

	<b>Volunteer Type</b>	<b>Occupation Code</b>	<b>Mean 2014 Hrly Wage</b>	<b>Mean 2015 Hrly Wage</b>	<b>Mean 2016 Hrly Wage</b>
	All Occupations	00-0000	21.79	22.14	22.49
<b>Administration</b>	Bookkeeping, Accounting, and Auditing Clerks	43-3031	17.90	18.19	18.48
	Data Entry Keyers	43-9021	13.52	13.74	13.96
	File Clerks	43-4071	14.45	14.68	14.92
	Human Resources Assistants, Except Payroll and Timekeeping	43-4161	18.11	18.40	18.69
	Payroll and Timekeeping Clerks	43-3051	18.98	19.28	19.59
	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	15.30	15.54	15.79
<b>Debris Work</b>	Grounds Maintenance Workers, All Other	37-3019	17.22	17.50	17.78
	Landscaping and Groundskeeping Workers	37-3011	11.53	11.71	11.90
<b>Firefighters</b>	Firefighters	33-2011	12.00	12.00	12.00
<b>Food Prep</b>	Cooks, Institution and Cafeteria	35-2012	10.69	10.86	11.03
	Food Preparation Workers	35-2021	9.65	9.80	9.96
	Food Preparation and Serving Related Occupations	35-0000	10.04	10.20	10.36
<b>Warehouse</b>	Laborers and Freight, Stock, and Material Movers, Hand	53-7062	12.33	12.53	12.73
	Industrial Truck and Tractor Operators	53-7051	14.09	14.32	14.54
	Material Moving Workers, All Other	53-7199	19.85	20.17	20.49
	Shipping, Receiving, and Traffic Clerks	43-5071	14.18	14.41	14.64
	Packers and Packagers, Hand	53-7064	10.56	10.73	10.90
<b>Construction</b>	Carpenters	47-2031	16.38	16.64	16.91
	Helpers--Carpenters	47-3012	13.31	13.52	13.74
	Electricians	47-2111	21.70	22.05	22.40
	Helpers--Electricians	47-3013	14.18	14.41	14.64
	Plumbers, Pipefitters, and Steamfitters	47-2152	21.49	21.83	22.18
	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	13.92	14.14	14.37
	Painters, Construction and Maintenance	47-2141	15.60	15.85	16.10
	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	12.78	12.98	13.19
<b>Medical</b>	Medical Assistants	31-9092	13.73	13.95	14.17
	Nursing Assistants	31-1014	11.52	11.70	11.89
	Nurse Practitioners	29-1171	49.07	49.86	50.65
	Physician Assistants	29-1071	51.63	52.46	53.30
<b>Animal</b>	Veterinary Assistants and Laboratory Animal Caretakers	31-9096	11.42	11.60	11.79
	Nonfarm Animal Caretakers	39-2021	10.50	10.67	10.84

**Fringe Benefit Rate:**

**18%**