

News

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HIGHLIGHTS OF READING, PA NATIONAL COMPENSATION SURVEY JANUARY 2007

Workers in the Reading metropolitan area averaged \$18.05 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 Sheila Watkins reported average hourly earnings of \$30.44 for management, professional, and related workers and \$18.27 for natural resources, construction, and maintenance workers. Sales and office workers earned 14.54 an hour; production, transportation, and material moving workers \$14.49; and service workers, \$11.17. [See table 1. Note: Occupational aggregations are now based on the 2000 Standard Occupational Classification (SOC) system.]

In the Reading metropolitan area, sales and office workers made up the largest occupational group, accounting for 27 percent of the workforce, followed by management, professional, and related workers (24 percent). Service workers and production, transportation, and material moving workers each made up 20 percent of the workforce. Natural resources, construction, and maintenance represented the smallest group in the survey at 9 percent.

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 235 establishments representing 168,500 workers in the Reading, Pa. Metropolitan Statistical Area which consists of Berks County in Pennsylvania. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey.

In the Reading area, average hourly wages were published for full-time workers in a number of detailed occupations. Within the sales and office occupations, secretaries and administrative assistants averaged \$16.53, while retail sales workers earned \$14.77 per hour. In the management, professional, and related occupations, industrial production managers averaged \$37.72, and registered nurses averaged \$30.68. Building cleaning workers, part of the service occupational group, earned \$12.49. (See table 2.)

The NCS also provides broad coverage of selected occupational characteristics. Establishments in the Reading area with 1-99 workers averaged \$16.61 and those in establishments with 100-499 workers earned \$18.48; workers in establishments with 500 or more employees earned \$20.70. Full-time workers averaged \$19.29 per hour, while their part-time counterparts earned \$9.62. (See tables 1 and 2.)

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 <http://www.bls.gov/ncs/home.htm>.

Survey Availability

Complete survey results are contained in the ***Reading, PA National Compensation Survey 2007*** (Bulletin 3140-11). While supplies last, single copies of the bulletin are available from the Mid-Atlantic Information Office by calling 215-597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs>.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Mid-Atlantic Information Office at 215-597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 p.m. to 3:30 p.m. ET.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Reading, PA, 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	\$18.05	3.2	35.4	\$17.25	3.7	35.6	\$24.93	1.3	33.5
Worker characteristics^{4,5}									
Management, professional, and related	30.44	3.8	36.3	29.75	4.8	36.8	32.64	2.4	34.7
Management, business, and financial	33.98	6.7	39.6	34.16	7.2	40.5	31.90	16.5	31.4
Professional and related	28.30	5.3	34.5	26.03	8.8	34.1	32.74	1.3	35.2
Service	11.17	6.8	30.6	10.32	7.2	29.8	15.15	12.1	35.0
Sales and office	14.54	3.7	33.8	14.45	3.9	34.2	16.74	2.5	26.7
Sales and related	13.98	12.4	31.5	13.98	12.4	31.5	—	—	—
Office and administrative support	14.85	2.4	35.3	14.73	2.5	36.0	16.74	2.5	26.7
Natural resources, construction, and maintenance	18.27	8.1	38.9	18.31	8.6	39.6	17.57	5.4	30.6
Construction and extraction	17.50	2.7	36.6	17.38	2.8	38.3	—	—	—
Installation, maintenance, and repair	19.10	12.3	40.3	19.26	12.8	40.4	—	—	—
Production, transportation, and material moving	14.49	3.4	39.7	14.49	3.5	39.8	—	—	—
Production	15.39	1.4	38.2	15.39	1.4	38.2	—	—	—
Transportation and material moving	13.48	6.0	41.5	13.48	6.1	41.7	—	—	—
Full time	19.29	3.2	39.8	18.46	3.7	40.2	25.93	1.7	37.1
Part time	9.62	13.3	20.1	9.51	14.4	20.6	11.58	16.4	14.6
Union	21.87	3.1	37.4	16.00	4.3	39.1	25.80	1.4	36.4
Nonunion	17.39	3.9	35.1	17.34	4.0	35.4	20.04	5.6	23.1
Time	17.78	3.1	34.8	16.87	3.7	35.0	24.93	1.3	34.0
Incentive	21.10	16.5	43.1	21.10	16.6	44.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.20	2.5	39.5	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	16.61	5.9	34.4	16.61	5.9	34.8	—	—	—
100-499 workers	18.48	4.8	35.5	17.44	5.7	35.6	25.72	4.0	35.2
500 workers or more	20.70	3.7	37.7	18.98	4.3	38.7	24.63	1.2	35.7

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.

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.

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.

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. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.29	\$16.11	\$769	\$646	39.8	\$39,016	\$33,622	2,023
Management occupations	40.62	33.97	1,648	1,359	40.6	85,681	70,649	2,109
Industrial production managers	37.72	34.44	1,509	1,378	40.0	78,465	71,639	2,080
Education administrators	40.24	36.05	1,580	1,442	39.3	82,184	74,986	2,043
Business and financial operations occupations	28.82	27.40	1,162	1,067	40.3	60,447	55,494	2,098
Computer and mathematical science occupations	26.95	23.63	1,069	945	39.6	55,578	49,148	2,062
Computer systems analysts	29.55	29.73	1,159	1,152	39.2	60,310	59,904	2,041
Industrial engineers, including health and safety	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Industrial engineers	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Community and social services occupations	21.53	17.74	848	710	39.4	43,418	36,901	2,017
Education, training, and library occupations	33.27	33.01	1,208	1,181	36.3	46,237	45,143	1,390
Postsecondary teachers	41.26	36.27	1,580	1,365	38.3	62,223	55,867	1,508
Primary, secondary, and special education school teachers	35.16	34.63	1,256	1,238	35.7	47,242	46,043	1,344
Elementary and middle school teachers	35.81	35.22	1,255	1,207	35.1	47,199	45,619	1,318
Elementary school teachers, except special education	37.56	35.95	1,317	1,261	35.1	49,276	46,948	1,312
Healthcare practitioner and technical occupations	24.16	21.63	932	840	38.6	47,710	42,973	1,975
Registered nurses	30.68	27.90	1,166	1,116	38.0	55,872	57,658	1,821
Healthcare support occupations	12.37	11.67	474	459	38.3	24,657	23,885	1,993
Nursing, psychiatric, and home health aides	11.78	11.48	464	459	39.4	24,119	23,885	2,047
Protective service occupations	19.91	20.15	788	788	39.6	40,978	41,001	2,058
Food preparation and serving related occupations	9.39	9.50	362	380	38.6	18,845	19,760	2,007
Building and grounds cleaning and maintenance occupations	13.80	12.25	555	484	40.2	27,823	23,920	2,016
Building cleaning workers	12.49	11.50	498	460	39.9	25,891	23,920	2,073
Janitors and cleaners, except maids and housekeeping cleaners	12.70	11.50	506	460	39.9	26,328	23,920	2,072
Sales and related occupations	17.57	13.41	689	536	39.2	35,845	27,891	2,040
Retail sales workers	14.77	9.65	570	361	38.6	29,620	18,772	2,005
Retail salespersons	17.65	13.41	715	536	40.5	37,188	27,891	2,107
Office and administrative support occupations	15.19	14.25	600	556	39.5	31,035	28,912	2,044
Financial clerks	16.22	15.36	647	590	39.9	33,653	30,664	2,075
Bookkeeping, accounting, and auditing clerks	16.58	16.98	661	637	39.8	34,351	33,117	2,071
Customer service representatives	15.39	14.25	613	567	39.8	31,852	29,483	2,069
Order clerks	16.09	13.00	668	520	41.5	34,727	27,040	2,158
Production, planning, and expediting clerks	16.27	16.80	669	672	41.1	34,782	34,944	2,138
Shipping, receiving, and traffic clerks	13.40	12.00	536	480	40.0	27,869	24,960	2,080

See footnotes at end of table.

Table 2. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Secretaries and administrative assistants	\$16.53	\$15.50	\$632	\$620	38.2	\$32,858	\$32,240	1,988
Executive secretaries and administrative assistants	17.64	17.20	685	677	38.9	35,634	35,219	2,020
Secretaries, except legal, medical, and executive	16.04	15.50	607	570	37.9	31,576	29,640	1,969
Office clerks, general	14.06	14.00	522	528	37.1	27,141	27,437	1,931
Construction and extraction occupations	17.51	16.38	690	650	39.4	35,898	33,800	2,050
Installation, maintenance, and repair occupations	19.10	16.50	770	660	40.3	40,057	34,320	2,097
Industrial machinery installation, repair, and maintenance workers	20.05	18.31	802	732	40.0	41,708	38,081	2,080
Production occupations	15.79	15.72	631	628	40.0	32,838	32,656	2,079
First-line supervisors/managers of production and operating workers	23.52	24.00	990	1,080	42.1	51,487	56,167	2,189
Electrical, electronics, and electromechanical assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Electrical and electronic equipment assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Miscellaneous assemblers and fabricators	13.53	14.00	541	560	40.0	28,139	29,120	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	17.81	15.85	713	634	40.0	37,055	32,968	2,080
Miscellaneous metalworkers and plastic workers	18.27	19.08	731	763	40.0	38,004	39,682	2,080
Printers	17.46	17.00	698	680	40.0	36,317	35,360	2,080
Printing machine operators	17.54	17.59	702	704	40.0	36,491	36,587	2,080
Cutting workers	13.14	13.25	526	530	40.0	27,337	27,560	2,080
Cutting and slicing machine setters, operators, and tenders	13.14	13.25	526	530	40.0	27,337	27,560	2,080
Packaging and filling machine operators and tenders	14.72	15.25	589	610	40.0	30,627	31,720	2,080
Miscellaneous production workers	13.53	15.09	541	604	40.0	28,137	31,387	2,080
Helpers--production workers	13.51	13.42	540	537	40.0	28,104	27,914	2,080
Transportation and material moving occupations	13.59	14.25	582	570	42.8	30,087	29,640	2,213
Driver/sales workers and truck drivers	14.93	15.66	657	682	44.0	34,149	35,464	2,288
Truck drivers, heavy and tractor-trailer	16.27	16.00	744	749	45.7	38,688	38,958	2,377
Industrial truck and tractor operators ..	14.14	13.45	566	538	40.0	29,409	27,976	2,080
Laborers and material movers, hand ..	13.77	14.25	554	570	40.3	28,832	29,640	2,093
Laborers and freight, stock, and material movers, hand	15.59	16.25	624	650	40.0	32,424	33,800	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system.

³ 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.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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.