

# CTHRR Nonexempt Compensation Report

2010 Edition

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Business & Financial	1 title
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Healthcare: Support	4 titles
Installation, Maintenance & Repair	6 titles
Life, Physical, & Social Science	4 titles
Office & Administrative Support	9 titles
Personal Care	10 titles
Production	8 titles
Protective Service	4 titles
Transportation	6 titles

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—Filing Instructions—

*What to Do about Personnel Problems in Connecticut*—File in Volume 2, under “Surveys”  
*Employee Compensation in Connecticut*—File in burgundy Volume, Section IV

# INTERPRETING THE COMPENSATION REPORT

The Connecticut data are broken down into categories by size of company (small—under 100 employees, mid-size—100 to 500, and large—over 500 employees), and by geographic areas within Connecticut. Nationwide data are broken down by size, sector, and industry.

In places where blanks, n/a, or zeroes follow an area or size designation, insufficient data were available.

## Abbreviations used in the tables

<b># of Employees:</b>	the number of employees reported as working in that job
<b>Mean:</b>	the weighted average for all employees reported
<b>10th Percentile:</b>	the rate below which 10% of the data fall
<b>25th Percentile:</b>	the rate below which 25% of the data fall
<b>50th Percentile (Median):</b>	the middle number (median); it splits the reported rates in half
<b>75th Percentile:</b>	the rate below which 75% of the data fall
<b>90th Percentile:</b>	the rate below which 90% of the data fall
<b>Small Employer:</b>	Fewer than 100 employees
<b>Medium Employer:</b>	100 to 500 employees
<b>Large Employer:</b>	More than 500 employees
<b>Geographic/demographic labels:</b>	Data are reported at three geographic levels including national, state, and metropolitan areas:

## Tips for interpreting the data

Remember that surveys do not include the same exact companies each year—so year-to-year comparisons of survey data cannot be precise. Also, in making judgments about your pay plans, we urge you to place major emphasis on those jobs for which many companies have reported data on large numbers of employees.

Consider the recruiting area for any given position when deciding what demographic selections to use. For instance, some high level or specialized jobs may require national recruiting efforts, while other jobs may be recruited at the state or local level. The **median** (50th percentile) is an effective measure for comparison, but the **mean**, especially if the number of rates is small, can be distorted by a few extreme rates—so it should be used only with care.

This survey report covers more than 140 nonexempt positions; in cooperation with Business & Legal Reports, we provide herewith a report based upon data current as of January 2010.

We will be glad to answer any questions about the aggregate data in this survey, within the limits of confidentiality; we do not give out information on individual companies.

## Security Guard

**Job Description:** Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules.

**Alternate Titles:** Bodyguard, Bouncer, Watchguard

	Number of Employees	Hourly Rate (\$)					
		Mean	Percentile				
			10th	25th	50th	75th	90th
<b>Nationwide</b>							
All employers	992,180	11.02	7.06	8.25	10.10	12.79	16.77
Public sector	93,400	13.36	7.92	9.85	12.49	16.22	20.36
Private sector	837,410	12.64	7.50	9.17	11.74	15.22	19.38
Small employers	n/a	10.51	6.74	7.87	9.64	12.20	16.00
Medium employers	n/a	10.92	7.00	8.19	10.02	12.68	16.64
Large employers	n/a	11.19	7.18	8.38	10.27	12.99	17.04
Admin. Services	570,170	10.04	6.73	7.87	9.46	11.26	14.10
Agriculture	470	9.72	7.18	7.71	8.65	10.69	14.15
Construction	2,080	10.24	6.14	7.10	9.32	11.59	16.31
Education	61,210	12.94	7.82	9.68	12.22	15.76	19.54
Finance/Insurance	8,270	14.62	8.47	11.18	14.39	17.42	21.47
General Merchandise Stores	25,300	11.80	7.66	8.74	10.35	13.06	19.44
Health Services	58,640	12.45	8.18	9.66	11.70	14.56	17.82
Information	4,330	12.63	6.56	8.05	11.21	15.96	21.01
Leisure	95,800	11.03	7.19	8.37	10.19	12.76	16.45
Management	10,030	12.11	7.39	8.86	11.01	14.29	18.49
Manufacturing	18,360	14.56	8.41	10.46	14.17	18.49	21.44
Mining	460	10.80	6.15	7.26	10.01	13.20	17.63
Other Services	18,650	10.83	7.18	8.23	9.88	12.03	16.21
Prof. & Tech.	6,210	15.95	8.04	9.98	14.26	20.21	26.80
Public Admin.	93,400	13.36	7.92	9.85	12.49	16.22	20.36
Real Estate	29,810	12.27	7.24	8.51	10.60	15.09	20.59
Retail	45,880	12.18	7.71	8.99	10.69	13.91	19.69
Transportation	12,630	12.54	7.91	9.57	11.80	14.86	17.98
Utilities	2,840	18.40	9.13	14.14	17.98	23.62	27.12
Wholesale	4,770	11.23	6.21	7.71	10.36	13.45	17.69
<b>Connecticut</b>							
All employers	12,460	11.69	8.33	9.52	10.84	13.49	16.48
Small employers	n/a	11.16	7.95	9.09	10.35	12.88	15.72
Medium employers	n/a	11.60	8.26	9.45	10.76	13.38	16.35
Large employers	n/a	11.88	8.47	9.67	11.02	13.71	16.75
<b>Local Areas</b>							
Hartford	4,400	11.57	8.77	9.62	10.78	12.86	15.99
Stamford-Norwalk	2,030	11.26	7.87	8.71	10.57	13.11	16.07
Bridgeport	1,890	12.63	8.43	9.82	12.12	15.60	17.00
New London-Norwich	1,890	11.28	8.35	9.56	10.63	12.52	15.53
New Haven-Meriden	1,180	12.26	8.90	9.74	11.07	14.16	17.27
Danbury	350	11.33	8.32	9.26	10.61	12.70	15.90
Waterbury	190	11.28	8.03	9.21	10.54	12.78	15.62