

# **New Hampshire Occupational Employment & Wages 2018**

based on the May 2017 survey by  
the Occupational Employment Statistics (OES) Program



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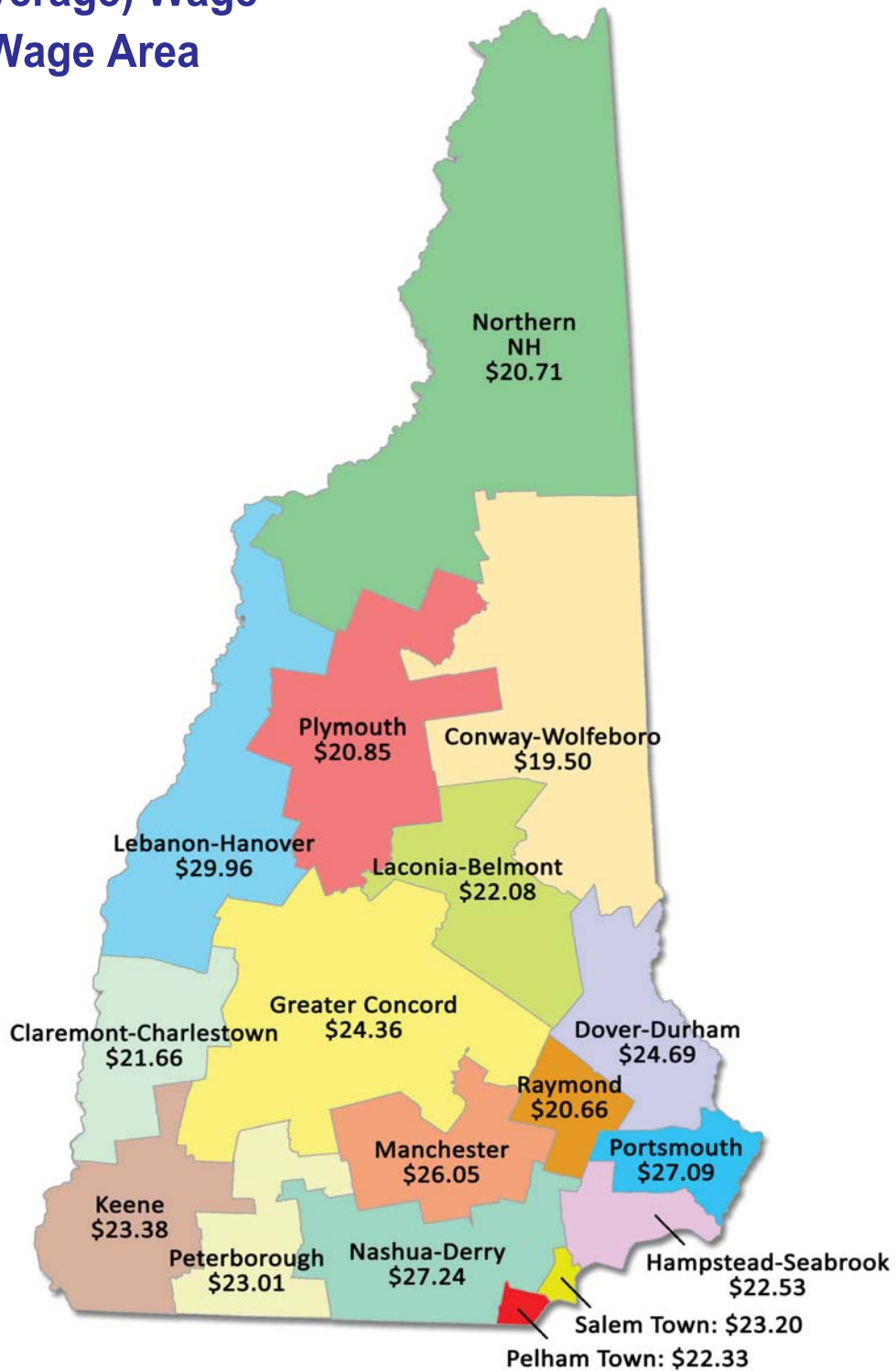
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To access a complete dictionary of occupations or wage areas by county,  
please visit our web site at: [www.nhes.nh.gov/elmi/products/oes-prod.htm](http://www.nhes.nh.gov/elmi/products/oes-prod.htm)

## Mean (Average) Wage by OES Wage Area



These are the Mean Hourly Wages for OES wage areas in New Hampshire.  
May 2017 wages have been aged to June 2018 using Employment Cost Index factors.

## Overview

New Hampshire workers earned, on average, \$25.26 per hour in June 2018, according to the latest Occupational Employment Statistics estimates. Employment statewide is estimated to be 649,950, which reflects May 2017 data, the latest available for employment figures.

### Occupational Groups

The Occupational Employment Statistics survey classifies workers into more than 600 specific detailed occupations such as accountants, cashiers, computer programmers, and carpenters. These detailed occupations are grouped into 22 major occupational groups based on job similarity.

Of the occupational groups, Management occupations had the highest mean wage, \$57.93. The roughly 36,840 jobs in this group are made up of managers of various types and levels, including chief executives, who help to boost the mean wage.

The second highest mean wage occupational group, is Healthcare Practitioners and Technical Occupations, with a mean wage of \$44.69 and 39,180 employed.

### Employment in New Hampshire by Occupational Group, May 2017

SOC Code	Occupation	Estimated Employment	Mean (Average) Wage*	% of Total Employment
00-0000	Total all occupations	649,950	\$25.26	100.0%
11-0000	Management Occupations	36,840	\$57.93	5.7%
13-0000	Business and Financial Operations Occupations	28,550	\$35.62	4.4%
15-0000	Computer and Mathematical Occupations	19,140	\$43.35	2.9%
17-0000	Architecture and Engineering Occupations	13,640	\$41.12	2.1%
19-0000	Life, Physical, and Social Science Occupations	4,240	\$36.64	0.7%
21-0000	Community and Social Services Occupations	8,180	\$22.50	1.3%
23-0000	Legal Occupations	3,270	\$44.37	0.5%
25-0000	Education, Training, and Library Occupations	43,880	\$26.00	6.8%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	7,450	\$24.39	1.1%
29-0000	Healthcare Practitioners and Technical Occupations	39,180	\$44.69	6.0%
31-0000	Healthcare Support Occupations	16,460	\$17.41	2.5%
33-0000	Protective Service Occupations	11,680	\$24.32	1.8%
35-0000	Food Preparation and Serving-Related Occupations	58,620	\$12.39	9.0%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	21,390	\$15.03	3.3%
39-0000	Personal Care and Service Occupations	22,180	\$13.84	3.4%
41-0000	Sales and Related Occupations	79,150	\$21.06	12.2%
43-0000	Office and Administrative Support Occupations	110,000	\$18.89	16.9%
45-0000	Farming, Fishing, and Forestry Occupations	710	\$17.24	0.1%
47-0000	Construction and Extraction Occupations	21,250	\$23.34	3.3%
49-0000	Installation, Maintenance, and Repair Occupations	25,000	\$24.99	3.8%
51-0000	Production Occupations	44,980	\$19.58	6.9%
53-0000	Transportation and Material Moving Occupations	34,140	\$18.05	5.3%

\* Wages aged to June 2018

Food Preparation and Serving Related occupations had the lowest mean wage, \$12.39. They were the third largest group, claiming 9.0 percent of total employment or 58,620 employees. This occupational group includes jobs that are traditionally tipped, such as waiters, waitresses, and bartenders. Employers are asked to include these tips in the wages that they report.

Office and Administrative Support occupations once again made up the highest share of New Hampshire jobs, 16.9 percent. These 110,000 jobs paid, on average, \$18.89 per hour. This was roughly \$6.37 below the statewide average for all occupations. Jobs in this occupational group include bookkeeping and accounting clerks, customer service representatives, stock clerks and order fillers, and secretaries.

Sales and Related occupations, with 79,150 jobs, claimed 12.2 percent of the total jobs in the state, and had the second highest employment. This group includes jobs such as retail salespersons, cashiers, and sales representatives. On average, employees in these jobs made \$21.06 per hour in 2018.

## Background

The Occupational Employment Statistics (OES) program is based on a semiannual survey conducted by state employment security agencies in all 50 states. The New Hampshire survey is conducted by New Hampshire Employment Security's Economic and Labor Market Information Bureau (ELMIB), in cooperation with the U.S. Bureau of Labor Statistics. The survey collects data on occupational employment and wage rates of workers in all nonfarm industries.

Employers, job seekers, workforce developers, government planners, and economic developers are some examples of users of occupational employment and wage information. The OES program survey data is also used for prevailing wage determinations for Foreign Labor Certification, and are the foundation of occupational projections in New Hampshire.

This publication provides employment and wage estimates by occupation. In addition to statewide numbers, it publishes estimates for seventeen substate areas, which are based on New Hampshire's labor market areas. In New England, labor market areas are groups of adjacent cities and towns that are determined to have a high degree of social and economic integration, based on Census 2010 commuting data.

The U.S. Bureau of Labor Statistics (BLS) publishes OES estimates for the nation as a whole, each state, metropolitan, and nonmetropolitan areas. The only strictly New Hampshire data that BLS publishes is for the entire state and for the Manchester Metropolitan New England City or Town Area (NECTA). Except for Manchester, the other BLS metropolitan areas include parts of Massachusetts or Maine. To better reflect the wages paid in New Hampshire, New Hampshire Employment Security publishes only wage areas from the New Hampshire portions of the labor market areas.

Some labor market areas such as the Manchester Metro NECTA and the Peterborough and Plymouth Small Labor Market Areas (LMAs) are wage areas in their own right. In most cases, however, we have combined labor market areas in order to make it possible to publish information on more occupations (Estimates must meet certain reliability criteria to be deemed publishable). For instance, combining the New Hampshire portions of the three northernmost labor market areas creates a "Northern New Hampshire" wage area. This way, many more occupations can be published than would be possible for each area individually.

For more detailed information on New Hampshire OES wage areas and the labor market areas on which they are based, please see the Glossary at the end of this publication.

The OES survey is accomplished with the cooperation of New Hampshire employers who provide occupational data. Every six months, these requests for information are mailed to more than 1,800 employers or employing units. The OES survey sample is stratified by area, industry, and size class. Standard Occupational Classification (SOC) codes are used in the surveys to define occupations uniformly and to organize occupational data logically.

The OES survey is designed to produce estimates by combining six panels of data collected over a 3-year period. Wage estimates for the survey are straight-time, gross pay, exclusive of premium pay. Base rate; cost-of-living allowance; guaranteed pay; hazardous-duty pay; incentive pay, including commissions and production bonuses; and tips are included. Excluded are overtime pay, severance pay, shift differentials, nonproduction bonuses, employer cost for supplementary benefits, and tuition reimbursements.

In the most recent panel, mailings of surveys began in May 2017, with data collection continuing through December 2017. This OES Survey recorded employment and wage data for employees performing 600+ diversified occupations.

For this publication, May 2017 occupational wages were updated to June 2018, using Employment Cost Index (ECI) factors. These wage data are not official Bureau of Labor Statistics (BLS) data series and have not been validated by BLS. The Employment Cost Index is a quarterly measure of changes in labor costs. Updating occupational wages gives our data users a better idea of current wage estimates. For more information, visit the BLS web site at [www.bls.gov/ect](http://www.bls.gov/ect).

OES estimates are based on the 2017 North American Industry Classification System (NAICS). For more information about NAICS, see the BLS website at [www.bls.gov/bls/naics.htm](http://www.bls.gov/bls/naics.htm).

## Top Occupations

### Top 10 Occupations by Mean Wage

SOC Code	Occupation	Estimated Employment*	Mean (Average) Wage
29-1067	Surgeons	480	\$148.53
29-1022	Oral and Maxillofacial Surgeons	30	\$146.42
29-1061	Anesthesiologists	230	\$143.42
29-1069	Physicians and Surgeons, All Other	1,610	\$135.10
29-1063	Internists, General	170	\$133.13
29-1064	Obstetricians and Gynecologists	140	\$131.89
29-1062	Family and General Practitioners	910	\$127.05
29-1066	Psychiatrists	60	\$108.19
29-1021	Dentists, General	510	\$108.02
29-1065	Pediatricians, General	230	\$101.88

\*May 2017



Jobs in the Healthcare Practitioners and Technical Occupations Group continue to be the highest paid in the Granite State, with Psychiatrists joining the Top Ten.

### Top 10 Occupations by Estimated Employment\*

SOC Code	Occupation	Estimated Employment*	Mean (Average) Wage
41-2031	Retail Salespersons	24,940	\$14.00
41-2011	Cashiers	21,870	\$10.75
43-9061	Office Clerks, General	15,410	\$19.09
43-5081	Stock Clerks and Order Fillers	14,540	\$13.67
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	11,710	\$17.92
29-1141	Registered Nurses	13,190	\$34.40
35-3031	Waiters and Waitresses	12,840	\$12.36
11-1021	General and Operations Managers	12,040	\$61.87
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical	11,710	\$17.92
43-4051	Customer Service Representatives	11,110	\$18.92

\*May 2017



Retail Salespersons and Cashiers continue to top this group.



**Top 10 Occupations With Nonstandard Work Week — Mean Annual Wage**

SOC Code	Occupation	Estimated Employment*	Mean (Average) Wage
25-1063	Economics Teachers, Postsecondary	110	\$149,787
53-2011	Airline Pilots, Copilots, and Flight Engineers	30	\$132,240
53-2012	Commercial Pilots	80	\$129,250
25-1032	Engineering Teachers, Postsecondary	160	\$125,327
25-1071	Health Specialties Teachers, Postsecondary	620	\$122,138
25-1011	Business Teachers, Postsecondary	590	\$121,759
25-1042	Biological Science Teachers, Postsecondary	310	\$107,438
25-1054	Physics Teachers, Postsecondary	100	\$104,609
25-1022	Mathematical Science Teachers, Postsecondary	190	\$104,498
25-1021	Computer Science Teachers, Postsecondary	120	\$103,668



Of the ten best paying occupations with a nonstandard work week, eight continue to be Postsecondary Teachers. Airline Pilots, Copilots, and Flight Engineers and Commercial Pilots round out the list.

\*May 2017

**Bottom 10 Occupations by Mean Wage**

SOC Code	Occupation	Estimated Employment*	Mean (Average) Wage
53-6061	Transportation Attendants, Except Flight Attendants	60	\$9.32
39-3031	Ushers, Lobby Attendants, and Ticket Takers	380	\$9.47
39-6011	Baggage Porters and Bellhops	40	\$9.93
39-9099	Personal Care and Service Workers, All Other	100	\$10.05
39-3011	Gaming Dealers	90	\$10.31
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,340	\$10.32
35-9021	Dishwashers	2,580	\$10.34
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	14,530	\$10.50
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,780	\$10.56
41-2011	Cashiers	21,870	\$10.75



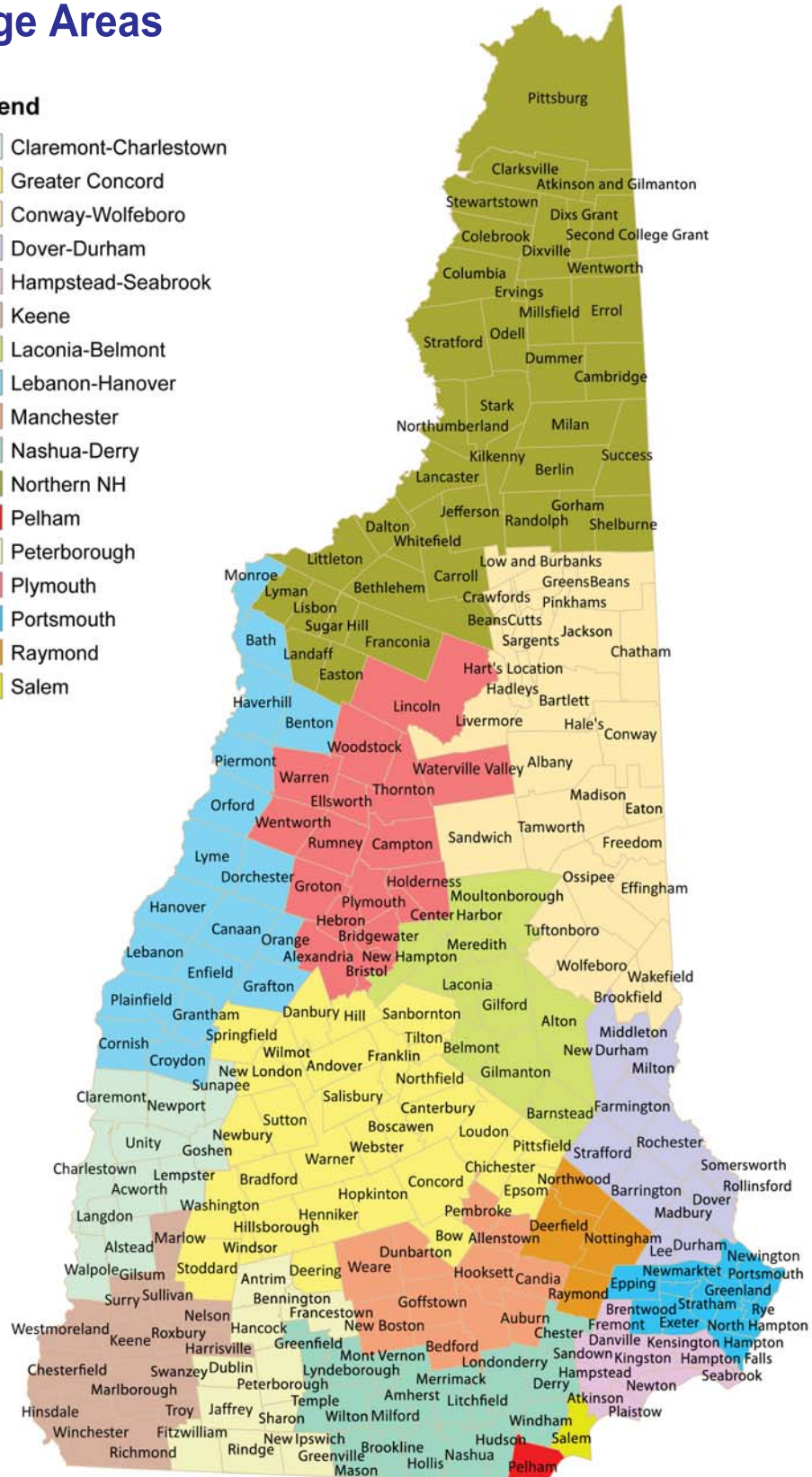
Cashiers have the highest employment in this group, with a mean wage of \$10.75/hr.

\*May 2017

# Map of Wage Areas

## Legend

- Claremont-Charlestown
- Greater Concord
- Conway-Wolfeboro
- Dover-Durham
- Hampstead-Seabrook
- Keene
- Laconia-Belmont
- Lebanon-Hanover
- Manchester
- Nashua-Derry
- Northern NH
- Pelham
- Peterborough
- Portsmouth
- Raymond
- Salem



## Substate Wage Areas

<b>Claremont-Charlestown</b>	Strafford	Richmond	Greenfield	<b>Peterborough</b>
Acworth		Roxbury	Greenville	Antrim
Alstead	<b>Greater Concord</b>	Sullivan	Hollis	Bennington
Charles	Andover	Surry	Hudson	Dublin
Claremont	Boscawen	Swanzey	Litchfield	Fitzwilliam
Goshen	Bow	Troy	Londonderry	Francestown
Langdon	Bradford	Westmoreland	Lyndeborough	Hancock
Lempster	Canterbury	Winchester	Mason	Jaffrey
Newport	Chichester		Merrimack	New Ipswich
Sunapee	Concord	<b>Laconia-Belmont</b>	Milford	Peterborough
Unity	Danbury	Alton	Mont Vernon	Rindge
Walpole	Deering	Barnstead	Nashua	Sharon
	Epsom	Belmont	Temple	Francestown
<b>Conway-Wolfeboro</b>	Franklin	Center Harbor	Wilton	Hancock
Albany	Henniker	Gilford	Windham	
Bartlett	Hill	Gilmanton		<b>Plymouth</b>
Bean's Grant	Hillsborough	Laconia	<b>Northern NH</b>	Alexandria
Bean's Purchase	Hopkinton	Meredith	Atkinson & Gilmanton A.G.	Ashland
Brookfield	Loudon	Moultonborough	Berlin	Bridgewater
Chandler's Purchase	New London	New Hampton	Bethlehem	Bristol
Chatham	Newbury		Cambridge	Campton
Conway	Northfield	<b>Lebanon-Hanover</b>	Carroll	Ellsworth
Crawford's Purchase	Pittsfield	Bath	Clarksville	Groton
Cutt's Grant	Salisbury	Benton	Colebrook	Hebron
Eaton	Sanbornton	Canaan	Columbia	Holderness
Effingham	Springfield	Cornish	Dalton	Lincoln
Freedom	Stoddard	Croydon	Dix's Grant	Plymouth
Green's Grant	Sutton	Dorchester	Dixville	Rumney
Hadley's Purchase	Tilton	Enfield	Dummer	Thornton
Hale's Location	Warner	Grafton	Easton	Warren
Hart's Location	Washington	Grantham	Errol	Waterville Valley
Jackson	Webster	Hanover	Erving's Location	Wentworth
Livermore	Wilnot	Haverhill	Franconia	Woodstock
Low and Burbank's Grant	Windsor	Lebanon	Gorham	
Madison		Lyme	Jefferson	<b>Portsmouth</b>
Martin's Location	<b>Hampstead-Seabrook</b>	Monroe	Kilkenny	Brentwood
Ossipee	Atkinson	Orange	Lancaster	Epping
Pinkham's Grant	Danville	Orford	Landaff	Exeter
Sandwich	East Kingston	Piermont	Lisbon	Greenland
Sargent's Purchase	Fremont	Plainfield	Littleton	Hampton
Tamworth	Hampstead		Lyman	New Castle
Thompson & Meserve's Pur	Hampton Falls	<b>Manchester</b>	Milan	Newfields
Tuftonboro	Kensington	Allenstown	Millsfield	Newington
Wakefield	Kingston	Auburn	Northumberland	Newmarket
Wolfeboro	Newton	Bedford	Odell	North Hampton
	Plaistow	Candia	Pittsburg	Portsmouth
<b>Dover-Durham</b>	Sandown	Dunbarton	Randolph	Rye
Barrington	Seabrook	Goffstown	Second College Grant	Stratham
Dover	South Hampton	Hooksett	Shelburne	
Durham		Manchester	Stark	<b>Raymond</b>
Farmington	<b>Keene</b>	New Boston	Stewartstown	Deerfield
Lee	Chesterfield	Pembroke	Stratford	Northwood
Madbury	Gilsum	Weare	Success	Nottingham
Middleton	Harrisville		Sugar Hill	Raymond
Milton	Hinsdale	<b>Nashua-Derry</b>	Wentworth Location	
New Durham	Keene	Amherst	Whitefield	<b>Salem</b>
Rochester	Marlborough	Brookline		Salem
Rollinsford	Marlow	Chester	<b>Pelham</b>	
Somersworth	Nelson	Derry	Pelham	

## How To Read the Tables

For each occupation in the tables of this publication, there is a corresponding SOC code and an estimate of employment within that occupation. The remaining data fields are Entry Level Wage, Mean (Average) Wage, Median Wage, and Experienced Wage.

- 1 SOC (Standard Occupational Classification) Code is a six-digit code designed to define occupations uniformly and to organize occupational data logically.
- 2 Estimated Employment is an approximation of the number of people employed in each area, occupational group, or specific occupation. Estimates for detailed occupations may not sum to the totals because the totals may include occupations not shown. Estimates do not include self-employed workers. If the estimated employment is not publishable, an NP will appear.
- 3 Entry Level Wage is the mean of the lower third of the population.
- 4 Mean (Average) Wage is the average hourly wage. If an hourly wage is not available (for occupations that typically have a nonstandard work week) the annual salary is displayed.
- 5 Median Wage is the 50th percentile of the distribution of wages. For each median wage, 50 percent of the workers in an occupation earn wages below, and 50 percent earn wages above median wage.
- 6 Experienced Wage is the mean of the upper two-thirds of the population.

Because of confidentiality or lack of data, not all occupations appear in all areas.

# - Indicates a wage that is not publishable.

NP - Indicates an estimated employment that is not publishable.

NOTE: Wages aged to June 2018

# Sample Table

Statewide Occupational Employment & Wages	1	2	June 2018			
	SOC Code	May 2017 Estimated Employment	3 Entry Level Wage*	4 Mean (Average) Wage*	5 Median Wage*	6 Experienced Wage*
<b>Total all occupations</b>	<b>00-0000</b>	<b>649,950</b>	<b>\$11.30</b>	<b>\$25.26</b>	<b>\$19.25</b>	<b>\$32.24</b>
<b>Management Occupations</b>	<b>11-0000</b>	<b>36,840</b>	<b>\$29.21</b>	<b>\$57.93</b>	<b>\$49.98</b>	<b>\$72.29</b>
Chief Executives	11-1011	760	\$47.06	\$92.23	\$80.39	\$114.81
General and Operations Managers	11-1021	12,040	\$28.89	\$61.87	\$49.20	\$78.36
Legislators	11-1031	430	\$17,807	\$19,101	\$18,400	\$19,749
Advertising and Promotions Managers	11-2011	50	\$26.48	\$43.28	\$41.61	\$51.69
Marketing Managers	11-2021	1,080	\$40.24	\$68.30	\$63.36	\$82.33
Sales Managers	11-2022	1,550	\$41.90	\$70.35	\$67.36	\$84.58
Public Relations and Fundraising Managers	11-2031	470	\$36.78	\$56.55	\$50.97	\$66.43
Administrative Services Managers	11-3011	1,000	\$30.37	\$47.49	\$44.15	\$56.05
Computer and Information Systems Managers	11-3021	2,100	\$45.15	\$68.07	\$64.72	\$79.54
Financial Managers	11-3031	3,420	\$34.10	\$59.13	\$54.04	\$71.64
Industrial Production Managers	11-3051	1,130	\$40.03	\$64.15	\$59.90	\$76.21
Purchasing Managers	11-3061	410	\$41.52	\$58.23	\$56.27	\$66.59
Transportation, Storage, and Distribution Managers	11-3071	400	\$38.44	\$53.46	\$49.92	\$60.97
Compensation and Benefits Managers	11-3111	60	\$39.51	\$59.44	\$55.54	\$69.40
Human Resources Managers	11-3121	620	\$36.56	\$57.25	\$53.33	\$67.59
Training and Development Managers	11-3131	140	\$39.65	\$55.29	\$54.88	\$63.11
Construction Managers	11-9021	1,030	\$29.94	\$45.94	\$41.60	\$53.93
Education Administrators, Preschool and Childcare Center/Program	11-9031	470	\$16.31	\$23.10	\$22.09	\$26.49
Education Administrators, Elementary and Secondary School	11-9032	1,530	\$68,481	\$87,695	\$88,295	\$97,302
Education Administrators, Postsecondary	11-9033	690	\$30.24	\$54.94	\$46.33	\$67.29
Education Administrators, All Other	11-9039	80	\$22.18	\$35.57	\$31.21	\$42.27
Architectural and Engineering Managers	11-9041	1,410	\$49.50	\$74.27	\$70.79	\$86.65
Food Service Managers	11-9051	1,110	\$21.47	\$30.31	\$28.16	\$34.74
Lodging Managers	11-9081	220	\$20.17	\$30.65	\$26.91	\$35.90
Medical and Health Services Managers	11-9111	1,630	\$34.93	\$58.41	\$49.11	\$70.15
Natural Sciences Managers	11-9121	150	\$47.33	\$62.05	\$57.42	\$69.42
Postmasters and Mail Superintendents	11-9131	170	\$30.91	\$36.04	\$35.12	\$38.61
Property, Real Estate, and Community Association Managers	11-9141	630	\$21.24	\$33.22	\$29.35	\$39.22
Social and Community Service Managers	11-9151	660	\$23.22	\$32.54	\$30.66	\$37.19
Emergency Management Directors	11-9161	40	\$19.61	\$29.61	\$25.68	\$34.61
Managers, All Other	11-9199	1,360	\$36.66	\$61.84	\$56.85	\$74.45

\* Some occupations, such as teachers, have a nonstandard workweek and are not paid by the hour. For these occupations, annual salaries are displayed instead of hourly wage. May 2017 occupational wages were updated to June 2018 using Employment Cost Index (ECI) factors.

## Data on Our Web Site

This publication can be accessed in its entirety or in sections from the New Hampshire Employment Security web site [www.nhes.nh.gov/elmi/products/oes-prod.htm](http://www.nhes.nh.gov/elmi/products/oes-prod.htm).

The files are in PDF format and can be viewed in Adobe Acrobat.

In addition to these PDF files, occupational tables are provided in HTML format. The same statewide and 17 substate areas from the print version are represented, as well as New Hampshire's 10 counties. (County information is not included in the print version.)

These easy-to-access HTML tables are interactive. Once the area and job title are found, simply click on the title to bring up an Area Profile for that job.

Area Profiles contain useful information such as:

- ➔ Job definitions (no need to consult a dictionary)
- ➔ Highest Employment and Best Pay for the top five areas in the state
- ➔ Colorful state maps with area breakdown, comparing the mean wage among areas
- ➔ Graphs that illustrate the spread of data around the median wage
- ➔ A summary of key employment and wage data for each occupation.

From Area Profiles, drop-down menus are available to locate a new occupation for that area, or a new area for the occupation.

The OES program has developed a brief, informative slideshow tutorial on our web site to enhance your use and understanding of the occupational and wage data presented. You may view this tutorial under the heading "How to Use Wage Data" at [www.nhes.nh.gov/elmi/products/oes-prod.htm](http://www.nhes.nh.gov/elmi/products/oes-prod.htm).

