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HIGHLIGHTS OF HICKORY-LENOIR-MORGANTON, NC NATIONAL COMPENSATION SURVEY JANUARY 2007

Workers in the Hickory-Lenoir-Morganton metropolitan area averaged \$14.13 per hour during January 2007, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin reported average hourly earnings of \$23.15 for management, professional, and related workers and \$14.77 for natural resources, construction, and maintenance workers. Production, transportation, and material moving workers averaged \$13.03 an hour; sales and office workers, \$12.07; and service workers, \$9.01. [See table 1. Note: Occupational aggregations are now based on the 2000 Standard Occupational Classification (SOC) system.]

In the Hickory area, production, transportation, and material moving workers represented the largest occupational group in the survey at 37 percent. Sales and office workers accounted for 19 percent; service workers, 18 percent; and management, professional and related workers, 17 percent. Natural resources, construction, and maintenance workers accounted for the remainder.

The NCS provides straight-time earnings for occupations in establishments with one or more workers in private industry and State and local governments. This NCS survey covered 278 establishments representing 156,900 workers in the Hickory-Lenoir-Morganton Metropolitan Statistical Area which is comprised of Alexander, Burke, Caldwell, and Catawba Counties in North Carolina. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey.

In the Hickory area, average hourly wages were published for a number of detailed occupations. Within the management, professional, and related occupations, elementary school teachers, except special education averaged \$24.52 per hour. In the sales and office occupations, customer service representatives earned \$13.08. Textile cutting machine setters, operators, and tenders, part of the production, transportation, and material moving occupational group, earned \$11.80. (See table 2.)

The NCS also provides broad coverage of selected occupational characteristics. Establishments in the Hickory area with 1-99 workers averaged \$12.16 per hour and those in establishments with 100-499 workers earned \$14.25; workers in establishments with 500 or more employees earned \$17.70. Full-time workers averaged \$14.76 per hour while their part-time counterparts earned \$8.10. (See table 1.)

The NCS is a comprehensive survey that measures occupational earnings, occupational

levels based on duties and responsibilities, compensation cost trends, and benefit incidences. The Employment Cost Index (ECI) component measures changes in labor costs. Average employer costs for employee compensation are available from the Employer Cost for Employee Compensation (ECEC) series. Details on benefits incidences and provisions are available from the Employee Benefits Survey (EBS). The occupational wage data may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Details on the NCS are available at www.bls.gov/ncs/home.htm.

Survey Availability

Complete survey results are contained in the Hickory-Lenoir-Morganton, NC National Compensation Survey January 2007 (Bulletin 3140-02). While supplies last, single copies of the bulletin are available from the Atlanta Information Office by calling 404-893-4222. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Atlanta Information Office at 404-893-4222 from 9:00 a.m. to 11:30 a.m. and 12:30 p.m. to 4:00 p.m. ET.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Hickory-Lenoir-Morganton, NC, January 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$14.13	2.1	36.6	\$13.36	2.2	36.4	\$18.53	4.1	37.6
Worker characteristics^{4,5}									
Management, professional, and related	23.15	4.4	37.8	24.95	6.1	37.5	21.53	4.8	38.0
Management, business, and financial	28.05	6.4	40.6	30.83	7.3	40.8	22.58	10.5	40.3
Professional and related	21.22	3.9	36.8	21.10	7.7	35.6	21.29	5.2	37.6
Service	9.01	6.2	31.1	8.21	6.6	30.1	13.16	4.8	37.3
Sales and office	12.07	3.7	35.3	11.95	3.8	35.2	13.94	10.9	37.2
Sales and related	10.19	5.3	32.4	10.19	5.3	32.4	—	—	—
Office and administrative support	13.18	4.0	37.3	13.10	4.2	37.3	13.94	10.9	37.2
Natural resources, construction, and maintenance	14.77	7.5	39.9	14.65	8.8	39.9	15.38	5.2	40.0
Construction and extraction	12.72	12.0	40.0	12.48	12.7	40.0	—	—	—
Installation, maintenance, and repair	16.36	3.8	39.8	16.58	4.3	39.8	15.61	6.8	40.0
Production, transportation, and material moving	13.03	3.4	38.6	13.04	3.5	38.8	—	—	—
Production	13.13	3.8	39.2	13.12	3.8	39.2	—	—	—
Transportation and material moving	12.81	7.1	37.3	12.86	7.4	37.9	—	—	—
Full time	14.76	2.2	39.8	14.01	2.3	39.8	18.80	4.5	40.1
Part time	8.10	5.4	20.5	7.55	5.3	20.7	13.93	9.6	18.4
Union	—	—	—	—	—	—	—	—	—
Nonunion	14.06	2.1	36.6	13.27	2.2	36.4	18.53	4.1	37.6
Time	13.96	2.3	36.2	13.07	2.6	35.9	18.53	4.1	37.6
Incentive	15.94	3.6	41.0	15.94	3.6	41.0	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	14.06	3.5	38.9	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	12.77	3.6	34.5	(⁶)	(⁶)	(⁶)
1-99 workers	12.16	4.4	35.2	11.90	4.7	35.1	—	—	—
100-499 workers	14.25	3.2	37.8	14.10	3.1	37.9	—	—	—
500 workers or more	17.70	2.5	37.9	16.65	2.5	37.9	18.87	4.9	38.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A in Bulletin 3140-02 for more information.

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Hickory-Lenoir-Morganton, NC, January 2007**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$14.13	2.1	\$14.76	2.2	\$8.10	5.4
Management occupations	32.60	7.8	32.60	7.8	–	–
Business and financial operations occupations	23.67	6.6	23.67	6.6	–	–
Life, physical, and social science occupations	22.85	11.7	–	–	–	–
Community and social services occupations	22.40	8.6	22.40	8.6	–	–
Education, training, and library occupations	21.60	2.2	21.89	2.4	16.29	1.2
Primary, secondary, and special education school teachers	24.32	.3	24.32	.3	–	–
Elementary and middle school teachers	24.52	.7	24.52	.7	–	–
Elementary school teachers, except special education	24.52	.7	24.52	.7	–	–
Teacher assistants	11.43	2.5	11.15	1.7	–	–
Healthcare practitioner and technical occupations	21.53	8.6	21.80	9.4	18.03	15.4
Registered nurses	27.41	10.3	27.62	11.1	25.14	.8
Therapists	28.45	6.6	–	–	–	–
Clinical laboratory technologists and technicians	16.86	14.9	17.03	17.7	–	–
Medical and clinical laboratory technicians	14.73	9.7	–	–	–	–
Diagnostic related technologists and technicians	24.92	8.4	24.91	9.0	–	–
Radiologic technologists and technicians	25.22	11.1	25.22	12.1	–	–
Licensed practical and licensed vocational nurses	18.02	8.4	18.05	8.6	–	–
Healthcare support occupations	10.06	4.7	9.72	5.9	–	–
Nursing, psychiatric, and home health aides	9.20	9.3	9.20	9.3	–	–
Nursing aides, orderlies, and attendants	9.60	16.9	9.60	16.9	–	–
Miscellaneous healthcare support occupations	12.17	5.1	11.38	3.0	–	–
Medical assistants	11.65	3.9	11.41	4.1	–	–
Protective service occupations	11.83	7.3	12.13	5.9	–	–
Food preparation and serving related occupations	7.59	11.1	8.74	9.6	6.09	13.1
Cooks	7.43	4.8	7.45	6.9	–	–
Food preparation workers	8.75	16.4	10.68	14.8	–	–
Food service, tipped	4.42	37.2	–	–	3.25	35.2
Waiters and waitresses	3.22	30.9	–	–	–	–
Fast food and counter workers	7.53	6.7	8.04	8.9	6.76	5.7
Combined food preparation and serving workers, including fast food	7.72	8.0	8.51	9.9	–	–
Building and grounds cleaning and maintenance occupations	9.96	13.3	10.80	18.2	–	–
Building cleaning workers	8.22	5.5	8.52	10.3	–	–
Janitors and cleaners, except maids and housekeeping cleaners	8.01	6.0	8.15	10.8	–	–
Personal care and service occupations	8.12	2.6	–	–	7.83	6.7
Child care workers	8.08	1.2	–	–	–	–
Sales and related occupations	10.19	5.3	11.42	3.3	6.97	3.4
Retail sales workers	9.14	9.8	10.22	8.5	6.97	3.4
Cashiers, all workers	8.18	12.8	8.70	14.7	7.16	2.7
Cashiers	8.18	12.8	8.70	14.7	7.16	2.7
Counter and rental clerks and parts salespersons	8.40	16.4	–	–	–	–
Retail salespersons	11.24	3.7	12.62	4.7	–	–
Office and administrative support occupations	13.18	4.0	13.48	3.7	9.08	6.5
First-line supervisors/managers of office and administrative support workers	19.06	12.9	19.06	12.9	–	–
Financial clerks	12.12	9.2	12.65	7.4	–	–
Billing and posting clerks and machine operators	13.41	9.8	13.41	9.8	–	–
Bookkeeping, accounting, and auditing clerks	13.27	9.0	13.27	9.0	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Hickory-Lenoir-Morganton, NC, January 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Customer service representatives	\$13.08	3.3	\$13.43	1.9	—	—
Receptionists and information clerks	11.32	3.3	11.32	3.3	—	—
Production, planning, and expediting clerks	12.76	8.9	12.76	8.9	—	—
Shipping, receiving, and traffic clerks	13.21	6.2	13.21	6.2	—	—
Stock clerks and order fillers	11.22	6.1	—	—	—	—
Secretaries and administrative assistants	13.28	2.6	13.28	2.6	—	—
Office clerks, general	11.80	5.8	11.80	5.8	—	—
Construction and extraction occupations	12.72	12.0	12.72	12.0	—	—
Installation, maintenance, and repair occupations	16.36	3.8	16.36	3.8	—	—
Automotive technicians and repairers	15.20	7.3	15.20	7.3	—	—
Industrial machinery installation, repair, and maintenance workers	18.15	1.5	18.15	1.5	—	—
Industrial machinery mechanics	18.37	3.0	18.37	3.0	—	—
Maintenance and repair workers, general	19.51	3.9	19.51	3.9	—	—
Maintenance workers, machinery	13.73	5.6	13.73	5.6	—	—
Production occupations	13.13	3.8	13.13	3.8	—	—
First-line supervisors/managers of production and operating workers	17.77	10.3	17.77	10.3	—	—
Electrical, electronics, and electromechanical assemblers	11.11	13.7	11.11	13.7	—	—
Miscellaneous assemblers and fabricators	11.93	5.2	11.93	5.2	—	—
Sewing machine operators	12.91	6.3	12.95	6.5	—	—
Textile machine setters, operators, and tenders	11.37	7.0	11.37	7.0	—	—
Textile cutting machine setters, operators, and tenders	11.80	1.4	11.80	1.4	—	—
Miscellaneous textile, apparel, and furnishings workers ..	17.57	6.0	17.57	6.0	—	—
Upholsters	20.40	1.3	20.40	1.3	—	—
Woodworking machine setters, operators, and tenders ...	13.73	2.6	13.73	2.6	—	—
Sawing machine setters, operators, and tenders, wood	12.66	6.0	12.66	6.0	—	—
Woodworking machine setters, operators, and tenders, except sawing	14.18	2.6	14.18	2.6	—	—
Crushing, grinding, polishing, mixing, and blending workers	12.96	7.5	12.96	7.5	—	—
Mixing and blending machine setters, operators, and tenders	13.61	11.1	13.61	11.1	—	—
Cutting workers	14.75	5.4	14.75	5.4	—	—
Cutters and trimmers, hand	15.38	.7	15.38	.7	—	—
Inspectors, testers, sorters, samplers, and weighers	11.13	10.9	11.13	10.9	—	—
Painting workers	12.81	7.1	12.81	7.1	—	—
Coating, painting, and spraying machine setters, operators, and tenders	13.23	2.7	13.23	2.7	—	—
Miscellaneous production workers	11.96	8.0	11.96	8.0	—	—
Helpers--production workers	11.09	6.9	11.09	6.9	—	—
Transportation and material moving occupations	12.81	7.1	13.32	6.8	\$9.10	12.6
Driver/sales workers and truck drivers	17.07	9.9	17.59	9.1	—	—
Truck drivers, heavy and tractor-trailer	17.37	4.9	17.37	4.9	—	—
Industrial truck and tractor operators	12.15	6.3	12.04	7.1	—	—
Laborers and material movers, hand	10.22	5.1	10.56	4.0	8.55	14.2
Laborers and freight, stock, and material movers, hand	10.47	3.7	10.60	4.3	9.84	9.9
Packers and packagers, hand	9.89	9.2	10.85	6.8	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A in Bulletin 3140-02 for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.