957	173.129	1.3	0.7	0.9	0.8	0.8	1.0	0.9	0.7	0.7
Aircraft manufacturing.....	174.166	175.784	0.9	0.4	0.7	1.8	1.3	1.1	1.1	0.6	0.9
Service-providing industries ⁴	177.274	178.663	1.1	1.0	0.7	0.9	0.7	1.1	0.8	0.7	0.8
Trade, transportation, and utilities.....	180.750	182.604	1.0	0.8	0.7	0.7	0.8	1.0	1.0	0.4	1.0
Wholesale trade.....	166.526	168.475	1.6	-0.3	0.5	0.9	0.6	0.8	1.6	0.1	1.2
Retail trade.....	185.901	187.498	0.3	1.2	0.7	0.7	0.8	0.8	0.8	0.6	0.9
Transportation and warehousing. . .	188.937	191.209	1.9	1.3	0.9	0.5	0.8	1.4	0.9	0.3	1.2
Utilities.....	179.960	181.462	0.5	0.8	1.0	0.9	1.0	1.1	1.0	1.0	0.8
Information.....	164.526	166.916	0.8	0.3	1.5	0.4	0.0	1.3	0.5	0.2	1.5
Financial activities.....	171.915	174.042	0.0	1.2	0.4	1.4	0.6	1.7	0.3	0.8	1.2
Finance and insurance.....	172.536	174.604	-0.1	1.2	0.2	1.5	0.5	1.6	0.7	0.7	1.2
Credit intermediation and related activities.....	171.186	172.680	1.3	0.3	-0.1	1.7	0.9	0.8	0.4	0.8	0.9
Insurance carriers and related activities.....	171.131	172.424	0.4	1.6	0.1	1.2	1.3	1.0	0.2	1.0	0.8

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-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Real estate and rental and leasing..	169.615	172.039	0.7	0.7	1.6	0.7	0.9	2.0	-1.2	1.5	1.4
Professional and business services. ..	174.543	175.123	1.5	1.0	0.3	1.2	0.4	1.0	0.5	0.7	0.3
Professional, scientific, and technical services.....	175.399	175.903	1.3	0.9	0.1	1.3	0.9	0.9	0.5	0.9	0.3
Administrative and support and waste management and remediation services.....	177.667	178.355	1.3	0.8	0.7	1.3	0.2	1.0	0.7	0.4	0.4
Education and health services.....	176.661	178.218	1.0	1.0	1.3	0.8	1.1	1.1	1.0	1.0	0.9
Educational services.....	169.547	170.224	1.4	1.1	1.1	0.4	0.6	0.7	0.9	1.9	0.4
Junior colleges, colleges, universities, and professional schools.....	165.814	166.060	1.2	0.8	1.3	0.9	0.7	0.8	0.7	1.5	0.1
Health care and social assistance...	178.179	179.900	1.0	1.0	1.3	0.8	1.2	1.1	1.0	0.8	1.0
Hospitals.....	178.229	179.000	1.0	1.0	1.1	1.0	1.1	1.1	0.6	0.9	0.4
Leisure and hospitality.....	191.907	192.851	0.6	1.4	0.8	0.9	0.7	0.4	0.7	0.9	0.5
Accommodation and food services..	195.908	196.889	0.5	1.5	0.7	1.0	0.8	0.5	0.6	0.7	0.5
Other services, except public administration.....	182.687	183.203	1.9	1.2	0.5	1.3	0.3	0.7	1.4	1.5	0.3
State and local government workers											
All workers.....	164.251	165.820	1.2	1.1	1.1	1.0	0.9	0.9	0.8	0.8	1.0
Industry											
Education and health services.....	161.448	163.011	1.3	1.1	1.0	0.9	0.8	0.9	0.8	0.8	1.0
Educational services.....	159.987	161.511	1.2	1.1	1.0	0.9	0.8	0.8	0.8	0.9	1.0
Schools.....	160.000	161.526	1.2	1.1	1.0	0.9	0.8	0.8	0.8	0.9	1.0
Elementary and secondary schools.....	159.162	160.782	1.2	1.1	0.9	0.9	0.7	0.9	0.8	0.9	1.0
Health care and social assistance...	173.676	175.553	1.4	0.9	1.2	1.1	0.7	1.2	0.5	0.7	1.1
Hospitals.....	172.294	174.373	1.4	0.9	1.2	1.1	0.7	1.4	0.3	0.8	1.2
Public administration.....	169.332	170.984	1.4	1.2	1.2	1.0	1.0	0.8	0.6	0.7	1.0

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

² Includes mining, construction, and manufacturing.

³ 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.

⁴ 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-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Civilian workers											
All workers ¹	174.471	176.619	1.0	1.0	0.8	0.9	1.1	0.7	0.8	0.8	1.2
Private industry workers											
All workers.....	166.911	169.011	0.9	0.9	0.7	0.8	1.1	0.7	0.8	0.7	1.3
Occupational group											
Management, professional, and related.....	164.598	166.638	0.8	0.8	0.8	0.8	1.0	0.6	0.8	0.8	1.2
Sales and office.....	170.201	172.189	0.8	0.4	0.8	0.7	1.2	1.0	0.9	0.8	1.2
Natural resources, construction, and maintenance.....	165.452	167.476	0.9	0.3	0.6	0.8	1.0	0.8	0.8	0.8	1.2
Production, transportation, and material moving.....	169.862	171.149	0.7	2.0	0.7	0.7	1.0	1.0	0.8	0.7	0.8
Service occupations.....	169.206	171.490	0.7	1.3	0.9	0.8	1.2	0.8	0.7	0.8	1.4
Industry											
Goods-producing industries ²	157.718	159.956	0.8	0.9	0.6	0.7	0.8	0.7	0.8	0.6	1.4
Manufacturing.....	157.453	159.878	0.9	1.0	0.6	0.7	0.7	0.7	0.8	0.4	1.5
Service-providing industries ³	169.864	171.939	0.9	0.9	0.7	0.8	1.2	0.7	0.8	0.8	1.2
State and local government workers											
All workers ¹	201.008	203.322	1.1	1.4	1.2	1.1	1.1	0.7	0.8	0.8	1.2

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

² Includes mining, construction, and manufacturing.

³ 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 industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers ²	169.9	173.642	175.743	1.1	0.4	1.2	3.6	3.4	3.4
Excluding incentive paid occupations ³	169.9	173.618	175.685	1.1	0.5	1.2	3.7	3.3	3.4
Occupational group									
Management, professional, and related.....	165.4	168.879	170.981	1.2	0.4	1.2	3.6	3.3	3.4
Management, business, and financial.....	165.1	167.893	170.100	1.1	0.2	1.3	3.2	2.8	3.0
Professional and related.....	165.7	169.734	171.764	1.2	0.5	1.2	3.8	3.7	3.7
Sales and office.....	172.9	176.418	178.765	1.3	0.3	1.3	2.9	3.3	3.4
Sales and related.....	169.1	171.577	174.051	1.3	-0.2	1.4	2.0	2.8	2.9
Office and administrative support.....	175.2	179.438	181.676	1.3	0.7	1.2	3.7	3.7	3.7
Natural resources, construction, and maintenance.....	167.8	172.374	174.090	0.9	0.7	1.0	3.7	3.7	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	166.4	170.791	172.529	1.1	0.7	1.0	3.8	3.8	3.7
Installation, maintenance, and repair.....	169.3	174.189	175.879	0.7	0.6	1.0	3.5	3.6	3.9
Production, transportation, and material moving.....	174.8	178.665	180.469	1.1	0.5	1.0	3.9	3.3	3.2
Production.....	169.7	173.653	174.791	1.0	0.7	0.7	3.7	3.4	3.0
Transportation and material moving.....	181.4	185.262	187.591	1.2	0.3	1.3	4.1	3.4	3.4
Service occupations.....	182.8	187.148	189.424	1.2	0.6	1.2	4.3	3.6	3.6
Industry									
Goods-producing industries ⁴	163.4	167.085	168.815	1.2	0.4	1.0	3.2	3.5	3.3
Manufacturing.....	163.1	166.456	168.588	1.1	0.4	1.3	3.2	3.1	3.4
Service-providing industries ⁵	171.1	174.843	177.010	1.2	0.4	1.2	3.6	3.4	3.5
Education and health services.....	169.5	174.055	175.938	1.1	0.7	1.1	4.2	3.8	3.8
Educational services.....	167.0	171.894	173.011	0.6	0.6	0.6	3.9	3.6	3.6
Elementary and secondary schools....	167.0	171.751	172.888	0.5	0.4	0.7	3.8	3.4	3.5
Junior colleges, colleges, universities, and professional schools.....	166.3	171.195	172.201	0.8	0.7	0.6	4.3	3.8	3.5
Health care and social assistance.....	171.8	176.108	178.634	1.5	0.7	1.4	4.4	4.0	4.0
Hospitals.....	172.2	175.821	177.464	1.4	0.8	0.9	4.1	3.5	3.1
Nursing and residential care facilities..	170.8	174.222	176.063	1.2	0.6	1.1	3.6	3.2	3.1
Public administration.....	177.8	181.766	184.087	1.3	0.6	1.3	5.0	3.5	3.5

¹ Includes wages, salaries, and employer costs for employee benefits.

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

³ The index for this series is not strictly comparable with other series in this table.

⁴ Includes mining, construction, and manufacturing.

⁵ 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 industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	169.4	173.017	175.210	1.2	0.4	1.3	3.4	3.4	3.4
Excluding incentive paid occupations ²	169.4	172.950	175.106	1.3	0.5	1.2	3.5	3.4	3.4
Occupational group									
Management, professional, and related.....	164.3	167.581	169.899	1.3	0.4	1.4	3.4	3.3	3.4
Excluding incentive paid occupations ²	163.5	166.698	169.042	1.4	0.4	1.4	3.4	3.3	3.4
Management, business, and financial.....	164.4	167.134	169.404	1.1	0.2	1.4	3.1	2.8	3.0
Excluding incentive paid occupations ²	163.4	165.894	168.237	1.3	0.3	1.4	3.1	2.8	3.0
Professional and related.....	164.4	168.260	170.627	1.4	0.6	1.4	3.7	3.8	3.8
Sales and office.....	172.4	175.826	178.172	1.3	0.2	1.3	2.7	3.3	3.3
Excluding incentive paid occupations ²	174.9	178.293	180.450	1.3	0.4	1.2	3.3	3.2	3.2
Sales and related.....	168.9	171.422	173.903	1.3	-0.2	1.4	1.9	2.8	3.0
Excluding incentive paid occupations ²	175.0	177.454	179.520	1.2	0.1	1.2	3.1	2.6	2.6
Office and administrative support.....	174.1	178.310	180.511	1.3	0.7	1.2	3.4	3.7	3.7
Natural resources, construction, and maintenance.....	167.1	171.704	173.376	0.9	0.6	1.0	3.6	3.7	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	165.7	170.075	171.706	1.1	0.7	1.0	3.8	3.8	3.6
Installation, maintenance, and repair.....	168.6	173.543	175.263	0.7	0.6	1.0	3.3	3.6	4.0
Production, transportation, and material moving.....	174.4	178.238	180.024	1.2	0.5	1.0	3.9	3.4	3.2
Excluding incentive paid occupations ²	174.0	177.923	179.561	1.0	0.5	0.9	3.8	3.3	3.2
Production.....	169.6	173.549	174.665	1.0	0.7	0.6	3.6	3.3	3.0
Excluding incentive paid occupations ²	169.9	173.600	174.955	1.0	0.6	0.8	3.7	3.2	3.0
Transportation and material moving.....	181.0	184.822	187.149	1.3	0.3	1.3	4.1	3.4	3.4
Service occupations.....	182.8	186.890	189.067	1.3	0.6	1.2	4.1	3.5	3.4
Industry and occupational group									
Goods-producing industries ³	163.3	166.974	168.701	1.2	0.4	1.0	3.2	3.5	3.3
Excluding incentive paid occupations ²	163.4	167.037	168.921	1.2	0.5	1.1	3.5	3.4	3.4
Management, professional, and related.....	155.8	158.761	160.944	1.4	0.3	1.4	3.0	3.3	3.3
Sales and office.....	169.9	173.457	174.693	1.6	0.0	0.7	0.2	3.7	2.8
Natural resources, construction, and maintenance.....	164.9	169.313	170.983	1.0	0.7	1.0	3.7	3.7	3.7
Production, transportation, and material moving.....	167.5	171.082	172.555	1.1	0.5	0.9	3.9	3.3	3.0
Construction.....	163.8	167.927	168.966	1.4	0.6	0.6	2.9	4.0	3.2
Manufacturing.....	163.1	166.456	168.588	1.1	0.4	1.3	3.2	3.1	3.4
Management, professional, and related.....	156.7	159.542	162.321	1.1	0.2	1.7	2.8	2.9	3.6
Sales and office occupations.....	166.7	169.303	171.922	0.8	-0.3	1.5	1.8	2.4	3.1
Natural resources, construction, and maintenance.....	163.7	168.503	170.723	0.6	0.6	1.3	3.7	3.6	4.3
Production, transportation, and material moving.....	167.3	171.012	172.494	1.1	0.6	0.9	3.8	3.4	3.1
Aircraft manufacturing.....	141.8	143.124	150.369	1.4	-0.6	5.1	3.4	2.4	6.0
Service-providing industries ⁴	171.1	174.692	176.994	1.2	0.4	1.3	3.4	3.4	3.4
Excluding incentive paid occupations ²	171.2	174.676	176.899	1.3	0.5	1.3	3.6	3.4	3.3
Management, professional, and related.....	165.7	169.073	171.414	1.3	0.4	1.4	3.4	3.3	3.4
Sales and office.....	172.7	176.072	178.541	1.3	0.3	1.4	3.0	3.3	3.4
Natural resources, construction, and maintenance.....	170.3	175.320	176.995	0.7	0.6	1.0	3.3	3.6	3.9
Production, transportation, and material moving.....	181.5	185.639	187.672	1.1	0.4	1.1	3.8	3.4	3.4
Service occupations.....	183.0	187.007	189.208	1.3	0.6	1.2	4.2	3.5	3.4
Trade, transportation, and utilities.....	174.8	178.698	181.029	1.0	0.1	1.3	3.2	3.2	3.6
Excluding incentive paid occupations ²	175.6	179.386	181.115	0.7	0.3	1.0	3.3	2.9	3.1
Wholesale trade.....	165.2	168.182	170.966	0.9	-0.2	1.7	1.9	2.7	3.5
Excluding incentive paid occupations ²	168.8	171.338	173.166	0.5	0.1	1.1	2.8	2.0	2.6

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹ — Continued
[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Service-providing industries - Continued									
Retail trade.....	177.7	181.931	183.599	0.7	0.3	0.9	3.3	3.1	3.3
Excluding incentive paid occupations ²	176.6	180.625	181.791	0.6	0.4	0.6	3.0	2.9	2.9
Transportation and warehousing.....	179.9	184.286	187.026	1.3	0.1	1.5	4.1	3.8	4.0
Utilities.....	180.3	184.843	187.763	1.5	0.7	1.6	3.9	4.1	4.1
Information.....	162.7	166.224	169.068	0.7	0.2	1.7	2.0	2.9	3.9
Financial activities.....	167.4	170.294	173.533	1.8	0.3	1.9	4.4	3.6	3.7
Excluding incentive paid occupations ²	168.7	169.874	173.442	2.4	0.2	2.1	4.2	3.1	2.8
Finance and insurance.....	168.1	170.844	174.100	1.9	0.2	1.9	4.5	3.6	3.6
Credit intermediation and related activities.....	171.5	171.879	174.217	2.4	0.2	1.4	5.1	2.7	1.6
Excluding incentive paid occupations ²	175.9	174.614	177.988	3.2	0.1	1.9	5.5	2.5	1.2
Insurance carriers and related activities..	168.3	170.610	173.082	2.2	0.3	1.4	3.8	3.7	2.8
Excluding incentive paid occupations ²	165.7	168.028	170.470	1.7	0.1	1.5	3.0	3.1	2.9
Real estate and rental and leasing.....	164.6	167.827	170.985	1.5	0.6	1.9	3.9	3.5	3.9
Excluding incentive paid occupations ²	168.2	171.395	174.614	1.4	0.4	1.9	3.4	3.3	3.8
Professional and business services.....	168.9	171.585	173.514	1.2	0.2	1.1	2.9	2.8	2.7
Professional, scientific, and technical services.....	170.0	172.775	174.774	1.6	0.3	1.2	3.0	3.2	2.8
Administrative and support and waste management and remediation services...	169.3	172.007	173.746	0.9	0.0	1.0	3.2	2.5	2.6
Education and health services.....	170.0	174.581	176.833	1.4	0.8	1.3	4.2	4.2	4.0
Educational services.....	164.9	170.847	171.538	0.7	1.3	0.4	3.3	4.3	4.0
Junior colleges, colleges, universities, and professional schools.....	164.2	169.602	170.018	0.6	1.1	0.2	3.9	3.9	3.5
Health care and social assistance.....	171.0	175.356	177.896	1.5	0.7	1.4	4.4	4.1	4.0
Hospitals.....	171.9	175.455	176.959	1.5	0.8	0.9	4.1	3.6	2.9
Nursing and residential care facilities....	169.3	172.567	174.388	1.3	0.6	1.1	3.6	3.2	3.0
Nursing care facilities ²	168.2	171.355	173.490	1.3	0.6	1.2	3.1	3.2	3.1
Leisure and hospitality.....	181.3	184.103	186.057	1.2	0.5	1.1	3.8	2.7	2.6
Accommodation and food service.....	185.3	187.842	189.768	1.3	0.3	1.0	3.9	2.6	2.4
Other services, except public administration..	173.9	179.196	180.939	1.1	1.2	1.0	3.4	4.2	4.0

¹ Includes wages, salaries, and employer costs for employee benefits.

² The index for this series is not strictly comparable with other series in this table.

³ Includes mining, construction, and manufacturing.

⁴ 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 division¹
[Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Bargaining status									
Union.....	174.1	179.053	180.670	1.2	0.6	0.9	4.6	4.0	3.8
Goods-producing industries ²	163.5	168.301	169.808	1.0	0.4	0.9	4.3	4.0	3.9
Manufacturing.....	157.8	162.279	164.484	1.0	0.4	1.4	4.4	3.9	4.2
Service-providing industries ³	181.3	186.340	188.030	1.3	0.8	0.9	4.7	4.1	3.7
Nonunion.....	168.8	172.221	174.468	1.3	0.4	1.3	3.3	3.3	3.4
Goods-producing industries ²	163.1	166.512	168.279	1.2	0.5	1.1	2.9	3.4	3.2
Manufacturing.....	164.6	167.789	169.919	1.0	0.4	1.3	3.0	3.0	3.2
Service-providing industries ³	170.1	173.601	175.949	1.3	0.4	1.4	3.3	3.3	3.4
Census region and division⁴									
Northeast.....	170.5	174.224	176.298	1.2	0.5	1.2	3.3	3.5	3.4
New England.....	174.0	178.214	180.869	1.2	0.6	1.5	3.0	3.7	3.9
Middle Atlantic.....	169.3	172.769	174.622	1.3	0.4	1.1	3.5	3.3	3.1
South.....	167.1	170.714	172.768	1.3	0.4	1.2	3.3	3.5	3.4
South Atlantic.....	170.3	174.122	176.289	1.0	0.5	1.2	3.0	3.3	3.5
East South Central.....	166.4	170.557	172.753	1.5	0.5	1.3	3.9	4.0	3.8
West South Central.....	162.3	165.176	166.968	1.8	0.2	1.1	3.6	3.6	2.9
Midwest.....	166.0	169.299	171.538	1.4	0.3	1.3	3.3	3.4	3.3
East North Central.....	164.4	167.890	170.070	1.2	0.4	1.3	3.1	3.4	3.4
West North Central.....	169.7	172.649	175.017	1.6	0.3	1.4	3.9	3.4	3.1
West.....	175.0	178.771	181.213	1.0	0.4	1.4	3.7	3.2	3.6
Mountain.....	172.6	175.859	177.488	1.1	0.5	0.9	3.7	3.0	2.8
Pacific.....	176.1	180.164	182.986	0.9	0.4	1.6	3.7	3.2	3.9

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ 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.

⁴ 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 industry¹
[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	172.0	176.380	178.054	0.8	0.5	0.9	4.3	3.4	3.5
Occupational group									
Management, professional, and related.....	168.4	172.683	174.049	0.7	0.4	0.8	4.1	3.3	3.4
Professional and related.....	167.9	172.420	173.718	0.6	0.4	0.8	4.0	3.3	3.5
Sales and office.....	177.3	181.726	184.074	1.1	0.6	1.3	4.8	3.7	3.8
Office and administrative support.....	177.3	181.689	184.071	1.1	0.6	1.3	4.7	3.6	3.8
Service occupations.....	182.4	187.433	189.991	1.1	0.6	1.4	4.8	3.9	4.2
Industry									
Education and health services.....	168.7	173.223	174.575	0.7	0.5	0.8	4.0	3.4	3.5
Educational services.....	167.6	172.180	173.404	0.6	0.4	0.7	4.0	3.3	3.5
Schools.....	167.5	172.112	173.336	0.6	0.4	0.7	4.0	3.4	3.5
Elementary and secondary schools....	167.4	172.051	173.239	0.5	0.4	0.7	3.8	3.3	3.5
Health care and social assistance.....	177.2	181.364	183.693	0.9	0.7	1.3	4.2	3.3	3.7
Hospitals.....	173.1	177.347	179.689	0.9	0.7	1.3	4.2	3.3	3.8
Public administration.....	177.8	181.766	184.087	1.3	0.6	1.3	5.0	3.5	3.5

¹ 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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers ¹	169.7	173.708	175.385	1.0	0.5	1.0	3.5	3.3	3.4
Excluding incentive paid occupations ²	169.2	173.211	174.829	1.0	0.5	0.9	3.5	3.3	3.3
Occupational group									
Management, professional, and related.....	163.0	166.999	168.594	0.9	0.4	1.0	3.4	3.3	3.4
Management, business, and financial.....	164.2	167.473	169.014	0.8	0.2	0.9	3.1	2.8	2.9
Professional and related.....	162.7	167.105	168.742	1.1	0.6	1.0	3.8	3.8	3.7
Sales and office.....	174.0	177.556	179.506	1.0	0.3	1.1	2.7	3.1	3.2
Sales and related.....	172.5	174.853	177.109	1.2	-0.4	1.3	1.8	2.6	2.7
Office and administrative support.....	174.9	179.395	181.079	1.0	0.8	0.9	3.4	3.6	3.5
Natural resources, construction, and maintenance.....	169.3	174.275	175.688	0.8	0.7	0.8	4.1	3.7	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	167.8	172.669	174.111	1.0	0.8	0.8	4.1	3.9	3.8
Installation, maintenance, and repair.....	170.9	176.157	177.537	0.5	0.6	0.8	4.0	3.6	3.9
Production, transportation, and material moving.....	178.5	182.537	184.198	1.0	0.5	0.9	3.7	3.3	3.2
Production.....	173.7	178.363	179.226	0.9	1.0	0.5	3.5	3.6	3.2
Transportation and material moving.....	184.5	188.216	190.472	1.0	0.2	1.2	3.8	3.1	3.2
Service occupations.....	184.2	188.512	190.352	1.1	0.7	1.0	4.2	3.5	3.3
Industry									
Goods-producing industries ³	167.6	171.758	172.984	1.3	0.5	0.7	3.3	3.8	3.2
Manufacturing.....	167.6	171.475	173.205	1.1	0.4	1.0	3.3	3.4	3.3
Service-providing industries ⁴	170.1	174.067	175.821	0.9	0.4	1.0	3.5	3.3	3.4
Education and health services.....	165.0	169.881	171.224	0.9	0.8	0.8	4.0	3.9	3.8
Educational services.....	157.0	162.049	162.741	0.3	0.7	0.4	3.6	3.5	3.7
Elementary and secondary schools... ..	155.2	160.195	160.936	0.3	0.5	0.5	3.5	3.5	3.7
Junior colleges, colleges, and universities.....	158.9	163.721	164.136	0.6	0.8	0.3	4.1	3.6	3.3
Health care and social assistance.....	173.0	177.876	179.780	1.3	0.8	1.1	4.3	4.1	3.9
Hospitals.....	173.0	177.103	178.542	1.2	0.9	0.8	4.2	3.6	3.2
Nursing and residential care facilities...	175.1	178.729	180.490	1.2	0.6	1.0	3.8	3.3	3.1
Public administration.....	165.8	169.405	171.139	1.0	0.5	1.0	4.5	3.2	3.2

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

² The index for this series is not strictly comparable with other series in this table.

³ Includes mining, construction, and manufacturing.

⁴ 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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	171.9	175.885	177.672	1.0	0.4	1.0	3.4	3.3	3.4
Excluding incentive paid occupations ¹	171.6	175.441	177.163	1.1	0.5	1.0	3.6	3.4	3.2
Occupational group									
Management, professional, and related.....	165.4	169.279	171.060	1.0	0.4	1.1	3.3	3.4	3.4
Excluding incentive paid occupations ¹	164.1	167.756	169.569	1.2	0.5	1.1	3.3	3.4	3.3
Management, business, and financial.....	164.8	168.103	169.686	0.8	0.2	0.9	2.9	2.8	3.0
Excluding incentive paid occupations ¹	162.6	165.647	167.322	0.9	0.3	1.0	2.9	2.8	2.9
Professional and related.....	166.3	170.588	172.554	1.3	0.6	1.2	3.7	3.9	3.8
Sales and office.....	175.0	178.431	180.432	1.1	0.2	1.1	2.6	3.1	3.1
Excluding incentive paid occupations ¹	177.3	180.864	182.506	1.0	0.5	0.9	3.3	3.1	2.9
Sales and related.....	172.6	174.987	177.250	1.2	-0.4	1.3	1.8	2.6	2.7
Excluding incentive paid occupations ¹	178.7	181.262	182.770	1.0	0.0	0.8	3.2	2.5	2.3
Office and administrative support.....	175.5	180.015	181.736	1.0	0.8	1.0	3.3	3.6	3.6
Natural resources, construction, and maintenance.....	169.6	174.743	176.131	0.8	0.7	0.8	3.9	3.8	3.9
Construction, extraction, farming, fishing, and forestry occupations.....	168.1	173.049	174.409	1.0	0.8	0.8	4.0	4.0	3.8
Installation, maintenance, and repair.....	171.4	176.732	178.152	0.5	0.6	0.8	3.9	3.6	3.9
Production, transportation, and material moving.....	178.8	182.851	184.514	1.0	0.5	0.9	3.6	3.3	3.2
Excluding incentive paid occupations ¹	178.4	182.555	184.040	0.8	0.6	0.8	3.5	3.2	3.2
Production.....	173.8	178.430	179.279	0.9	1.0	0.5	3.5	3.6	3.2
Excluding incentive paid occupations ¹	174.1	178.325	179.535	1.0	0.8	0.7	3.6	3.5	3.1
Transportation and material moving.....	185.4	189.071	191.359	1.1	0.2	1.2	3.7	3.1	3.2
Service occupations.....	188.1	192.454	194.320	1.1	0.7	1.0	4.1	3.5	3.3
Industry and occupational group									
Goods-producing industries ²	167.7	171.824	173.047	1.3	0.5	0.7	3.3	3.8	3.2
Excluding incentive paid occupations ¹	167.7	171.825	173.245	1.2	0.6	0.8	3.8	3.7	3.3
Management, professional, and related.....	161.1	164.482	165.670	1.6	0.3	0.7	3.5	3.7	2.8
Sales and office.....	175.9	179.954	180.649	1.7	0.0	0.4	-0.7	4.0	2.7
Natural resources, construction, and maintenance.....	167.7	172.628	174.023	1.0	0.8	0.8	4.0	4.0	3.8
Production, transportation, and material moving.....	172.0	176.101	177.401	1.2	0.7	0.7	3.9	3.6	3.1
Construction.....	166.8	171.488	171.894	1.5	0.7	0.2	2.9	4.3	3.1
Manufacturing.....	167.6	171.475	173.205	1.1	0.4	1.0	3.3	3.4	3.3
Management, professional, and related.....	161.6	164.774	166.665	1.3	0.2	1.1	3.3	3.3	3.1
Sales and office.....	170.2	173.084	175.659	0.6	-0.5	1.5	1.4	2.3	3.2
Natural resources, construction, and maintenance.....	169.2	174.701	176.945	0.6	0.8	1.3	3.9	3.9	4.6
Production, transportation, and material moving.....	172.0	176.316	177.638	1.2	0.8	0.7	3.7	3.7	3.3
Aircraft manufacturing.....	170.2	173.016	176.631	2.5	0.1	2.1	4.2	4.2	3.8
Service-providing industries ³	173.0	176.948	178.857	1.0	0.4	1.1	3.3	3.3	3.4
Excluding incentive paid occupations ¹	172.6	176.432	178.222	1.1	0.5	1.0	3.5	3.3	3.3
Management, professional, and related.....	166.1	170.038	171.893	1.0	0.4	1.1	3.3	3.4	3.5
Sales and office.....	174.9	178.278	180.418	1.0	0.2	1.2	2.9	3.0	3.2
Natural resources, construction, and maintenance.....	172.5	177.875	179.251	0.5	0.6	0.8	3.9	3.6	3.9
Production, transportation, and material moving.....	185.2	189.291	191.216	0.9	0.4	1.0	3.5	3.1	3.2
Service occupations.....	188.2	192.555	194.442	1.1	0.6	1.0	4.1	3.5	3.3
Trade, transportation, and utilities.....	176.3	180.275	182.484	1.0	0.1	1.2	3.0	3.3	3.5
Excluding incentive paid occupations ¹	176.9	180.677	182.085	0.7	0.3	0.8	3.2	2.9	2.9
Wholesale trade.....	162.6	165.845	168.601	1.1	-0.3	1.7	1.8	3.1	3.7
Excluding incentive paid occupations ¹	165.7	168.263	169.679	0.6	0.0	0.8	3.0	2.2	2.4

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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Service-providing industries - Continued									
Retail trade.....	181.5	185.646	187.164	0.8	0.3	0.8	3.5	3.1	3.1
Excluding incentive paid occupations ¹	180.0	183.918	184.845	0.7	0.4	0.5	3.1	2.9	2.7
Transportation and warehousing.....	183.9	188.527	191.246	1.0	0.0	1.4	3.5	3.5	4.0
Utilities.....	174.7	179.455	181.761	1.5	0.7	1.3	3.8	4.2	4.0
Information.....	161.3	164.382	166.992	0.1	0.1	1.6	2.0	2.0	3.5
Financial activities.....	167.1	171.291	173.922	1.0	0.3	1.5	3.7	3.5	4.1
Excluding incentive paid occupations ¹	166.8	168.756	171.770	1.6	0.1	1.8	3.3	2.8	3.0
Finance and insurance.....	167.4	171.890	174.437	0.8	0.2	1.5	3.6	3.5	4.2
Credit intermediation and related activities.....	167.2	170.587	172.159	1.0	0.3	0.9	2.9	3.0	3.0
Excluding incentive paid occupations ¹	169.9	171.397	174.382	1.9	0.1	1.7	3.2	2.8	2.6
Insurance carriers and related activities..	167.6	169.877	172.516	2.1	0.3	1.6	4.2	3.5	2.9
Excluding incentive paid occupations ¹	163.2	165.472	167.993	1.5	0.1	1.5	3.2	2.9	2.9
Real estate and rental and leasing.....	165.8	168.901	171.930	1.2	0.7	1.8	3.9	3.1	3.7
Excluding incentive paid occupations ¹	169.8	172.918	175.958	1.2	0.5	1.8	3.2	3.1	3.6
Professional and business services.....	171.1	173.908	175.476	1.0	0.2	0.9	2.9	2.7	2.6
Professional, scientific, and technical services.....	171.5	174.614	176.156	1.5	0.3	0.9	3.3	3.3	2.7
Administrative and support and waste management and remediation services...	174.2	177.014	178.604	0.6	-0.1	0.9	3.1	2.3	2.5
Education and health services.....	171.6	176.746	178.398	1.2	0.9	0.9	4.1	4.2	4.0
Educational services.....	163.6	169.690	169.986	0.4	1.5	0.2	3.2	4.1	3.9
Junior colleges, colleges, universities, and professional schools.....	160.8	166.213	165.838	0.4	1.3	-0.2	3.8	3.8	3.1
Health care and social assistance.....	173.3	178.246	180.159	1.3	0.8	1.1	4.3	4.2	4.0
Hospitals.....	174.1	178.073	179.417	1.4	1.0	0.8	4.3	3.7	3.1
Nursing and residential care facilities....	176.2	179.740	181.518	1.2	0.7	1.0	3.8	3.2	3.0
Nursing care facilities ¹	174.9	178.505	180.562	1.3	0.7	1.2	3.7	3.4	3.2
Leisure and hospitality.....	188.4	191.299	193.069	1.2	0.5	0.9	3.9	2.7	2.5
Accommodation and food service.....	192.6	195.237	197.133	1.3	0.4	1.0	4.2	2.7	2.4
Other services, except public administration..	176.5	182.361	183.558	0.7	1.3	0.7	3.3	4.0	4.0

¹ The index for this series is not strictly comparable with other series in this table.

² Includes mining, construction, and manufacturing.

³ 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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Bargaining status									
Union.....	173.4	179.043	180.432	1.0	0.8	0.8	4.5	4.3	4.1
Goods-producing industries ¹	161.9	167.569	168.726	1.0	0.7	0.7	4.3	4.5	4.2
Manufacturing.....	161.3	166.946	169.171	1.1	0.9	1.3	4.1	4.6	4.9
Service-providing industries ²	180.5	186.030	187.541	1.2	0.8	0.8	4.6	4.3	3.9
Nonunion.....	171.8	175.661	177.483	1.0	0.4	1.0	3.2	3.3	3.3
Goods-producing industries ¹	169.0	172.847	174.083	1.3	0.5	0.7	3.1	3.6	3.0
Manufacturing.....	169.1	172.735	174.408	1.1	0.4	1.0	3.2	3.2	3.1
Service-providing industries ²	172.5	176.315	178.251	1.0	0.4	1.1	3.3	3.2	3.3
Census region and division³									
Northeast.....	172.0	175.803	177.438	1.2	0.5	0.9	3.6	3.4	3.2
New England.....	177.5	182.264	184.972	1.1	0.7	1.5	3.0	3.8	4.2
Middle Atlantic.....	169.9	173.350	174.576	1.2	0.4	0.7	3.7	3.2	2.8
South.....	170.6	174.700	176.504	1.1	0.5	1.0	3.3	3.6	3.5
South Atlantic.....	174.5	178.633	180.499	0.9	0.6	1.0	3.1	3.3	3.4
East South Central.....	168.8	173.308	175.417	1.3	0.5	1.2	4.1	4.0	3.9
West South Central.....	164.9	168.928	170.490	1.4	0.2	0.9	3.2	3.9	3.4
Midwest.....	167.5	171.103	173.190	1.3	0.4	1.2	3.2	3.4	3.4
East North Central.....	165.5	169.337	171.359	1.1	0.4	1.2	2.9	3.4	3.5
West North Central.....	172.2	175.263	177.491	1.7	0.3	1.3	3.9	3.5	3.1
West.....	178.2	182.393	184.020	0.7	0.4	0.9	3.5	3.0	3.3
Mountain.....	176.5	179.880	181.101	1.0	0.5	0.7	3.6	2.9	2.6
Pacific.....	179.1	183.677	185.502	0.5	0.4	1.0	3.4	3.1	3.6

¹ Includes mining, construction, and manufacturing.

² 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.

³ 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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	160.2	164.519	165.678	0.6	0.5	0.7	4.1	3.3	3.4
Occupational group									
Management, professional, and related.....	157.0	161.348	162.331	0.5	0.4	0.6	3.9	3.3	3.4
Professional and related.....	156.4	161.063	162.005	0.4	0.5	0.6	3.9	3.4	3.6
Sales and office.....	162.8	167.070	168.459	0.9	0.7	0.8	4.4	3.5	3.5
Office and administrative support.....	163.3	167.578	168.976	0.9	0.7	0.8	4.3	3.5	3.5
Service occupations.....	171.1	175.596	177.353	0.9	0.7	1.0	4.4	3.5	3.7
Industry									
Education and health services.....	157.2	161.860	162.766	0.4	0.5	0.6	3.8	3.4	3.5
Educational services.....	155.7	160.451	161.249	0.4	0.5	0.5	3.8	3.5	3.6
Schools.....	155.7	160.464	161.263	0.3	0.5	0.5	3.8	3.4	3.6
Elementary and secondary schools....	154.8	159.659	160.442	0.2	0.4	0.5	3.6	3.3	3.6
Health care and social assistance.....	169.5	173.875	175.678	0.7	0.8	1.0	4.0	3.3	3.6
Hospitals.....	168.0	172.492	174.420	0.6	0.8	1.1	4.0	3.3	3.8
Public administration.....	165.8	169.405	171.139	1.0	0.5	1.0	4.5	3.2	3.2

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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Civilian workers									
All workers ¹	170.5	173.550	176.596	1.6	0.4	1.8	3.8	3.4	3.6
Private industry workers									
All workers.....	163.5	166.191	169.305	1.7	0.3	1.9	3.5	3.4	3.6
Occupational group									
Management, professional, and related.....	161.6	163.692	167.195	1.9	0.3	2.1	3.5	3.2	3.5
Sales and office.....	165.8	169.045	172.270	1.9	0.3	1.9	3.2	3.9	3.9
Natural resources, construction, and maintenance.....	161.5	165.102	167.372	1.1	0.4	1.4	2.7	3.4	3.6
Production, transportation, and material moving.....	165.4	168.853	170.876	1.4	0.3	1.2	4.5	3.5	3.3
Service occupations.....	165.4	168.570	171.689	1.7	0.4	1.9	4.2	3.7	3.8
Industry									
Goods-producing industries ²	154.7	157.285	160.001	1.1	0.3	1.7	2.9	2.8	3.4
Manufacturing.....	154.5	157.027	159.898	0.9	0.2	1.8	2.9	2.6	3.5
Aircraft manufacturing.....	111.5	111.207	122.332	-0.3	-1.7	10.0	1.9	-0.5	9.7
Service-providing industries ³	166.4	169.121	172.349	1.9	0.4	1.9	3.7	3.6	3.6
Bargaining status									
Union.....	175.4	179.408	181.375	1.3	0.4	1.1	4.6	3.6	3.4
Nonunion.....	161.1	163.611	166.861	1.8	0.3	2.0	3.4	3.4	3.6
State and local government workers									
All workers.....	196.6	200.927	203.630	1.2	0.5	1.3	4.8	3.5	3.6

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

² Includes mining, construction, and manufacturing.

³ 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 ¹	Percent changes for 12-months ended-					
	Total compensation ²			Wages and salaries		
	Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Northeast						
Boston-Worcester-Providence, MA-RI-NH CSA.....	3.6	3.6	2.8	3.7	3.6	2.4
New York-Newark, NY-NJ-CT-PA CSA.....	3.0	3.4	3.4	3.2	3.3	3.2
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	3.3	3.1	3.1	3.4	2.6	2.7
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL CSA...	3.6	3.1	2.5	3.7	3.1	2.5
Dallas-Fort Worth, TX-OK CSA.....	4.4	3.4	2.3	4.5	3.1	1.8
Houston-Pasadena, TX CSA.....	7.5	2.8	0.3	4.8	3.9	3.4
Miami-Port St. Lucie-Fort Lauderdale, FL CSA.....	1.1	4.7	4.7	1.2	4.7	4.6
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	2.6	2.7	3.7	2.5	2.4	3.8
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	3.2	4.9	4.1	3.1	4.8	4.1
Detroit-Warren-Ann Arbor, MI CSA.....	4.6	1.9	2.3	3.8	3.1	3.5
Minneapolis-St. Paul, MN-WI CSA.....	5.7	3.8	1.4	5.7	3.7	1.0
West						
Los Angeles-Long Beach, CA CSA.....	4.1	3.3	3.5	4.4	3.2	3.1
Phoenix-Mesa, AZ CSA.....	3.4	3.2	4.3	3.2	2.8	4.2
San Jose-San Francisco-Oakland, CA CSA.....	3.8	2.6	3.8	3.5	2.6	4.0
Seattle-Tacoma, WA CSA.....	5.8	3.5	3.3	5.6	3.6	2.8

¹ These areas include the 15 largest Combined Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the June 2025 release, area definitions are based on Office of Management and Budget Bulletin No. 23-01, dated July 21, 2023. For more information on metropolitan area definitions, see www.bls.gov/eci/factsheets/eci-area-classification.htm.

² Includes wages, salaries, and employer costs for employee benefits.

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