MNCP Nationwide Salary and Hiring Guide

2027 Planning Edition

100 occupations • 10 job families • All 50 states and Washington DC

Updated November 8, 2026 | Wage data reference period May 2025

Plan hiring budgets across the United States using national wage ranges and state-level comparisons. This nationwide edition expands MNCP's original 14-role guide to 100 occupations, with an accompanying filterable Excel workbook covering every featured role in all 50 states and Washington, D.C.

What this guide includes

National tables show hourly and annual wage ranges and annual medians. State comparison pages show hourly medians for four common staffing roles. The accompanying workbook contains the complete national and state tables for all 100 occupations, including available hourly and annual percentiles and medians.

How to interpret the figures

Ranges run from the 25th to the 75th percentile, the middle half of observed employee wages. The median is the midpoint. Percentiles cover workers across experience levels and do not represent entry, midlevel, or senior salary bands. Figures are cross-industry occupational estimates, not industry-specific starting salary offers.

The 2027 label identifies the planning edition. Wage figures are historical BLS May 2025 observations, the latest OEWS release listed when checked on November 8, 2026. They are not measured 2027 wages or a forecast. Missing or top-coded values are identified without estimation in the workbook.

Find the information you need

National occupation tables: pages 2–11

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Need a specific city, shift, specialty, or role? Contact Hire@MNCPStaffing.com or (844) 579-6627 to discuss your hiring requirements.

Office and customer support

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 43-6014	$18.67–$27.89	$38,830–$58,000	$47,540
Customer Service Representatives 43-4051	$17.72–$24.89	$36,870–$51,780	$44,770
Receptionists and Information Clerks 43-4171	$16.33–$21.70	$33,960–$45,130	$38,010
Office Clerks, General 43-9061	$17.48–$26.11	$36,350–$54,300	$45,010
First-Line Supervisors of Office and Administrative Support Workers 43-1011	$26.90–$40.91	$55,950–$85,090	$69,500
Reservation and Transportation Ticket Agents and Travel Clerks 43-4181	$18.20–$28.68	$37,850–$59,640	$44,390
Data Entry Keyers 43-9021	$17.19–$23.27	$35,760–$48,410	$41,340
Dispatchers, Except Police, Fire, and Ambulance 43-5032	$20.56–$30.02	$42,750–$62,450	$50,340
Order Clerks 43-4151	$19.07–$26.11	$39,660–$54,310	$46,170
Office Machine Operators, Except Computer 43-9071	$17.35–$23.03	$36,090–$47,910	$40,960

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

Use these employee wage benchmarks to start a compensation discussion. Refine the range for the actual duties, work location, shift, credentials, and current candidate market. Staffing bill rates and placement fees require a separate quote.

Accounting and finance

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Bookkeeping, Accounting, and Auditing Clerks 43-3031	$20.92–$29.55	$43,520–$61,470	$50,670
Payroll and Timekeeping Clerks 43-3051	$23.07–$33.46	$47,990–$69,600	$58,260
Billing and Posting Clerks 43-3021	$20.60–$28.02	$42,840–$58,290	$48,500
Accountants and Auditors 13-2011	$32.22–$52.80	$67,020–$109,810	$83,680
Budget Analysts 13-2031	$36.21–$54.91	$75,320–$114,220	$91,640
Financial and Investment Analysts 13-2051	$38.12–$64.11	$79,290–$133,340	$102,740
Financial Risk Specialists 13-2054	$40.37–$76.08	$83,980–$158,250	$117,330
Personal Financial Advisors 13-2052	$34.83–$84.99	$72,440–$176,790	$105,070
Tax Examiners and Collectors, and Revenue Agents 13-2081	$23.77–$40.09	$49,450–$83,390	$62,370
Financial Managers 11-3031	$60.33–$105.76	$125,490–$219,980	$166,570

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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Human resources and business operations

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Human Resources Specialists 13-1071	$28.18–$47.78	$58,610–$99,380	$75,940
Compensation, Benefits, and Job Analysis Specialists 13-1141	$29.28–$48.27	$60,890–$100,400	$78,210
Training and Development Specialists 13-1151	$24.09–$45.70	$50,110–$95,050	$69,280
Human Resources Managers 11-3121	$53.42–$95.81	$111,110–$199,290	$149,280
Training and Development Managers 11-3131	$48.97–$85.04	$101,850–$176,870	$133,000
Management Analysts 13-1111	$37.48–$64.12	$77,950–$133,370	$101,860
Project Management Specialists 13-1082	$37.71–$63.99	$78,440–$133,100	$102,320
Business Operations Specialists, All Other 13-1199	$30.12–$54.81	$62,640–$114,010	$83,050
General and Operations Managers 11-1021	$34.77–$80.42	$72,320–$167,280	$105,770
Labor Relations Specialists 13-1075	$34.58–$59.34	$71,920–$123,420	$95,420

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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Information technology and cybersecurity

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Computer User Support Specialists 15-1232	$23.56–$38.00	$49,000–$79,040	$61,860
Computer Network Support Specialists 15-1231	$28.00–$47.48	$58,240–$98,750	$76,220
Network and Computer Systems Administrators 15-1244	$37.51–$60.89	$78,010–$126,640	$99,130
Software Developers 15-1252	$50.58–$82.68	$105,210–$171,980	$135,980
Software Quality Assurance Analysts and Testers 15-1253	$38.61–$64.03	$80,310–$133,180	$104,300
Web Developers 15-1254	$30.88–$60.69	$64,230–$126,230	$92,650
Web and Digital Interface Designers 15-1255	$35.24–$76.36	$73,290–$158,820	$104,000
Computer Systems Analysts 15-1211	$39.84–$64.48	$82,860–$134,110	$105,850
Information Security Analysts 15-1212	$47.03–$78.61	$97,810–$163,500	$129,180
Database Administrators 15-1242	$38.28–$65.13	$79,610–$135,460	$104,620

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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Warehouse and logistics

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Laborers and Freight, Stock, and Material Movers, Hand 53-7062	$17.35–$22.56	$36,090–$46,920	$40,240
Stockers and Order Fillers 53-7065	$16.56–$21.47	$34,450–$44,650	$37,330
Industrial Truck and Tractor Operators 53-7051	$19.24–$26.33	$40,030–$54,770	$46,420
Shipping, Receiving, and Inventory Clerks 43-5071	$18.37–$24.79	$38,200–$51,570	$45,260
Production, Planning, and Expediting Clerks 43-5061	$22.99–$36.06	$47,820–$75,000	$59,650
Logisticians 13-1081	$30.98–$51.05	$64,440–$106,190	$82,320
Transportation, Storage, and Distribution Managers 11-3071	$39.64–$70.56	$82,440–$146,770	$107,230
Heavy and Tractor-Trailer Truck Drivers 53-3032	$23.06–$33.23	$47,960–$69,120	$58,640
Light Truck Drivers 53-3033	$17.92–$25.15	$37,270–$52,310	$44,860
Packers and Packagers, Hand 53-7064	$15.49–$20.70	$32,220–$43,060	$36,280

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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Manufacturing and quality

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Miscellaneous Assemblers and Fabricators 51-2090	$17.97–$24.61	$37,380–$51,200	$44,650
Helpers--Production Workers 51-9198	$16.93–$22.11	$35,220–$45,990	$39,070
Inspectors, Testers, Sorters, Samplers, and Weighers 51-9061	$19.18–$29.54	$39,890–$61,440	$48,570
Machinists 51-4041	$22.87–$32.55	$47,570–$67,700	$58,750
Welders, Cutters, Solderers, and Brazers 51-4121	$22.50–$30.29	$46,790–$63,010	$53,750
Computer Numerically Controlled Tool Operators 51-9161	$21.60–$29.69	$44,930–$61,760	$50,690
Industrial Machinery Mechanics 49-9041	$26.45–$37.88	$55,010–$78,780	$64,520
First-Line Supervisors of Production and Operating Workers 51-1011	$28.19–$44.08	$58,630–$91,680	$74,450
Industrial Engineers 17-2112	$40.19–$62.14	$83,600–$129,250	$102,440
Industrial Production Managers 11-3051	$47.19–$77.83	$98,160–$161,880	$126,060

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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Hospitality and events

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Cooks, Restaurant 35-2014	$16.35–$21.45	$34,010–$44,620	$37,390
Fast Food and Counter Workers 35-3023	$13.32–$17.34	$27,700–$36,070	$31,200
Waiters and Waitresses 35-3031	$13.34–$22.65	$27,750–$47,110	$35,230
Bartenders 35-3011	$13.17–$22.87	$27,400–$47,570	$34,340
Food Preparation Workers 35-2021	$14.40–$18.53	$29,950–$38,550	$35,320
First-Line Supervisors of Food Preparation and Serving Workers 35-1012	$17.30–$26.24	$35,980–$54,570	$44,080
Hotel, Motel, and Resort Desk Clerks 43-4081	$14.33–$18.32	$29,810–$38,100	$35,070
Maids and Housekeeping Cleaners 37-2012	$14.59–$19.03	$30,350–$39,590	$35,510
Lodging Managers 11-9081	$23.81–$45.21	$49,530–$94,030	$69,250
Meeting, Convention, and Event Planners 13-1121	$22.58–$37.88	$46,970–$78,790	$61,160

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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Facilities and skilled trades

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Janitors and Cleaners, Except Maids and Housekeeping Cleaners 37-2011	$15.50–$21.18	$32,240–$44,060	$36,840
Maintenance and Repair Workers, General 49-9071	$19.64–$30.10	$40,840–$62,620	$49,590
First-Line Supervisors of Housekeeping and Janitorial Workers 37-1011	$19.28–$30.10	$40,100–$62,600	$49,100
Landscaping and Groundskeeping Workers 37-3011	$17.40–$22.52	$36,190–$46,830	$39,150
Electricians 47-2111	$23.76–$40.36	$49,430–$83,940	$63,190
Plumbers, Pipefitters, and Steamfitters 47-2152	$24.13–$40.92	$50,190–$85,110	$63,800
Heating, Air Conditioning, and Refrigeration Mechanics and Installers 49-9021	$23.25–$37.05	$48,360–$77,060	$61,010
Carpenters 47-2031	$23.32–$36.94	$48,510–$76,830	$60,580
Construction Laborers 47-2061	$18.57–$28.72	$38,620–$59,740	$47,120
Construction Managers 11-9021	$42.57–$72.91	$88,550–$151,640	$114,990

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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Healthcare and clinical support

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Registered Nurses 29-1141	$38.62–$54.02	$80,330–$112,350	$97,550
Licensed Practical and Licensed Vocational Nurses 29-2061	$28.37–$36.55	$59,000–$76,030	$64,400
Nursing Assistants 31-1131	$17.91–$22.70	$37,260–$47,220	$42,260
Medical Assistants 31-9092	$18.50–$23.65	$38,470–$49,180	$45,690
Phlebotomists 31-9097	$18.36–$23.53	$38,190–$48,930	$45,230
Pharmacy Technicians 29-2052	$18.20–$24.04	$37,850–$49,990	$45,750
Clinical Laboratory Technologists and Technicians 29-2010	$22.91–$39.16	$47,650–$81,450	$62,930
Medical Secretaries and Administrative Assistants 43-6013	$18.54–$24.32	$38,570–$50,580	$45,930
Dental Assistants 31-9091	$21.32–$27.93	$44,340–$58,090	$48,070
Medical Records Specialists 29-2072	$20.91–$31.17	$43,490–$64,820	$51,140

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

Use these employee wage benchmarks to start a compensation discussion. Refine the range for the actual duties, work location, shift, credentials, and current candidate market. Staffing bill rates and placement fees require a separate quote.

Sales engineering and utilities

United States across industries

USD | May 2025 observed wages | Ranges show the 25th–75th percentiles

Occupation and SOC code	Hourly wage range	Annual wage range	Annual median
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products 41-4012	$24.27–$47.90	$50,470–$99,640	$72,080
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel 41-3091	$22.92–$48.31	$47,670–$100,480	$69,990
Market Research Analysts and Marketing Specialists 13-1161	$28.05–$52.07	$58,350–$108,310	$78,760
Sales Managers 11-2022	$48.25–$99.68	$100,360–$207,340	$148,270
Civil Engineers 17-2051	$38.43–$62.34	$79,930–$129,680	$100,840
Electrical Engineers 17-2071	$44.63–$73.53	$92,830–$152,950	$120,630
Electrical and Electronic Engineering Technologists and Technicians 17-3023	$29.62–$46.95	$61,610–$97,650	$78,190
Surveying and Mapping Technicians 17-3031	$21.84–$32.07	$45,430–$66,700	$54,240
Power Plant Operators 51-8013	$38.31–$57.25	$79,690–$119,080	$102,040
Electrical Power-Line Installers and Repairers 49-9051	$32.34–$52.76	$67,270–$109,740	$95,320

Source: BLS OEWS May 2025 national cross-industry estimates. Job families are MNCP editorial groupings. SOC codes identify the actual occupations. Hourly and annual values are independently rounded by BLS.

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State hourly median comparisons

Alabama through Missouri

USD per hour | May 2025 observed wages | Four selected occupations

State or district	Administrative assistants	Customer service	Material movers by hand	Computer user support
Alabama	$20.01	$18.46	$17.63	$23.86
Alaska	$23.33	$21.71	$21.40	$30.34
Arizona	$23.05	$21.97	$21.29	$29.53
Arkansas	$18.09	$18.19	$17.27	$22.29
California	$26.64	$23.83	$21.50	$38.25
Colorado	$23.41	$22.86	$21.81	$34.57
Connecticut	$27.51	$23.12	$20.98	$33.76
Delaware	$23.06	$23.17	$17.94	$29.89
District of Columbia	$28.80	$23.20	$21.99	$38.92
Florida	$22.07	$19.44	$18.35	$28.24
Georgia	$20.00	$19.06	$18.50	$29.06
Hawaii	$24.44	$21.95	$21.21	$27.29
Idaho	$21.01	$20.77	$19.18	$28.45
Illinois	$23.23	$22.18	$19.50	$28.78
Indiana	$21.29	$20.74	$19.87	$27.17
Iowa	$21.71	$22.16	$20.91	$28.27
Kansas	$20.32	$19.39	$19.35	$27.00
Kentucky	$21.25	$18.61	$20.56	$27.81
Louisiana	$18.65	$17.95	$16.99	$25.21
Maine	$23.95	$22.67	$20.50	$29.28
Maryland	$23.41	$20.59	$20.00	$31.13
Massachusetts	$27.86	$23.61	$21.60	$36.09
Michigan	$22.12	$21.13	$18.68	$27.04
Minnesota	$24.71	$23.46	$22.25	$30.59
Mississippi	$17.95	$17.49	$17.50	$25.11
Missouri	$20.93	$21.24	$18.79	$28.74

Source: BLS OEWS May 2025 state cross-industry estimates. SOC codes: administrative assistants 43-6014; customer service representatives 43-4051; laborers and freight, stock, and material movers, hand 53-7062; computer user support specialists 15-1232.

Statewide medians are comparison points, not city pay rates. The accompanying Excel workbook includes all 100 occupations for every state and Washington, D.C., with filters for job family, occupation, and location.

State hourly median comparisons

Montana through Wyoming

USD per hour | May 2025 observed wages | Four selected occupations

State or district	Administrative assistants	Customer service	Material movers by hand	Computer user support
Montana	$21.13	$21.77	$21.08	$28.11
Nebraska	$22.48	$21.13	$20.63	$29.25
Nevada	$22.39	$19.50	$18.92	$27.82
New Hampshire	$23.12	$22.74	$20.25	$29.16
New Jersey	$24.16	$22.95	$19.01	$31.00
New Mexico	$22.33	$18.77	$17.90	$25.62
New York	$23.85	$23.08	$21.46	$34.89
North Carolina	$22.01	$19.35	$18.38	$28.90
North Dakota	$22.83	$21.48	$21.97	$29.48
Ohio	$22.22	$21.93	$18.97	$28.71
Oklahoma	$19.07	$18.58	$17.78	$25.02
Oregon	$24.88	$22.81	$21.52	$30.21
Pennsylvania	$22.25	$21.46	$20.43	$28.21
Rhode Island	$25.07	$22.86	$20.05	$30.05
South Carolina	$21.58	$18.69	$18.04	$25.04
South Dakota	$20.05	$19.54	$18.74	$23.20
Tennessee	$22.03	$20.59	$18.35	$26.92
Texas	$21.70	$19.44	$18.05	$28.60
Utah	$22.62	$20.74	$20.37	$29.38
Vermont	$23.52	$22.84	$18.94	$30.30
Virginia	$22.89	$20.54	$18.94	$31.27
Washington	$27.56	$24.20	$22.21	$36.17
West Virginia	$19.41	$18.48	$17.79	$26.61
Wisconsin	$22.94	$22.58	$21.45	$28.27
Wyoming	$21.85	$20.35	$18.43	$31.30

Source: BLS OEWS May 2025 state cross-industry estimates. SOC codes: administrative assistants 43-6014; customer service representatives 43-4051; laborers and freight, stock, and material movers, hand 53-7062; computer user support specialists 15-1232.

Statewide medians are comparison points, not city pay rates. The accompanying Excel workbook includes all 100 occupations for every state and Washington, D.C., with filters for job family, occupation, and location.

Build your 2027 hiring budget

Use local recruiting evidence alongside national benchmarks

Match duties to the SOC occupation before setting a pay range. Choose the state and actual worksite, define the shift and qualifications, and compare current candidate expectations. Statewide averages can hide meaningful differences between metropolitan, suburban, and rural labor markets.

Illustrative wage scenarios

This example assumes a $20.00 hourly baseline and 2,080 paid hours per employee. Adjustments are scenario choices, not predicted market increases, recommended raises, or MNCP quotes. They are separate from the historical wage tables.

Scenario	Hourly pay	Annual wages per person	Annual wages for 5 people
Unchanged baseline	$20.00	$41,600	$208,000
Illustrative 3% adjustment	$20.60	$42,848	$214,240
Illustrative 5% adjustment	$21.00	$43,680	$218,400

Calculation: hourly pay × expected paid hours × headcount. Wage-only examples exclude overtime premiums, differentials, bonuses, employer taxes, benefits, insurance, and staffing fees. Substitute actual expected paid hours for 2,080.

Separate pay from the full cost of hiring

Employee wages are one part of employer cost. For direct employment, add applicable taxes, benefits, recruiting, onboarding, insurance, and equipment. For staffing assignments, obtain a bill-rate quote and review included costs before adding separate charges. Direct-hire placement fees are another distinct measure.

Review the whole offer

Evaluate required skills, schedule predictability, commute, benefits, training, and the selection process alongside compensation. For specialized, licensed, leadership, or hard-to-fill positions, request a role-specific discussion rather than applying a broad occupation range automatically.

Track recruiting outcomes

Record proposed and accepted pay, time to fill, offer acceptance, attendance, and early retention by role and location. Use actual results to refine the next hiring budget.

Sources and methodology

National and state wage benchmarks with clear limits

Source: U.S. Bureau of Labor Statistics May 2025 Occupational Employment and Wage Statistics national and state downloadable datasets, retrieved November 8, 2026. BLS listed May 2025 as its latest OEWS release on that date. All wage tables use cross-industry NAICS 000000 and ownership code 1235.

Fields used: H_PCT25, H_MEDIAN, H_PCT75, A_PCT25, A_MEDIAN, and A_PCT75. Geographic coverage includes United States AREA 99, all 50 states, and Washington, D.C. The guide selects 100 occupations and groups them into 10 editorial job families. The groupings do not turn cross-industry data into industry-specific estimates.

OEWS covers wage and salary workers and excludes the self-employed. Wages include base pay and certain incentive payments, but exclude overtime premiums, employer benefit costs, and some nonproduction bonuses. Annual wages generally assume year-round full-time work where applicable. Hourly and annual values are independently rounded.

BLS does not publish every occupation and wage field for every state. The workbook leaves unavailable numeric fields blank and identifies affected records in a status column. Suppressed, unavailable, or top-coded figures are not imputed. A missing value does not mean zero pay or no employment. Occupation codes 29-2010 and 51-2090 use BLS combined reporting categories.

No inflation adjustment, proprietary MNCP placement data, or Randstad salary data has been applied. This guide supports employer planning and compensation discussions. It does not establish a job offer, minimum wage, prevailing wage, contract rate, legal compliance determination, or staffing service quote.

BLS OEWS tables and releases

May 2025 national wage dataset

May 2025 state wage dataset

Discuss nationwide hiring with MNCP

Share the role, worksite, headcount, duties, qualifications, schedule, start date, and proposed pay. MNCP can discuss temporary staffing, temp-to-hire, direct hire, and payroll support for your requirements.

Request talent from MNCP Staffing

Hire@MNCPStaffing.com | (844) 579-6627