

# Seattle-Tacoma-Bremerton, WA National Compensation Survey December 1997

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# Preface

This bulletin provides results of a December 1997 survey of occupational pay in the Seattle-Tacoma-Bremerton, WA, Consolidated Metropolitan Statistical Area (CMSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the National Compensation Survey (NCS).

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations of the San Francisco Regional Office. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and analyzed the survey results.

For additional information regarding this survey, please contact the BLS San Francisco Regional Office at (415) 975-4350. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220, or send e-mail to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov).

The data contained in this bulletin are also available at the BLS Internet site (<http://stats.bls.gov/comhome.htm>). Data are in three formats: an ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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# Introduction

This survey of occupational pay was conducted in the Seattle-Tacoma-Bremerton, WA, Consolidated Metropolitan Statistical Area (CMSA). The CMSA includes Island, King, Kitsap, Pierce, Snohomish, and Thurston Counties, WA.

This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

## **NCS design and products**

The Bureau of Labor Statistic's (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

## **NCS more extensive than OCS**

The wage data in this bulletin differ from those in previous Occupational Compensation Surveys by providing

broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

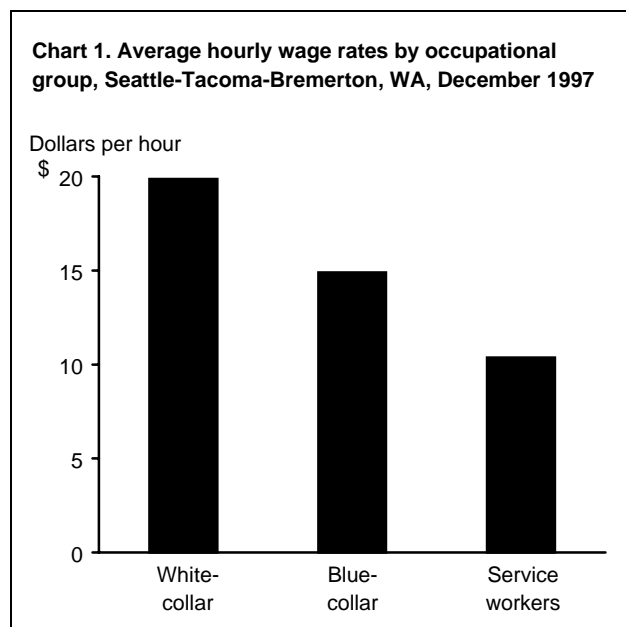
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal Government.

# Wages in the Seattle-Tacoma-Bremerton, WA Consolidated Metropolitan Statistical Area

Straight-time wages in the Seattle-Tacoma-Bremerton, WA, Consolidated Metropolitan Statistical Area averaged \$17.05 per hour during December 1997. White-collar workers had an average wage of \$19.87 per hour. Blue-collar workers averaged \$14.89 per hour, while service workers had average earnings of \$10.37 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included registered nurses at \$23.01 per hour, secretaries at \$13.76, and general office clerks at \$12.39. Among occupations in the blue-collar category, truck drivers averaged \$14.61 per hour while stock handlers and baggers averaged \$9.32. Finally, service occupations included nursing aides, orderlies and attendants at \$9.19 per hour and maids and housemen at \$7.76. Table A-1 presents earnings data for 140 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Seattle-Tacoma-Bremerton, WA earned \$16.15 per hour, while surveyed State and local government workers averaged \$20.57. Table A-2 reports the average hourly rate for white-collar occupations as \$19.15 in private industry and \$22.03 in State and local government. Blue-collar occupations showed an average hourly rate of \$14.66 in private industry and \$17.18 in State and local government. Service occupations within private industry averaged \$8.61 per hour while those found in State and local government averaged \$16.81.

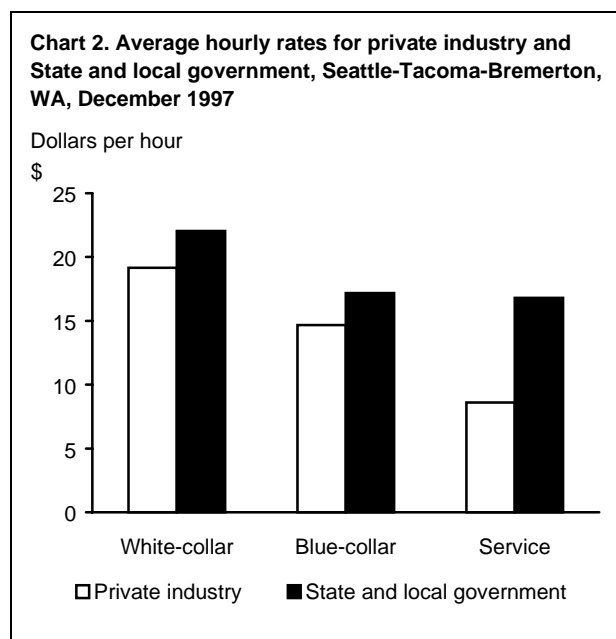
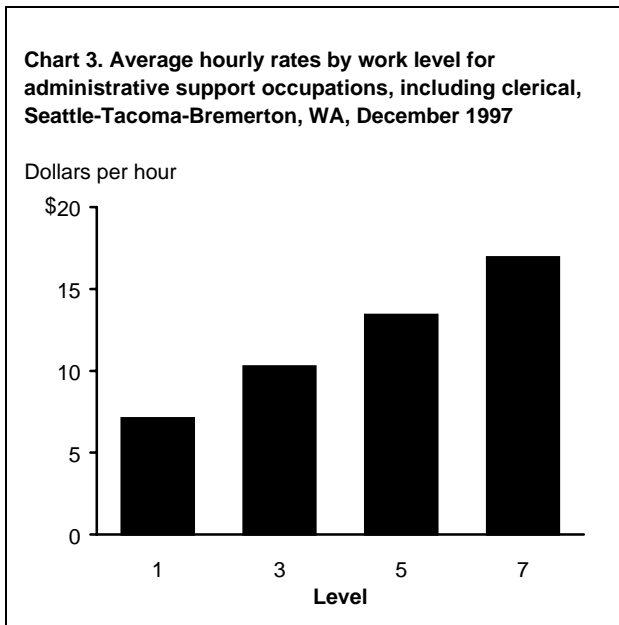


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$17.84 per hour, compared with an average of \$11.11 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and in

dustries) represented by the broad group as well as by the variability of the estimate. Some levels within a group may not be published because no workers were identified at that level or because there were not enough data to guarantee confidentiality and reliability.

Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for administrative support occupations, including clerical, ranged from level 1 to level 7. As illustrated in Chart 3, the average hourly rate was \$7.10 for level 1, \$10.26 for level 3, \$13.42 for level 5, and \$16.94 for level 7.

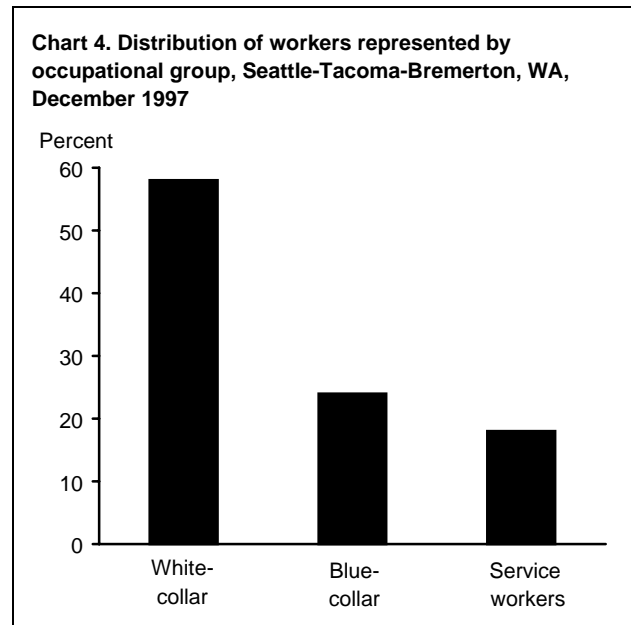


Surveyed union workers had an average hourly rate of \$18.86, as reported in table C-1. Wages for nonunion workers averaged \$15.99. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$17.04 per hour. Incentive workers, whose wages were at least partially based on productivity payments, averaged \$17.41 per hour.

Table C-2 shows wage data for specific industry divi

sions within private industry. In the private sector, hourly wages averaged \$18.47 in all goods-producing industries, \$19.84 in construction, and \$18.33 in manufacturing. Hourly wages averaged \$15.07 in all service-producing industries, \$17.34 in transportation and public utilities, \$12.56 in wholesale and retail trade, and \$15.61 in services. Data for other industry divisions did not meet publication criteria.

Table C-4 reports that a total of 906,289 workers were represented by the Seattle-Tacoma-Bremerton, WA survey. White-collar occupations included 528,251 workers, or 58 percent; blue-collar occupations included 215,584 workers, or 24 percent; and service occupations included 162,453 workers, or 18 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>All occupations</b> .....	\$17.05	\$7.20	\$10.15	\$14.74	\$21.33	\$28.39
All occupations excluding sales .....	17.29	7.46	10.36	15.13	21.83	28.74
<b>White-collar occupations</b> .....	19.87	9.25	12.28	17.14	24.29	32.13
White-collar occupations excluding sales .....	20.71	10.00	12.95	18.25	25.18	32.91
Professional specialty and technical occupations .....	24.21	14.42	17.31	22.02	27.35	33.51
Professional specialty occupations .....	25.42	15.14	18.97	23.13	28.75	34.14
Engineers, architects, and surveyors .....	-	-	-	-	-	-
Electrical and electronic engineers .....	29.17	20.56	21.30	28.21	36.93	41.82
Mathematical and computer scientists .....	24.38	16.80	19.71	23.29	27.55	32.86
Computer systems analysts and scientists .....	24.83	17.76	20.07	24.13	28.13	33.65
Operations and systems researchers and analysts .....	20.52	14.95	17.21	20.41	23.20	26.92
Natural scientists .....	24.15	19.40	20.85	22.55	23.81	30.44
Medical scientists .....	27.84	13.46	20.54	29.31	35.35	40.36
Health related occupations .....	22.98	15.85	18.45	22.36	25.79	28.74
Physicians .....	39.46	15.35	17.19	18.13	60.00	90.00
Registered nurses .....	23.01	17.55	19.74	23.50	25.79	27.49
Pharmacists .....	29.51	28.00	28.00	28.75	31.83	32.79
Occupational therapists .....	21.53	14.50	14.50	20.01	28.13	31.32
Physical therapists .....	20.78	17.50	19.93	21.81	22.03	23.11
Therapists, N.E.C. ....	14.36	11.22	12.40	13.95	16.15	18.06
Teachers, college and university .....	32.01	20.23	25.09	32.49	37.43	45.14
Teachers, except college and university .....	25.34	10.67	19.73	26.60	32.67	35.66
Prekindergarten and kindergarten .....	12.03	7.25	8.00	8.50	11.80	25.64
Elementary school teachers .....	28.09	18.90	23.35	28.64	33.63	35.66
Secondary school teachers .....	27.79	18.21	22.46	28.72	33.51	35.66
Teachers, special education .....	27.48	18.63	21.94	27.62	32.76	37.45
Teachers, N.E.C. ....	26.19	17.63	21.06	26.61	32.91	36.84
Substitute teachers .....	11.67	10.67	10.67	10.67	12.53	14.00
Vocational and educational counselors .....	22.81	12.67	13.85	21.84	31.89	35.66
Librarians, archivists, and curators .....	23.83	18.61	18.61	20.99	30.18	33.48
Librarians .....	27.07	18.12	22.68	29.00	32.91	34.55
Social scientists and urban planners .....	18.69	8.57	13.70	15.88	21.55	29.91
Urban planners .....	25.08	21.13	21.55	25.66	27.03	30.54
Social, recreation, and religious workers .....	17.26	12.02	14.82	18.90	18.97	18.97
Social workers .....	17.11	12.02	14.82	18.06	18.97	18.97
Lawyers and judges .....	29.55	19.44	23.10	27.87	36.06	40.44
Lawyers .....	28.83	19.44	22.79	26.54	35.26	40.44
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	-	-	-	-	-	-
Designers .....	19.27	15.38	16.18	18.75	21.88	24.62
Technical occupations .....	19.25	12.54	14.50	16.57	20.76	25.09
Clinical laboratory technologists and technicians .....	17.63	10.40	15.39	19.16	20.96	21.83
Radiological technicians .....	16.78	15.39	15.67	16.33	17.36	19.54
Licensed practical nurses .....	14.25	12.24	13.25	14.40	15.20	15.96
Health technologists and technicians, N.E.C. ....	15.27	11.80	12.95	14.55	16.05	21.48
Electrical and electronic technicians .....	18.68	13.70	15.76	17.32	23.01	25.26
Engineering technicians, N.E.C. ....	17.77	13.81	15.14	15.96	21.07	21.27
Drafters .....	16.20	11.60	14.80	15.15	17.00	21.00
Computer programmers .....	19.86	13.50	16.82	17.31	22.98	27.00
Legal assistants .....	17.13	14.28	15.00	17.00	18.52	21.00
Technical and related occupations, N.E.C. ....	18.63	12.74	14.88	18.00	21.63	23.12
Executive, administrative, and managerial occupations .....	27.40	15.75	19.46	25.24	32.88	40.21
Executives, administrators, and managers .....	30.70	17.12	23.36	29.57	36.00	44.22
Financial managers .....	25.20	17.29	20.00	23.73	29.44	35.10
Personnel and labor relations managers .....	30.14	21.15	25.96	28.85	34.61	36.73
Purchasing managers .....	32.71	26.20	30.55	30.94	33.76	45.67
Managers., marketing, advertising and public relations .....	29.30	14.42	14.42	30.25	36.06	43.55
Administrators, education and related fields .....	32.71	18.82	30.10	34.43	37.13	40.67
Managers, medicine and health .....	26.21	14.97	20.65	28.39	30.82	33.40
Managers, food servicing and lodging establishments .....	18.69	13.46	13.60	16.54	21.63	23.64
Managers, service organizations, N.E.C. ....	18.58	11.05	12.98	18.27	25.64	25.64

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>White-collar occupations</b> (-Continued)						
Executive, administrative, and managerial occupations (-Continued)						
Executives, administrators, and managers (-Continued)						
Managers and administrators, N.E.C. ....	\$33.24	\$21.87	\$25.27	\$30.64	\$36.57	\$46.95
Management related occupations .....	21.44	15.09	17.19	20.19	24.04	28.77
Accountants and auditors .....	20.01	13.92	16.41	18.75	20.94	28.65
Other financial officers .....	22.31	15.27	16.73	19.46	24.04	26.25
Management analysts .....	22.14	16.66	19.04	22.31	25.26	27.73
Personnel, training, and labor relations specialists .....						
Buyers, wholesale and retail trade, except farm products .....	24.00	16.92	18.85	23.36	29.81	32.90
Purchasing agents and buyers, N.E.C. ....	24.54	20.92	22.57	24.07	26.30	27.49
Management related occupations, N.E.C. ....	20.49	15.10	17.72	20.34	23.20	26.54
Sales occupations .....	20.83	14.60	16.22	18.51	24.04	29.78
Supervisors, sales occupations .....	14.03	6.20	8.35	12.04	15.38	20.80
Sales occupations, other business services .....	17.16	9.38	10.85	15.38	19.76	26.32
Sales representatives, mining, manufacturing, and wholesale .....	15.73	10.74	10.74	13.46	19.23	24.04
Sales workers, motor vehicles and boats .....	18.97	12.50	13.24	14.07	20.41	29.04
Sales workers, parts .....	17.10	9.73	11.54	15.80	20.19	24.72
Sales workers, other commodities .....	16.49	11.72	15.59	16.55	18.31	21.05
Cashiers .....	9.46	5.30	6.24	8.15	11.29	14.58
Administrative support occupations, including clerical .....	10.69	6.05	6.75	10.55	14.30	14.55
Supervisors, general office .....	12.42	8.50	10.00	12.00	14.40	16.90
Supervisors, distribution, scheduling, and adjusting clerks .....	17.37	11.75	13.11	18.92	19.37	22.02
Secretaries .....	17.08	13.26	14.42	17.07	17.07	21.58
Stenographers .....	13.76	10.00	11.86	13.22	15.75	17.79
Typists .....	12.18	10.80	11.25	11.91	13.00	14.09
Transportation ticket and reservation agents .....	12.33	10.21	11.01	12.28	12.95	14.81
Receptionists .....	12.72	7.47	8.89	11.03	17.20	18.22
Information clerks, N.E.C. ....	9.42	7.00	8.37	9.50	10.29	12.02
Order clerks .....	10.71	7.89	9.13	10.22	12.32	13.51
Personnel clerks except payroll & timekeeping ....	11.03	8.50	9.00	10.25	12.72	16.11
Library clerks .....	13.97	11.06	12.50	12.87	16.44	16.44
File clerks .....	10.75	7.38	8.60	11.37	12.83	13.48
Records clerks, N.E.C. ....	9.20	7.08	7.72	9.00	10.72	11.57
Bookkeepers, accounting and auditing clerks .....	12.43	9.30	10.53	13.06	13.17	15.43
Payroll and timekeeping clerks .....	11.96	8.65	9.94	11.89	13.56	14.67
Billing clerks .....	14.40	12.50	13.80	14.66	15.60	16.77
Dispatchers .....	12.63	9.10	10.22	12.72	13.60	17.43
Production coordinators .....	13.43	10.50	12.50	14.04	15.00	15.34
Traffic, shipping and receiving clerks .....	19.13	13.83	13.83	15.89	19.70	30.97
Stock and inventory clerks .....	10.53	7.25	8.32	10.75	11.50	14.23
Material recording, scheduling, and distribution clerks, N.E.C. ....	14.81	9.56	11.19	14.58	18.88	21.27
Insurance adjusters, examiners, & investigators ..	15.43	7.12	10.00	15.70	18.94	22.12
Investigators and adjusters except insurance .....	12.48	9.23	11.14	12.63	14.12	14.60
General office clerks .....	11.90	8.90	10.86	11.54	12.72	15.28
Data entry keyers .....	12.39	8.50	9.86	12.06	15.16	15.57
Statistical clerks .....	10.74	8.10	8.76	10.40	12.42	14.00
Teachers' aides .....	12.02	8.44	10.20	11.52	14.00	15.30
Administrative support occupations, N.E.C. ....	11.12	9.13	9.81	10.35	10.94	12.04
Administrative support occupations, N.E.C. ....	13.24	9.76	11.02	12.69	14.90	19.44
<b>Blue-collar occupations</b> .....						
Precision production, craft, and repair occupations .....	14.89	7.25	10.30	14.30	18.86	23.38
Supervisors, mechanics and repairers .....	17.90	11.76	13.80	17.49	21.56	24.50
Automobile mechanics .....	22.21	19.33	19.36	22.12	23.04	27.31
Bus, truck, and stationary engine mechanics .....	18.38	13.49	15.54	16.82	19.82	23.31
Aircraft engine mechanics .....	19.79	17.80	19.40	19.85	20.34	21.35
Industrial machinery repairers .....	18.80	11.50	14.00	21.99	23.32	23.69
Industrial machinery repairers .....	18.77	13.81	14.98	18.38	24.16	24.50

See footnotes at end of table.



**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Blue-collar occupations</b> (-Continued)						
Precision production, craft, and repair occupations (-Continued)						
Electronic repairers, communications and industrial equipment .....	\$16.70	\$11.85	\$11.85	\$19.38	\$19.49	\$20.60
Mechanics and repairers, N.E.C. ....	17.75	12.56	15.45	16.58	19.58	24.50
Carpenters .....	21.57	16.00	19.88	23.50	23.50	24.53
Electricians .....	24.09	19.67	20.90	25.81	25.81	28.39
Construction trades, N.E.C. ....	15.08	11.97	13.73	14.00	16.35	19.66
Supervisors, production occupations .....	20.02	13.75	14.80	18.10	26.35	29.33
Machinists .....	19.00	14.00	15.85	18.38	24.50	24.50
Stationary engineers .....	16.78	14.69	15.00	16.98	18.00	18.28
Machine operators, assemblers, and inspectors .....	12.78	7.00	8.88	11.55	15.54	21.15
Grinding, abrading, buffing, and polishing machine operators .....	12.83	9.20	11.86	12.23	12.77	19.41
Molding and casting machine operators .....	10.68	7.50	8.50	10.48	12.35	14.68
Printing press operators .....	14.14	9.15	12.00	15.19	15.84	17.57
Painting and paint spraying machine operators ..	14.89	7.70	13.00	16.00	17.58	19.37
Furnace, kiln, and oven operators, except food ...	11.58	9.00	10.00	10.75	13.36	15.50
Miscellaneous machine operators, N.E.C. ....	10.96	6.81	8.00	10.75	13.00	16.31
Welders and cutters .....	14.93	11.22	12.94	15.24	16.93	18.38
Assemblers .....	11.99	7.00	8.50	11.52	13.93	18.01
Production inspectors, checkers and examiners ..	19.00	10.82	15.10	18.47	24.85	25.26
Transportation and material moving occupations .....	15.36	8.00	11.25	15.11	18.62	21.79
Truck drivers .....	14.61	9.25	11.25	14.68	16.70	20.86
Bus drivers .....	14.56	10.64	12.50	13.79	17.70	18.86
Parking lot attendants .....	6.69	5.84	5.98	6.00	7.00	7.50
Motor transportation occupations, N.E.C. ....	9.75	5.97	6.58	8.00	9.58	20.03
Industrial truck and tractor equipment operators ..	15.15	8.50	9.80	15.05	17.24	27.95
Miscellaneous material moving equipment operators, N.E.C. ....	19.01	12.66	14.25	18.17	23.69	23.69
Handlers, equipment cleaners, helpers, and laborers .....	10.76	5.75	7.00	9.90	14.28	16.92
Groundskeepers and gardeners except farm .....	11.10	7.35	8.00	10.00	14.28	16.92
Construction laborers .....	16.53	14.51	14.51	15.05	20.68	20.68
Production helpers .....	9.41	6.50	7.86	8.57	9.57	12.08
Stock handlers and baggers .....	9.32	5.50	5.75	7.25	13.51	14.30
Freight, stock, and material handlers, N.E.C. ....	11.42	7.00	8.27	10.80	15.10	17.41
Vehicle washers and equipment cleaners .....	7.18	5.75	6.25	7.00	7.25	9.52
Hand packers and packagers .....	10.42	7.00	7.00	10.30	13.12	17.07
Laborers except construction, N.E.C. ....	10.11	6.25	6.80	9.85	13.09	14.35
<b>Service occupations</b> .....						
Protective service occupations .....	14.39	5.25	6.50	14.65	21.58	23.84
Supervisors, police and detectives .....	28.06	25.31	25.88	26.97	28.92	31.66
Firefighting occupations .....	21.12	18.23	20.08	21.51	23.07	23.20
Police and detectives, public service .....	22.59	17.74	21.15	23.39	24.71	25.66
Correctional institution officers .....	16.76	14.13	14.82	15.24	18.55	21.92
Guards and police except public service .....	7.91	5.25	5.50	6.50	7.73	13.83
Protective service occupations, N.E.C. ....	10.37	7.90	9.00	9.93	10.41	15.80
Food service occupations .....	7.82	5.15	5.50	6.93	9.44	11.54
Supervisors, food preparation and service occupations .....	12.49	7.50	8.90	11.20	15.00	21.15
Waiters and waitresses .....	5.63	4.90	4.90	5.15	5.56	6.76
Cooks .....	9.40	6.25	7.50	9.27	11.64	12.50
Food counter, fountain, and related occupations ..	7.53	5.40	6.00	6.50	9.37	9.87
Kitchen workers, food preparation .....	8.00	6.10	6.50	7.50	9.15	10.50
Waiters/Waitresses' assistants .....	6.02	5.15	5.50	5.58	6.00	8.00
Food preparation occupations, N.E.C. ....	7.25	5.25	5.65	6.75	8.13	10.05
Health service occupations .....	9.47	6.95	8.22	9.25	10.66	12.00
Health aides, except nursing .....	10.51	8.42	9.95	10.66	10.83	12.29
Nursing aides, orderlies and attendants .....	9.19	6.75	8.00	9.00	10.15	11.75
Cleaning and building service occupations .....	9.09	6.56	7.58	8.44	11.11	12.18
Supervisors, cleaning & building service workers ..	11.79	8.83	10.56	11.37	12.54	15.87
Maids and housemen .....	7.76	6.08	6.84	7.60	8.24	9.67
Janitors and cleaners .....	9.06	6.60	7.58	8.44	11.13	12.18

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Service occupations (-Continued)</b>						
Personal service occupations .....	\$11.39	\$6.11	\$6.75	\$8.75	\$12.14	\$20.24
Attendants, amusement and recreation facilities ..	6.97	5.50	6.25	7.00	7.50	8.10
Early childhood teachers' assistants .....	10.28	7.50	8.00	9.50	11.00	14.82
Child care workers, N.E.C. ....	10.26	5.85	9.10	9.96	12.52	13.11
Service occupations, N.E.C. ....	9.61	6.35	7.00	9.00	11.95	14.03

<sup>1</sup> 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers.

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.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>All occupations</b> .....	\$16.15	\$6.93	\$9.30	\$13.85	\$20.00	\$26.62	\$20.57	\$11.37	\$13.91	\$18.97	\$24.98	\$32.86
All occupations excluding sales .....	16.36	7.00	9.48	14.04	20.49	26.98	20.58	11.41	13.91	18.97	25.00	32.86
<b>White-collar occupations</b> .....	19.15	8.75	11.54	15.76	23.22	30.60	22.03	11.55	14.82	20.34	27.73	34.45
White-collar occupations excluding sales .....	20.17	9.41	12.39	17.12	24.25	31.47	22.06	11.62	14.82	20.36	27.73	34.45
Professional specialty and technical occupations .....	23.91	13.50	16.40	21.15	25.96	31.78	24.75	15.96	18.97	23.48	30.18	34.59
Professional specialty occupations .....	25.02	14.42	17.67	22.28	27.16	33.03	26.05	18.06	20.04	24.73	31.31	35.66
Engineers, architects, and surveyors .....	-	-	-	-	-	-	-	-	-	-	-	-
Electrical and electronic engineers .....	29.17	20.56	21.30	28.21	36.93	41.82	-	-	-	-	-	-
Mathematical and computer scientists .....	24.46	16.20	19.23	23.19	27.98	34.04	23.97	19.19	21.47	24.29	25.22	31.30
Computer systems analysts and scientists .....	25.01	16.83	19.71	23.77	28.74	34.04	23.97	19.19	21.47	24.29	25.22	31.30
Operations and systems researchers and analysts .....	20.52	14.95	17.21	20.41	23.20	26.92	-	-	-	-	-	-
Natural scientists .....	27.75	13.46	20.54	29.31	30.44	40.36	-	-	-	-	-	-
Medical scientists .....	27.84	13.46	20.54	29.31	35.35	40.36	-	-	-	-	-	-
Health related occupations .....	22.71	14.50	17.77	22.03	25.70	28.00	23.51	18.02	19.93	23.11	25.79	31.20
Registered nurses .....	22.49	17.00	19.15	23.11	25.34	27.35	24.27	19.50	21.94	24.24	26.12	28.63
Pharmacists .....	28.39	28.00	28.00	28.00	28.75	31.07	-	-	-	-	-	-
Therapists, N.E.C. ....	13.93	11.13	12.40	13.28	15.76	16.68	-	-	-	-	-	-
Teachers, college and university .....	25.90	18.17	20.64	24.05	32.62	34.73	-	-	-	-	-	-
Teachers, except college and university .....	11.70	7.00	8.00	9.00	13.44	20.00	27.86	18.51	22.98	28.61	33.43	35.66
Prekindergarten and kindergarten .....	8.87	7.00	7.75	8.40	9.00	11.00	-	-	-	-	-	-
Elementary school teachers .....	17.07	10.97	12.59	14.42	19.63	27.50	28.38	19.53	23.70	28.88	33.63	35.66
Secondary school teachers .....	18.86	11.07	12.80	16.11	22.68	29.80	28.32	19.00	22.98	29.50	33.51	35.66
Teachers, special education .....	-	-	-	-	-	-	27.48	18.63	21.94	27.62	32.76	37.45
Teachers, N.E.C. ....	16.74	6.25	8.50	19.78	22.00	25.00	29.09	20.63	23.69	29.50	34.59	37.45
Substitute teachers .....	-	-	-	-	-	-	11.88	10.67	10.67	10.67	12.53	14.00
Vocational and educational counselors .....	12.92	10.00	12.67	12.99	13.85	14.17	-	-	-	-	-	-
Librarians, archivists, and curators .....	-	-	-	-	-	-	23.83	18.61	18.61	20.99	30.18	33.48
Librarians .....	-	-	-	-	-	-	27.07	18.12	22.68	29.00	32.91	34.55
Social scientists and urban planners .....	-	-	-	-	-	-	24.86	17.72	21.13	25.08	29.03	34.14
Urban planners .....	-	-	-	-	-	-	25.08	21.13	21.55	25.66	27.03	30.54
Social, recreation, and religious workers .....	13.82	11.55	12.02	13.29	14.69	17.72	18.68	15.58	17.19	18.97	18.97	19.11
Social workers .....	13.82	11.55	12.02	13.29	14.69	17.72	18.52	15.58	17.19	18.97	18.97	18.97
Lawyers and judges .....	28.97	19.30	22.56	24.13	36.86	40.44	31.26	21.73	23.52	30.82	34.45	48.56
Lawyers .....	28.97	19.30	22.56	24.13	36.86	40.44	28.37	21.28	23.46	27.94	32.89	34.76
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	-	-	-	-	-	-	-	-	-	-	-	-
Designers .....	19.27	15.38	16.18	18.75	21.88	24.62	-	-	-	-	-	-
Technical occupations .....	20.07	12.30	14.50	17.00	21.27	25.26	17.00	13.11	14.90	15.96	19.20	21.59
Clinical laboratory technologists and technicians .....	-	-	-	-	-	-	18.64	12.79	17.34	20.14	21.53	21.59
Radiological technicians .....	17.82	15.49	15.94	17.36	19.54	21.99	-	-	-	-	-	-
Licensed practical nurses .....	14.01	11.85	13.00	14.00	15.00	15.76	14.84	13.21	14.05	15.20	15.20	16.37
Health technologists and technicians, N.E.C. ....	16.39	11.07	11.61	13.74	22.28	22.28	-	-	-	-	-	-
Electrical and electronic technicians .....	18.68	13.70	15.76	17.32	23.01	25.26	-	-	-	-	-	-
Drafters .....	16.20	11.60	14.80	15.15	17.00	21.00	-	-	-	-	-	-
Computer programmers .....	19.31	13.50	16.82	17.31	18.71	27.00	-	-	-	-	-	-
Legal assistants .....	17.19	14.49	15.00	17.00	18.52	21.42	-	-	-	-	-	-
Technical and related occupations, N.E.C. ....	17.69	12.49	13.76	17.00	20.19	23.17	20.29	17.65	18.15	20.33	22.42	23.12
Executive, administrative, and managerial occupations .....	27.18	15.09	19.21	25.24	32.21	39.42	28.19	17.51	20.43	25.70	35.14	42.07
Executives, administrators, and managers .....	29.84	16.07	23.00	28.85	34.63	41.83	35.11	21.46	25.98	36.76	40.29	45.03
Financial managers .....	25.20	17.29	20.00	23.73	29.44	35.10	-	-	-	-	-	-
Personnel and labor relations managers .....	29.24	21.15	25.96	28.85	34.01	36.73	-	-	-	-	-	-
Managers., marketing, advertising and public relations .....	29.30	14.42	14.42	30.25	36.06	43.55	-	-	-	-	-	-

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
<b>White-collar occupations</b> (-Continued)													
Executive, administrative, and managerial occupations (-Continued)													
Executives, administrators, and managers (-Continued)													
Administrators, education and related fields .....	\$21.71	\$13.26	\$16.95	\$18.82	\$24.95	\$35.43	\$35.89	\$30.10	\$33.32	\$35.14	\$38.63	\$41.45	
Managers, medicine and health .....	26.21	14.97	20.65	28.39	30.82	33.40	-	-	-	-	-	-	-
Managers, food servicing and lodging establishments .....	17.40	13.46	13.60	13.90	21.63	23.64	-	-	-	-	-	-	-
Managers, service organizations, N.E.C. ....	18.58	11.05	12.98	18.27	25.64	25.64	-	-	-	-	-	-	-
Managers and administrators, N.E.C. ....	33.15	21.87	25.18	30.50	36.19	48.08	-	-	-	-	-	-	-
Management related occupations .....	21.27	14.83	16.56	19.38	24.04	29.09	21.79	16.86	18.72	21.47	23.48	27.89	
Accountants and auditors .....	20.20	13.50	15.00	18.75	21.46	32.29	-	-	-	-	-	-	-
Other financial officers .....	22.72	16.15	16.73	19.46	24.04	26.71	-	-	-	-	-	-	-
Management analysts .....	20.41	15.99	17.42	20.88	22.40	24.66	-	-	-	-	-	-	-
Personnel, training, and labor relations specialists .....	22.52	16.92	18.80	21.54	26.56	29.09	-	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C. ....	20.96	15.10	18.03	21.15	23.56	26.96	-	-	-	-	-	-	-
Management related occupations, N.E.C. ....	20.76	13.85	15.75	18.51	23.20	29.78	21.01	16.45	16.86	18.63	28.77	28.77	
Sales occupations .....	14.04	6.20	8.35	12.10	15.37	20.80	-	-	-	-	-	-	-
Supervisors, sales occupations .....	17.16	9.38	10.81	15.38	19.76	26.44	-	-	-	-	-	-	-
Sales occupations, other business services .....	15.73	10.74	10.74	13.46	19.23	24.04	-	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale .....	18.97	12.50	13.24	14.07	20.41	29.04	-	-	-	-	-	-	-
Sales workers, motor vehicles and boats .....	17.10	9.73	11.54	15.80	20.19	24.72	-	-	-	-	-	-	-
Sales workers, parts .....	16.49	11.72	15.59	16.55	18.31	21.05	-	-	-	-	-	-	-
Sales workers, other commodities .....	9.46	5.30	6.24	8.15	11.29	14.58	-	-	-	-	-	-	-
Cashiers .....	10.72	6.05	6.75	10.64	14.30	14.55	-	-	-	-	-	-	-
Administrative support occupations, including clerical .....	12.27	8.25	9.60	11.71	14.42	16.92	12.95	9.95	10.93	12.39	14.21	16.77	
Supervisors, general office .....	16.66	11.75	13.11	18.92	19.20	19.37	-	-	-	-	-	-	-
Supervisors, distribution, scheduling, and adjusting clerks .....	17.08	13.26	14.42	17.07	17.07	21.58	-	-	-	-	-	-	-
Secretaries .....	13.80	9.50	11.04	13.27	15.87	18.97	13.68	11.26	12.13	13.18	14.76	17.77	
Transportation ticket and reservation agents .....	12.51	7.47	8.89	10.91	16.08	17.70	-	-	-	-	-	-	-
Receptionists .....	9.29	7.00	8.22	9.17	10.29	11.54	-	-	-	-	-	-	-
Information clerks, N.E.C. ....	10.06	7.89	8.94	9.73	11.29	12.31	-	-	-	-	-	-	-
Order clerks .....	11.03	8.50	9.00	10.25	12.72	16.11	-	-	-	-	-	-	-
Personnel clerks except payroll & timekeeping .....	13.29	10.82	12.50	12.50	16.06	16.73	-	-	-	-	-	-	-
Library clerks .....	11.39	8.35	8.60	12.15	13.15	13.15	10.66	7.38	8.43	11.37	12.79	13.48	
File clerks .....	9.08	7.08	7.55	8.67	10.72	11.89	-	-	-	-	-	-	-
Records clerks, N.E.C. ....	12.33	9.23	10.53	12.69	13.13	14.94	12.68	9.56	10.99	13.11	13.83	15.43	
Bookkeepers, accounting and auditing clerks .....	11.69	8.47	9.50	11.64	13.01	14.67	14.32	10.60	13.09	13.59	16.90	18.15	
Billing clerks .....	11.86	9.00	9.66	11.83	12.72	14.40	-	-	-	-	-	-	-
Production coordinators .....	19.13	13.83	13.83	15.89	19.70	30.97	-	-	-	-	-	-	-
Traffic, shipping and receiving clerks .....	10.53	7.25	8.32	10.75	11.50	14.23	-	-	-	-	-	-	-
Stock and inventory clerks .....	14.86	9.30	11.19	14.58	19.20	21.27	14.39	10.50	12.36	13.30	17.99	18.18	
Material recording, scheduling, and distribution clerks, N.E.C. ....	15.43	7.12	10.00	15.70	18.94	22.12	-	-	-	-	-	-	-
Insurance adjusters, examiners, & investigators .....	12.48	9.23	11.14	12.63	14.12	14.60	-	-	-	-	-	-	-
Investigators and adjusters except insurance .....	11.90	8.90	10.86	11.54	12.72	15.28	-	-	-	-	-	-	-
General office clerks .....	12.26	8.19	9.58	12.02	15.16	15.16	12.62	9.11	10.41	12.32	14.51	16.00	
Data entry keyers .....	10.74	8.10	8.76	10.40	12.42	14.00	-	-	-	-	-	-	-
Teachers' aides .....	-	-	-	-	-	-	11.12	9.13	9.81	10.35	10.94	12.04	

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
<b>White-collar occupations</b> (-Continued)													
Administrative support occupations, including clerical (-Continued)													
Administrative support occupations, N.E.C. ....	\$12.23	\$8.91	\$10.00	\$12.65	\$12.91	\$16.28	\$14.84	\$11.44	\$11.69	\$13.32	\$18.12	\$22.20	
<b>Blue-collar occupations</b> .....	14.66	7.00	10.00	13.96	18.77	23.50	17.18	12.71	14.50	17.14	19.49	21.29	
Precision production, craft, and repair occupations .....	17.75	11.76	13.70	17.24	21.65	24.50	19.51	15.90	16.58	19.82	21.29	25.48	
Supervisors, mechanics and repairers	22.12	19.33	19.36	20.90	23.00	27.31	-	-	-	-	-	-	
Automobile mechanics .....	18.33	13.25	15.50	16.75	19.99	25.08	-	-	-	-	-	-	
Bus, truck, and stationary engine mechanics .....	19.88	17.99	19.40	19.85	20.42	21.99	-	-	-	-	-	-	
Aircraft engine mechanics .....	18.80	11.50	14.00	21.99	23.32	23.69	-	-	-	-	-	-	
Industrial machinery repairers .....	18.77	13.81	14.98	18.38	24.16	24.50	-	-	-	-	-	-	
Mechanics and repairers, N.E.C. ....	18.06	11.82	14.40	17.49	24.26	24.50	-	-	-	-	-	-	
Carpenters .....	21.79	16.00	22.50	23.50	23.50	24.53	-	-	-	-	-	-	
Supervisors, production occupations ..	20.02	13.75	14.80	18.10	26.35	29.33	-	-	-	-	-	-	
Machinists .....	19.00	14.00	15.85	18.38	24.50	24.50	-	-	-	-	-	-	
Stationary engineers .....	17.10	15.00	16.18	16.98	18.00	18.28	-	-	-	-	-	-	
Machine operators, assemblers, and inspectors .....	12.78	7.00	8.88	11.55	15.54	21.15	-	-	-	-	-	-	
Grinding, abrading, buffing, and polishing machine operators .....	12.83	9.20	11.86	12.23	12.77	19.41	-	-	-	-	-	-	
Molding and casting machine operators .....	10.68	7.50	8.50	10.48	12.35	14.68	-	-	-	-	-	-	
Printing press operators .....	14.14	9.15	12.00	15.19	15.84	17.57	-	-	-	-	-	-	
Painting and paint spraying machine operators .....	14.89	7.70	13.00	16.00	17.58	19.37	-	-	-	-	-	-	
Furnace, kiln, and oven operators, except food .....	11.58	9.00	10.00	10.75	13.36	15.50	-	-	-	-	-	-	
Miscellaneous machine operators, N.E.C. ....	10.96	6.81	8.00	10.75	13.00	16.31	-	-	-	-	-	-	
Welders and cutters .....	14.93	11.22	12.94	15.24	16.93	18.38	-	-	-	-	-	-	
Assemblers .....	11.99	7.00	8.50	11.52	13.93	18.01	-	-	-	-	-	-	
Production inspectors, checkers and examiners .....	19.00	10.82	15.10	18.47	24.85	25.26	-	-	-	-	-	-	
Transportation and material moving occupations .....	14.99	7.50	10.50	14.36	18.32	22.83	16.60	12.54	13.78	16.97	18.86	19.60	
Truck drivers .....	14.56	9.25	11.25	14.68	16.67	20.86	-	-	-	-	-	-	
Bus drivers .....	-	-	-	-	-	-	15.34	12.01	13.21	15.09	17.97	18.86	
Parking lot attendants .....	6.61	5.84	5.98	6.00	7.00	7.50	-	-	-	-	-	-	
Motor transportation occupations, N.E.C. ....	9.75	5.97	6.58	8.00	9.58	20.03	-	-	-	-	-	-	
Industrial truck and tractor equipment operators .....	15.15	8.50	9.80	15.05	17.24	27.95	-	-	-	-	-	-	
Miscellaneous material moving equipment operators, N.E.C. ....	19.44	12.66	13.80	18.17	23.69	23.69	17.42	15.56	15.56	16.59	18.97	20.48	
Handlers, equipment cleaners, helpers, and laborers .....	10.45	5.75	7.00	9.26	13.12	16.92	14.27	11.02	13.99	14.51	15.05	17.14	
Groundskeepers and gardeners except farm .....	9.99	6.15	7.91	9.50	10.50	16.92	-	-	-	-	-	-	
Production helpers .....	9.41	6.50	7.86	8.57	9.57	12.08	-	-	-	-	-	-	
Stock handlers and baggers .....	9.32	5.50	5.75	7.25	13.51	14.30	-	-	-	-	-	-	
Freight, stock, and material handlers, N.E.C. ....	11.42	7.00	8.27	10.75	15.10	17.41	-	-	-	-	-	-	
Vehicle washers and equipment cleaners .....	7.18	5.75	6.25	7.00	7.25	9.52	-	-	-	-	-	-	
Hand packers and packagers .....	10.42	7.00	7.00	10.30	13.12	17.07	-	-	-	-	-	-	
Laborers except construction, N.E.C. ....	10.06	6.25	6.80	9.85	13.00	14.32	-	-	-	-	-	-	
<b>Service occupations</b> .....	8.61	5.25	6.25	7.58	9.63	11.95	16.81	9.93	11.94	14.82	21.97	24.71	
Protective service occupations .....	8.00	5.25	5.50	6.50	8.00	13.85	20.52	14.34	17.26	21.58	23.61	25.66	
Supervisors, police and detectives .....	-	-	-	-	-	-	28.06	25.31	25.88	26.97	28.92	31.66	
Firefighting occupations .....	-	-	-	-	-	-	21.12	18.23	20.08	21.51	23.07	23.20	

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
<b>Service occupations (-Continued)</b>													
Protective service occupations (-Continued)													
Police and detectives, public service ..	—	—	—	—	—	—	\$22.59	\$17.74	\$21.15	\$23.39	\$24.71	\$25.66	
Correctional institution officers .....	—	—	—	—	—	—	16.76	14.13	14.82	15.24	18.55	21.92	
Guards and police except public service .....	\$7.80	\$5.25	\$5.50	\$6.50	\$7.73	\$12.84	—	—	—	—	—	—	
Food service occupations .....	7.67	5.15	5.40	6.75	8.77	11.24	10.22	8.08	8.90	10.01	10.94	13.47	
Supervisors, food preparation and service occupations .....	12.43	7.10	8.65	11.20	15.00	21.15	—	—	—	—	—	—	
Waiters and waitresses .....	5.63	4.90	4.90	5.15	5.56	6.76	—	—	—	—	—	—	
Cooks .....	9.12	6.25	7.38	8.50	11.23	12.27	11.67	10.23	10.46	11.48	13.47	13.47	
Food counter, fountain, and related occupations .....	7.35	5.40	6.00	6.45	7.90	9.60	—	—	—	—	—	—	
Kitchen workers, food preparation .....	7.98	6.10	6.50	7.10	9.15	10.50	8.24	6.44	7.70	8.32	9.22	9.48	
Waiters/Waitresses' assistants .....	6.02	5.15	5.50	5.58	6.00	8.00	—	—	—	—	—	—	
Food preparation occupations, N.E.C. ....	6.96	5.25	5.50	6.50	7.68	9.10	9.90	8.51	8.90	9.94	10.69	10.69	
Health service occupations .....	9.05	6.75	8.00	9.00	10.39	10.83	12.40	10.00	10.93	12.86	14.13	14.47	
Health aides, except nursing .....	10.27	8.09	9.95	10.66	10.66	11.96	—	—	—	—	—	—	
Nursing aides, orderlies and attendants .....	8.73	6.60	8.00	8.75	9.55	10.62	12.56	10.21	11.19	12.86	14.13	14.47	
Cleaning and building service occupations .....	8.43	6.35	7.15	7.70	9.60	11.12	11.62	9.56	11.49	11.85	12.48	12.65	
Supervisors, cleaning & building service workers .....	11.64	8.75	10.56	11.37	12.00	15.87	—	—	—	—	—	—	
Maids and housemen .....	7.70	6.05	6.79	7.56	8.15	9.53	—	—	—	—	—	—	
Janitors and cleaners .....	8.22	6.29	7.25	7.58	9.54	10.44	11.59	9.56	11.49	11.82	12.37	12.65	
Personal service occupations .....	11.33	6.00	6.50	8.40	11.95	21.18	11.99	9.51	10.15	11.94	14.16	14.82	
Attendants, amusement and recreation facilities .....	6.97	5.50	6.25	7.00	7.50	8.10	—	—	—	—	—	—	
Child care workers, N.E.C. ....	—	—	—	—	—	—	11.42	9.42	9.75	11.94	12.52	14.41	
Service occupations, N.E.C. ....	9.61	6.35	7.00	9.00	11.95	14.03	—	—	—	—	—	—	

<sup>1</sup> 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. 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.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupation <sup>3</sup>	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
<b>All occupations</b> .....	\$17.84	\$8.00	\$11.03	\$15.50	\$22.03	\$28.86	\$11.11	\$5.50	\$6.40	\$9.00	\$12.62	\$20.37
All occupations excluding sales .....	18.01	8.00	11.17	15.87	22.43	29.25	11.58	5.50	6.50	9.48	13.33	21.59
<b>White-collar occupations</b> .....	20.54	10.00	12.95	17.77	25.00	32.78	14.02	6.25	8.26	11.08	18.21	25.02
White-collar occupations excluding sales .....	21.20	10.38	13.40	18.75	25.66	33.34	15.86	8.00	9.89	13.01	20.01	25.79
Professional specialty and technical occupations .....	24.53	14.63	17.53	22.19	27.66	33.64	21.16	12.00	14.72	20.01	25.02	29.31
Professional specialty occupations .....	25.70	15.50	18.97	23.22	29.00	34.14	22.65	12.59	17.08	21.94	25.70	32.32
Engineers, architects, and surveyors .....	-	-	-	-	-	-	-	-	-	-	-	-
Electrical and electronic engineers .....	29.17	20.56	21.30	28.21	36.93	41.82	-	-	-	-	-	-
Mathematical and computer scientists .....	24.38	16.80	19.71	23.29	27.55	32.86	-	-	-	-	-	-
Computer systems analysts and scientists .....	24.83	17.76	20.07	24.13	28.13	33.65	-	-	-	-	-	-
Operations and systems researchers and analysts .....	20.52	14.95	17.21	20.41	23.20	26.92	-	-	-	-	-	-
Natural scientists .....	24.15	19.40	20.85	22.55	23.81	30.44	-	-	-	-	-	-
Medical scientists .....	27.84	13.46	20.54	29.31	35.35	40.36	-	-	-	-	-	-
Health related occupations .....	22.91	16.15	18.15	22.03	25.61	28.75	23.16	14.50	19.71	23.75	25.79	27.76
Registered nurses .....	22.76	17.32	19.15	23.11	25.47	27.49	23.45	18.25	21.21	24.28	25.79	27.59
Pharmacists .....	29.72	28.00	28.00	28.75	31.83	32.79	-	-	-	-	-	-
Physical therapists .....	20.78	17.50	19.93	21.81	22.03	23.11	-	-	-	-	-	-
Therapists, N.E.C. ....	14.62	12.40	12.74	15.32	16.15	18.06	-	-	-	-	-	-
Teachers, college and university .....	32.21	20.64	26.02	32.49	37.43	45.14	31.31	19.62	22.92	33.51	39.68	46.07
Teachers, except college and university .....	25.86	11.64	20.40	27.21	32.91	35.66	17.63	8.50	10.67	13.99	23.57	29.35
Prekindergarten and kindergarten .....	11.80	7.00	8.00	8.50	11.00	25.64	-	-	-	-	-	-
Elementary school teachers .....	28.12	18.90	23.39	28.64	33.63	35.66	-	-	-	-	-	-
Secondary school teachers .....	28.02	18.41	22.58	29.33	33.51	35.66	22.58	17.46	18.21	21.28	26.18	32.26
Teachers, special education .....	27.27	18.61	21.67	27.35	32.58	36.70	-	-	-	-	-	-
Teachers, N.E.C. ....	27.32	18.94	22.19	27.83	33.43	36.84	-	-	-	-	-	-
Substitute teachers .....	-	-	-	-	-	-	11.44	10.67	10.67	10.67	12.53	13.97
Vocational and educational counselors .....	24.61	12.67	15.34	27.83	32.97	35.66	-	-	-	-	-	-
Librarians, archivists, and curators .....	22.95	18.61	18.61	19.22	28.13	32.91	-	-	-	-	-	-
Social scientists and urban planners .....	18.28	8.57	14.42	17.00	21.91	29.08	-	-	-	-	-	-
Urban planners .....	25.08	21.13	21.55	25.66	27.03	30.54	-	-	-	-	-	-
Social, recreation, and religious workers .....	17.19	12.02	14.69	18.06	18.97	18.97	17.55	14.76	16.42	18.90	18.90	19.21
Social workers .....	17.00	12.02	14.69	17.91	18.97	18.97	17.55	14.76	16.42	18.90	18.90	19.21
Lawyers and judges .....	29.55	19.44	23.10	27.87	36.06	40.44	-	-	-	-	-	-
Lawyers .....	28.83	19.44	22.79	26.54	35.26	40.44	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	-	-	-	-	-	-	-	-	-	-	-	-
Designers .....	19.27	15.38	16.18	18.75	21.88	24.62	-	-	-	-	-	-
Technical occupations .....	19.66	12.89	14.80	17.00	21.25	25.26	15.56	11.30	13.17	15.00	17.00	20.33
Clinical laboratory technologists and technicians .....	17.66	10.30	15.39	19.16	20.96	21.83	-	-	-	-	-	-
Radiological technicians .....	-	-	-	-	-	-	16.39	14.40	15.49	15.94	17.46	18.81
Licensed practical nurses .....	14.46	13.00	13.73	14.63	15.20	15.96	13.86	11.52	12.86	13.64	15.00	15.85
Health technologists and technicians, N.E.C. ....	15.33	11.39	12.95	14.50	15.36	22.28	-	-	-	-	-	-
Electrical and electronic technicians .....	18.92	14.18	15.76	17.32	23.01	25.26	-	-	-	-	-	-
Engineering technicians, N.E.C. ....	17.77	13.81	15.14	15.96	21.07	21.27	-	-	-	-	-	-
Drafters .....	15.37	11.30	14.80	15.15	17.00	18.10	-	-	-	-	-	-
Computer programmers .....	19.86	13.50	16.82	17.31	22.98	27.00	-	-	-	-	-	-
Legal assistants .....	17.13	14.28	15.00	17.00	18.52	21.00	-	-	-	-	-	-
Technical and related occupations, N.E.C. ....	18.51	12.74	14.60	17.71	21.84	23.25	-	-	-	-	-	-
Executive, administrative, and managerial occupations .....	27.46	15.75	19.54	25.26	32.90	40.21	22.25	8.68	16.05	18.63	24.32	35.00
Executives, administrators, and managers .....	30.77	17.29	23.36	29.72	36.01	44.22	-	-	-	-	-	-
Financial managers .....	25.38	17.29	21.61	23.73	29.81	35.10	-	-	-	-	-	-
Personnel and labor relations managers .....	30.14	21.15	25.96	28.85	34.61	36.73	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
<b>White-collar occupations (-Continued)</b>												
Executive, administrative, and managerial occupations (-Continued)												
Executives, administrators, and managers (-Continued)												
Purchasing managers .....	\$32.71	\$26.20	\$30.55	\$30.94	\$33.76	\$45.67	-	-	-	-	-	-
Managers, marketing, advertising and public relations .....	29.30	14.42	14.42	30.25	36.06	43.55	-	-	-	-	-	-
Administrators, education and related fields .....	32.71	18.82	30.10	34.43	37.13	40.67	-	-	-	-	-	-
Managers, medicine and health .....	26.21	14.97	20.65	28.39	30.82	33.40	-	-	-	-	-	-
Managers, food servicing and lodging establishments .....	18.69	13.46	13.60	16.54	21.63	23.64	-	-	-	-	-	-
Managers, service organizations, N.E.C. ....	18.58	11.05	12.98	18.27	25.64	25.64	-	-	-	-	-	-
Managers and administrators, N.E.C. ....	33.25	21.87	25.27	30.64	36.72	46.95	-	-	-	-	-	-
Management related occupations .....	21.45	15.09	17.19	20.19	24.04	28.77	-	-	-	-	-	-
Accountants and auditors .....	19.96	13.89	16.41	18.75	20.94	29.50	-	-	-	-	-	-
Other financial officers .....	22.31	15.27	16.73	19.46	24.04	26.25	-	-	-	-	-	-
Management analysts .....	22.14	16.66	19.04	22.31	25.26	27.73	-	-	-	-	-	-
Personnel, training, and labor relations specialists .....	24.36	17.07	21.15	23.36	29.81	32.90	-	-	-	-	-	-
Buyers, wholesale and retail trade, except farm products .....	24.54	20.92	22.57	24.07	26.30	27.49	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C. ....	20.49	15.10	17.72	20.34	23.20	26.54	-	-	-	-	-	-
Management related occupations, N.E.C. ....	20.81	14.55	16.22	18.51	24.04	29.78	-	-	-	-	-	-
Sales occupations .....	15.45	7.18	10.05	13.76	16.55	21.94	\$7.26	\$5.15	\$5.75	\$6.50	\$8.16	\$10.34
Supervisors, sales occupations .....	17.16	9.38	10.85	15.38	19.76	26.32	-	-	-	-	-	-
Sales occupations, other business services .....	16.39	10.74	10.74	17.64	19.57	24.04	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale .....	18.97	12.50	13.24	14.07	20.41	29.04	-	-	-	-	-	-
Sales workers, motor vehicles and boats .....	17.10	9.73	11.54	15.80	20.19	24.72	-	-	-	-	-	-
Sales workers, parts .....	16.49	11.72	15.59	16.55	18.31	21.05	-	-	-	-	-	-
Sales workers, other commodities .....	10.48	6.05	6.75	9.15	13.01	15.34	6.94	5.15	5.25	6.10	7.03	10.47
Cashiers .....	12.10	6.75	10.00	14.30	14.30	14.55	7.21	5.25	6.00	6.50	8.07	10.10
Sales support occupations, N.E.C. ....	12.31	8.75	10.05	13.00	14.30	14.67	-	-	-	-	-	-
Administrative support occupations, including clerical .....	12.68	8.83	10.27	12.28	14.56	17.07	10.75	7.50	8.63	10.00	12.00	14.33
Supervisors, general office .....	17.46	11.75	13.11	18.92	19.37	22.68	-	-	-	-	-	-
Supervisors, distribution, scheduling, and adjusting clerks .....	17.08	13.26	14.42	17.07	17.07	21.58	-	-	-	-	-	-
Secretaries .....	13.96	10.34	12.14	13.50	16.00	17.79	12.45	9.36	10.87	12.00	13.62	17.31
Transportation ticket and reservation agents .....	12.15	7.47	8.89	11.03	17.20	17.70	15.16	7.97	8.50	11.33	18.47	28.62
Receptionists .....	10.10	8.37	9.00	9.94	10.76	12.47	7.57	5.50	6.00	7.50	8.95	9.96
Information clerks, N.E.C. ....	10.77	7.89	9.00	10.22	12.60	13.51	-	-	-	-	-	-
Order clerks .....	11.11	8.50	9.00	10.37	13.00	16.22	-	-	-	-	-	-
Personnel clerks except payroll & timekeeping .....	13.76	10.96	12.50	12.87	16.44	16.73	-	-	-	-	-	-
Library clerks .....	-	-	-	-	-	-	9.67	7.20	7.75	9.55	11.37	11.82
File clerks .....	9.06	7.08	7.72	9.00	10.47	11.23	-	-	-	-	-	-
Records clerks, N.E.C. ....	12.55	9.37	11.11	13.06	13.33	15.43	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks .....	12.06	8.65	10.00	12.02	13.56	15.00	-	-	-	-	-	-
Payroll and timekeeping clerks .....	14.41	12.50	13.80	14.66	15.60	16.77	-	-	-	-	-	-
Billing clerks .....	12.66	9.10	10.22	12.72	13.60	17.43	-	-	-	-	-	-
Production coordinators .....	19.13	13.83	13.83	15.89	19.70	30.97	-	-	-	-	-	-
Traffic, shipping and receiving clerks .....	10.82	7.50	9.00	11.06	12.00	13.50	-	-	-	-	-	-
Stock and inventory clerks .....	14.92	9.56	11.19	14.71	18.88	21.27	-	-	-	-	-	-

See footnotes at end of table.



**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>White-collar occupations</b> (-Continued)												
Administrative support occupations, including clerical (-Continued)												
Insurance adjusters, examiners, & investigators .....	\$12.57	\$9.51	\$11.54	\$12.72	\$14.14	\$14.60	-	-	-	-	-	-
Investigators and adjusters except insurance .....	11.90	8.90	10.86	11.54	12.72	15.28	-	-	-	-	-	-
General office clerks .....	12.75	8.69	10.24	12.63	15.16	15.93	\$10.56	\$8.00	\$8.94	\$9.86	\$12.00	\$14.00
Data entry keyers .....	10.85	8.30	8.76	10.50	12.42	14.00	-	-	-	-	-	-
Teachers' aides .....	-	-	-	-	-	-	11.20	9.18	9.81	10.43	11.04	12.11
Administrative support occupations, N.E.C. ....	13.18	10.00	11.31	12.69	14.46	16.28	13.55	7.00	7.50	13.79	18.12	19.44
<b>Blue-collar occupations</b> .....	15.39	8.00	11.05	14.89	19.36	23.55	8.70	5.50	6.00	7.25	11.33	13.37
Precision production, craft, and repair occupations .....	17.94	11.85	13.90	17.50	21.56	24.50	-	-	-	-	-	-
Supervisors, mechanics and repairers	22.21	19.33	19.36	22.12	23.04	27.31	-	-	-	-	-	-
Automobile mechanics .....	18.38	13.49	15.54	16.82	19.82	23.31	-	-	-	-	-	-
Bus, truck, and stationary engine mechanics .....	19.79	17.80	19.40	19.85	20.34	21.35	-	-	-	-	-	-
Aircraft engine mechanics .....	18.80	11.50	14.00	21.99	23.32	23.69	-	-	-	-	-	-
Industrial machinery repairers .....	18.77	13.81	14.98	18.38	24.16	24.50	-	-	-	-	-	-
Electronic repairers, communications and industrial equipment .....	16.70	11.85	11.85	19.38	19.49	20.60	-	-	-	-	-	-
Mechanics and repairers, N.E.C. ....	17.75	12.56	15.45	16.58	19.58	24.50	-	-	-	-	-	-
Carpenters .....	21.57	16.00	19.88	23.50	23.50	24.53	-	-	-	-	-	-
Electricians .....	24.09	19.67	20.90	25.81	25.81	28.39	-	-	-	-	-	-
Construction trades, N.E.C. ....	15.08	11.97	13.73	14.00	16.35	19.66	-	-	-	-	-	-
Supervisors, production occupations ..	20.02	13.75	14.80	18.10	26.35	29.33	-	-	-	-	-	-
Machinists .....	19.00	14.00	15.85	18.38	24.50	24.50	-	-	-	-	-	-
Stationary engineers .....	16.78	14.69	15.00	16.98	18.00	18.28	-	-	-	-	-	-
Machine operators, assemblers, and inspectors .....	12.86	7.00	9.00	11.72	15.84	21.39	8.08	6.00	6.00	7.00	9.15	12.00
Grinding, abrading, buffing, and polishing machine operators .....	12.83	9.20	11.86	12.23	12.77	19.41	-	-	-	-	-	-
Molding and casting machine operators .....	10.68	7.50	8.50	10.48	12.35	14.68	-	-	-	-	-	-
Printing press operators .....	14.25	9.15	12.00	15.19	15.84	17.57	-	-	-	-	-	-
Painting and paint spraying machine operators .....	14.89	7.70	13.00	16.00	17.58	19.37	-	-	-	-	-	-
Furnace, kiln, and oven operators, except food .....	11.58	9.00	10.00	10.75	13.36	15.50	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C. ....	10.96	6.81	8.00	10.75	13.00	16.31	-	-	-	-	-	-
Welders and cutters .....	14.93	11.22	12.94	15.24	16.93	18.38	-	-	-	-	-	-
Assemblers .....	11.99	7.00	8.50	11.50	13.96	18.08	-	-	-	-	-	-
Production inspectors, checkers and examiners .....	19.00	10.82	15.10	18.47	24.85	25.26	-	-	-	-	-	-
Transportation and material moving occupations .....	15.97	8.25	11.25	16.08	18.86	22.83	11.23	5.93	7.50	12.50	13.37	14.34
Truck drivers .....	14.70	9.25	11.25	15.00	16.89	20.86	12.33	7.50	11.25	13.22	14.27	15.49
Bus drivers .....	15.68	10.31	13.51	16.39	18.86	18.86	13.03	11.25	12.50	12.54	13.78	14.50
Motor transportation occupations, N.E.C. ....	10.54	6.58	7.66	8.56	10.11	20.24	-	-	-	-	-	-
Industrial truck and tractor equipment operators .....	15.15	8.50	9.80	15.05	17.24	27.95	-	-	-	-	-	-
Miscellaneous material moving equipment operators, N.E.C. ....	19.15	12.66	14.25	18.18	23.69	23.69	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers .....	11.85	6.75	8.00	11.90	14.51	17.32	7.02	5.50	5.75	6.50	7.25	9.62
Groundskeepers and gardeners except farm .....	11.46	7.50	8.50	10.00	15.71	16.92	-	-	-	-	-	-
Construction laborers .....	16.53	14.51	14.51	15.05	20.68	20.68	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
<b>Blue-collar occupations</b> (-Continued)												
Handlers, equipment cleaners, helpers, and laborers (-Continued)												
Production helpers .....	\$9.41	\$6.50	\$7.86	\$8.57	\$9.57	\$12.08	-	-	-	-	-	-
Stock handlers and baggers .....	11.48	5.75	9.70	12.59	14.30	14.30	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C. ....	13.39	8.25	10.80	13.23	15.62	18.46	\$8.68	\$6.00	\$7.00	\$8.76	\$9.79	\$11.33
Vehicle washers and equipment cleaners .....	7.65	6.00	6.50	7.00	8.00	11.78	6.38	5.50	5.75	6.25	7.00	7.25
Hand packers and packagers .....	10.69	7.00	7.00	10.50	13.12	17.07	-	-	-	-	-	-
Laborers except construction, N.E.C. ....	10.49	6.50	6.95	10.00	13.09	14.72	7.03	4.90	5.50	7.00	7.21	11.30
<b>Service occupations</b> .....	11.17	6.00	7.00	9.15	12.53	21.24	7.75	5.15	5.58	6.75	9.03	10.92
Protective service occupations .....	14.72	5.25	6.50	14.82	21.74	23.84	11.22	6.00	6.50	9.93	12.52	25.00
Supervisors, police and detectives .....	28.06	25.31	25.88	26.97	28.92	31.66	-	-	-	-	-	-
Firefighting occupations .....	21.12	18.23	20.08	21.51	23.07	23.20	-	-	-	-	-	-
Police and detectives, public service ..	22.41	17.72	20.93	23.10	23.87	25.73	-	-	-	-	-	-
Correctional institution officers .....	16.76	14.13	14.82	15.24	18.55	21.92	-	-	-	-	-	-
Guards and police except public service .....	7.91	5.25	5.25	6.50	7.73	13.85	7.86	6.00	6.50	6.50	8.00	11.99
Food service occupations .....	8.89	5.15	6.33	8.10	10.50	12.67	6.47	4.90	5.15	5.95	7.10	9.18
Supervisors, food preparation and service occupations .....	12.71	7.50	9.62	11.20	15.00	21.15	-	-	-	-	-	-
Waiters and waitresses .....	5.64	4.90	5.15	5.15	5.60	7.41	5.61	4.90	4.90	5.15	5.15	6.50
Cooks .....	9.62	6.80	7.61	9.94	11.64	12.50	8.01	5.25	6.20	8.00	9.21	11.48
Food counter, fountain, and related occupations .....	8.06	6.00	6.45	6.83	9.60	13.95	-	-	-	-	-	-
Kitchen workers, food preparation .....	8.69	6.10	6.60	8.05	10.05	10.50	7.44	6.25	6.50	7.10	8.27	9.45
Waiters/Waitresses' assistants .....	-	-	-	-	-	-	6.09	5.15	5.50	5.58	6.50	8.00
Food preparation occupations, N.E.C. ....	8.30	6.00	6.90	8.00	9.10	10.69	6.46	5.25	5.35	5.75	7.00	9.04
Health service occupations .....	9.53	6.75	8.15	9.33	10.66	12.35	9.13	7.70	8.50	9.00	9.77	10.80
Health aides, except nursing .....	10.70	9.73	10.39	10.66	11.07	12.40	9.14	7.64	8.09	9.00	9.55	11.00
Nursing aides, orderlies and attendants .....	9.20	6.75	8.00	8.98	10.22	12.34	9.13	7.70	8.50	9.00	10.00	10.80
Cleaning and building service occupations .....	9.12	6.56	7.58	8.40	11.27	12.18	8.74	6.50	7.50	8.75	9.56	11.30
Supervisors, cleaning & building service workers .....	11.88	9.00	10.56	11.62	13.50	15.87	-	-	-	-	-	-
Maids and housemen .....	7.52	5.85	6.64	7.30	8.15	9.10	-	-	-	-	-	-
Janitors and cleaners .....	9.09	6.84	7.58	8.45	11.26	12.18	8.39	6.42	7.00	8.00	9.50	11.30
Personal service occupations .....	13.14	6.25	7.50	9.97	14.58	28.77	8.60	6.00	6.25	8.00	9.98	12.52
Attendants, amusement and recreation facilities .....	-	-	-	-	-	-	6.76	5.50	5.50	6.50	7.75	8.00
Child care workers, N.E.C. ....	-	-	-	-	-	-	10.34	6.08	9.10	9.96	12.52	13.11
Service occupations, N.E.C. ....	9.73	6.35	8.00	9.15	11.95	14.03	8.94	6.00	6.00	6.00	10.80	12.43

<sup>1</sup> 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> 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.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table A-4. Weekly and annual earnings<sup>1</sup> and hours for selected occupations, full-time workers only<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupation <sup>3</sup>	All industries					
	Mean weekly hours <sup>4</sup>	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
<b>All occupations</b> .....	39.8	\$710	\$619	2,031	\$36,228	\$31,980
All occupations excluding sales .....	39.8	717	635	2,029	36,546	32,760
<b>White-collar occupations</b> .....	39.8	817	707	2,014	41,365	36,026
White-collar occupations excluding sales .....	39.8	844	748	2,008	42,576	37,794
Professional specialty and technical occupations .....	39.6	972	885	1,934	47,441	43,883
Professional specialty occupations .....	39.7	1,020	926	1,909	49,062	45,510
Engineers, architects, and surveyors .....	—	—	—	—	—	—
Electrical and electronic engineers .....	40.0	1,167	1,128	2,080	60,678	58,677
Mathematical and computer scientists .....	40.0	974	930	2,078	50,653	48,381
Computer systems analysts and scientists .....	40.0	992	960	2,078	51,576	49,920
Operations and systems researchers and analysts .....	40.0	821	816	2,080	42,671	42,453
Natural scientists .....	40.0	966	902	2,080	50,229	46,904
Medical scientists .....	40.0	1,114	1,172	2,080	57,904	60,965
Health related occupations .....	39.7	910	881	2,042	46,785	45,781
Registered nurses .....	39.8	906	924	2,028	46,151	46,758
Pharmacists .....	38.4	1,142	1,150	1,998	59,369	59,800
Physical therapists .....	40.0	831	872	2,080	43,230	45,365
Therapists, N.E.C. ....	40.0	585	613	2,080	30,417	31,866
Teachers, college and university .....	39.9	1,286	1,300	1,740	56,054	53,446
Teachers, except college and university .....	38.4	993	1,035	1,499	38,775	40,466
Prekindergarten and kindergarten .....	39.7	469	340	1,938	22,874	18,200
Elementary school teachers .....	38.4	1,081	1,105	1,430	40,227	42,150
Secondary school teachers .....	38.2	1,071	1,123	1,433	40,160	42,701
Teachers, special education .....	38.0	1,035	1,036	1,474	40,198	39,585
Teachers, N.E.C. ....	37.2	1,016	1,025	1,586	43,320	43,942
Vocational and educational counselors .....	39.0	961	1,084	1,547	38,060	42,094
Librarians, archivists, and curators .....	39.5	907	744	1,777	40,776	42,094
Social scientists and urban planners .....	39.0	713	667	1,950	35,657	35,360
Urban planners .....	40.0	1,003	1,026	2,080	52,158	53,373
Social, recreation, and religious workers .....	39.9	686	722	2,050	35,234	37,565
Social workers .....	39.9	679	716	2,049	34,829	36,858
Lawyers and judges .....	41.1	1,214	1,113	2,136	63,113	57,894
Lawyers .....	41.1	1,185	1,086	2,138	61,635	56,464
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	—	—	—	—	—	—
Designers .....	40.0	771	750	2,080	40,084	39,000
Technical occupations .....	39.4	774	674	2,045	40,208	35,048
Clinical laboratory technologists and technicians .....	40.0	707	766	2,080	36,743	39,853
Licensed practical nurses .....	40.0	578	585	2,080	30,068	30,430
Health technologists and technicians, N.E.C. ....	40.0	613	580	2,080	31,887	30,160
Electrical and electronic technicians .....	40.0	757	693	2,080	39,347	36,026
Engineering technicians, N.E.C. ....	40.0	711	638	2,080	36,965	33,197
Drafters .....	40.0	615	606	2,080	31,978	31,512
Computer programmers .....	39.8	790	692	2,068	41,061	36,005
Legal assistants .....	38.7	663	646	2,014	34,493	33,599
Technical and related occupations, N.E.C. ....	39.5	731	708	2,041	37,779	36,837
Executive, administrative, and managerial occupations ...	40.3	1,106	1,010	2,091	57,417	52,499
Executives, administrators, and managers .....	40.4	1,244	1,202	2,098	64,555	62,483
Financial managers .....	39.9	1,012	949	2,073	52,608	49,358
Personnel and labor relations managers .....	39.5	1,192	1,154	2,056	61,963	60,008
Purchasing managers .....	40.0	1,309	1,238	2,080	68,044	64,355
Managers., marketing, advertising and public relations .....	40.9	1,198	1,210	2,126	62,295	62,920
Administrators, education and related fields .....	39.9	1,305	1,377	2,014	65,859	70,803
Managers, medicine and health .....	40.0	1,048	1,136	2,080	54,513	59,051
Managers, food servicing and lodging establishments .....	42.5	794	827	2,211	41,312	43,004
Managers, service organizations, N.E.C. ....	45.5	845	721	2,366	43,960	37,502
Managers and administrators, N.E.C. ....	40.4	1,344	1,227	2,102	69,912	63,794
Management related occupations .....	40.0	858	802	2,077	44,554	41,454
Accountants and auditors .....	40.0	798	750	2,080	41,508	39,000
Other financial officers .....	39.9	891	778	2,076	46,322	40,477
Management analysts .....	40.0	885	892	2,080	46,043	46,405

See footnotes at end of table.

**Table A-4. Weekly and annual earnings<sup>1</sup> and hours for selected occupations, full-time workers only<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean weekly hours <sup>4</sup>	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
<b>White-collar occupations</b> (-Continued)						
Executive, administrative, and managerial occupations (-Continued)						
Management related occupations (-Continued)						
Personnel, training, and labor relations specialists .....	40.0	\$974	\$934	2,080	\$50,671	\$48,589
Buyers, wholesale and retail trade, except farm products .....	39.7	974	963	2,065	50,665	50,066
Purchasing agents and buyers, N.E.C. ....	40.0	820	814	2,047	41,962	41,704
Management related occupations, N.E.C. ....	40.1	835	740	2,087	43,423	38,501
Sales occupations .....	39.7	613	515	2,060	31,831	26,770
Supervisors, sales occupations .....	40.9	701	615	2,126	36,469	31,990
Sales occupations, other business services .....	40.0	656	706	2,080	34,097	36,691
Sales representatives, mining, manufacturing, and wholesale .....	40.6	770	563	2,110	40,022	29,266
Sales workers, motor vehicles and boats .....	41.5	709	676	2,156	36,874	35,155
Sales workers, parts .....	40.3	664	662	2,095	34,544	34,424
Sales workers, other commodities .....	38.8	407	358	2,019	21,154	18,616
Cashiers .....	38.3	463	515	1,977	23,910	26,770
Sales support occupations, N.E.C. ....	40.0	492	520	2,080	25,606	27,040
Administrative support occupations, including clerical .....	39.8	505	491	2,063	26,155	25,272
Supervisors, general office .....	39.5	690	744	2,054	35,859	38,667
Supervisors, distribution, scheduling, and adjusting clerks .....	40.0	683	683	2,080	35,532	35,506
Secretaries .....	39.6	553	531	2,018	28,175	27,040
Transportation ticket and reservation agents .....	40.0	486	441	2,080	25,274	22,942
Receptionists .....	39.9	403	398	2,074	20,947	20,675
Information clerks, N.E.C. ....	39.9	429	403	2,072	22,313	20,946
Order clerks .....	40.0	444	415	2,080	23,108	21,570
Personnel clerks except payroll & timekeeping .....	40.0	550	515	2,080	28,618	26,770
File clerks .....	39.6	359	360	2,059	18,652	18,720
Records clerks, N.E.C. ....	39.7	498	508	2,062	25,892	26,395
Bookkeepers, accounting and auditing clerks .....	39.8	479	483	2,067	24,922	25,106
Payroll and timekeeping clerks .....	40.0	577	586	2,080	29,980	30,493
Billing clerks .....	40.0	506	509	2,080	26,334	26,458
Production coordinators .....	40.0	765	636	2,080	39,792	33,051
Traffic, shipping and receiving clerks .....	39.6	428	442	2,060	22,275	23,005
Stock and inventory clerks .....	40.0	597	588	2,080	31,040	30,597
Insurance adjusters, examiners, & investigators ..	39.5	497	503	2,056	25,855	26,155
Investigators and adjusters except insurance .....	40.0	476	462	2,080	24,747	24,003
General office clerks .....	39.8	508	500	2,071	26,417	26,000
Data entry keyers .....	39.1	425	416	2,035	22,085	21,632
Administrative support occupations, N.E.C. ....	39.9	525	508	2,053	27,056	26,395
<b>Blue-collar occupations</b> .....	40.0	615	600	2,072	31,899	31,096
Precision production, craft, and repair occupations .....	39.8	714	699	2,066	37,065	36,358
Supervisors, mechanics and repairers .....	41.5	921	898	2,156	47,866	46,675
Automobile mechanics .....	40.0	735	673	2,080	38,225	34,986
Bus, truck, and stationary engine mechanics .....	40.0	792	794	2,080	41,165	41,288
Aircraft engine mechanics .....	40.0	752	880	2,080	39,107	45,739
Industrial machinery repairers .....	40.0	751	735	2,080	39,047	38,230
Electronic repairers, communications and industrial equipment .....	40.0	668	775	2,080	34,734	40,310
Mechanics and repairers, N.E.C. ....	40.1	712	663	2,043	36,256	34,174
Carpenters .....	39.8	859	940	2,071	44,666	48,880
Electricians .....	40.0	964	1,032	2,080	50,114	53,685
Construction trades, N.E.C. ....	40.0	603	560	2,080	31,360	29,120
Supervisors, production occupations .....	40.0	801	724	2,080	41,640	37,648
Machinists .....	40.0	760	735	2,080	39,511	38,230
Stationary engineers .....	39.9	670	679	2,076	34,828	35,318
Machine operators, assemblers, and inspectors .....	39.9	513	469	2,074	26,673	24,378
Grinding, abrading, buffing, and polishing machine operators .....	40.0	513	489	2,080	26,688	25,438
Molding and casting machine operators .....	38.9	416	410	2,025	21,628	21,299
Printing press operators .....	40.0	570	608	2,080	29,644	31,595
Painting and paint spraying machine operators ...	40.0	595	640	2,080	30,966	33,280

See footnotes at end of table.

**Table A-4. Weekly and annual earnings<sup>1</sup> and hours for selected occupations, full-time workers only<sup>2</sup>, all industries, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean weekly hours <sup>4</sup>	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
<b>Blue-collar occupations</b> (-Continued)						
Machine operators, assemblers, and inspectors (-Continued)						
Furnace, kiln, and oven operators, except food ...	40.0	\$463	\$430	2,080	\$24,076	\$22,360
Miscellaneous machine operators, N.E.C. ....	40.0	439	430	2,080	22,803	22,360
Welders and cutters .....	40.0	597	610	2,080	31,064	31,699
Assemblers .....	40.0	480	460	2,080	24,949	23,920
Production inspectors, checkers and examiners ..	40.0	760	739	2,080	39,515	38,418
Transportation and material moving occupations .....	40.7	650	650	2,102	33,580	33,800
Truck drivers .....	41.8	614	643	2,169	31,881	33,446
Bus drivers .....	39.6	621	656	1,983	31,079	34,091
Motor transportation occupations, N.E.C. ....	40.0	421	342	2,080	21,914	17,805
Industrial truck and tractor equipment operators ..	40.0	606	602	2,080	31,502	31,304
Miscellaneous material moving equipment operators, N.E.C. ....	40.0	766	727	2,080	39,824	37,814
Handlers, equipment cleaners, helpers, and laborers .....	39.7	470	476	2,049	24,281	24,502
Groundskeepers and gardeners except farm .....	40.0	458	400	2,005	22,976	20,800
Construction laborers .....	39.7	657	602	1,964	32,474	31,304
Production helpers .....	40.0	376	343	2,080	19,573	17,826
Stock handlers and baggers .....	38.4	441	504	1,999	22,950	26,187
Freight, stock, and material handlers, N.E.C. ....	39.9	534	520	2,072	27,750	27,040
Vehicle washers and equipment cleaners .....	40.0	306	280	2,080	15,907	14,560
Hand packers and packagers .....	40.0	428	420	2,080	22,239	21,840
Laborers except construction, N.E.C. ....	39.9	419	400	2,075	21,772	20,800
<b>Service occupations</b> .....						
Protective service occupations .....	40.6	598	593	2,107	31,019	30,826
Supervisors, police and detectives .....	40.0	1,122	1,079	2,080	58,361	56,098
Firefighting occupations .....	46.4	980	1,020	2,412	50,957	53,036
Police and detectives, public service .....	40.0	896	924	2,080	46,614	48,048
Correctional institution officers .....	40.0	670	610	2,080	34,854	31,699
Guards and police except public service .....	40.0	316	260	2,071	16,387	13,520
Food service occupations .....	38.8	345	316	2,002	17,802	16,328
Supervisors, food preparation and service occupations .....	40.6	517	481	2,113	26,860	25,002
Waiters and waitresses .....	36.6	207	206	1,905	10,751	10,712
Cooks .....	39.4	379	366	2,015	19,380	18,200
Food counter, fountain, and related occupations .....	40.0	322	273	2,075	16,722	14,206
Kitchen workers, food preparation .....	38.4	334	320	1,996	17,348	16,640
Food preparation occupations, N.E.C. ....	38.8	322	316	2,015	16,723	16,432
Health service occupations .....	39.5	376	363	2,053	19,564	18,866
Health aides, except nursing .....	40.0	428	426	2,080	22,254	22,173
Nursing aides, orderlies and attendants .....	39.3	362	350	2,044	18,813	18,200
Cleaning and building service occupations .....	39.8	363	330	2,053	18,717	17,165
Supervisors, cleaning & building service workers .....	40.0	475	465	2,080	24,720	24,170
Maids and housemen .....	39.1	294	292	2,035	15,300	15,184
Janitors and cleaners .....	39.9	363	338	2,053	18,673	17,514
Personal service occupations .....	36.2	476	408	1,798	23,624	20,280
Service occupations, N.E.C. ....	40.0	389	366	2,010	19,555	18,720

<sup>1</sup> Earnings are the straight-time 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

<sup>2</sup> 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.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>4</sup> Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>All occupations</b> .....	\$17.05	\$16.15	\$20.57	\$17.84	\$11.11
All occupations excluding sales .....	17.29	16.36	20.58	18.01	11.58
<b>White-collar occupations</b> .....	19.87	19.15	22.03	20.54	14.02
Level 1 .....	7.06	7.04	—	8.07	6.20
Level 2 .....	9.01	8.97	9.90	9.67	7.49
Level 3 .....	9.78	9.48	11.12	10.01	9.19
Level 4 .....	12.32	12.24	12.83	12.48	11.04
Level 5 .....	14.04	14.22	13.54	14.11	13.22
Level 6 .....	15.47	15.36	16.27	15.40	16.22
Level 7 .....	17.38	17.16	18.19	17.45	15.65
Level 8 .....	21.27	20.47	23.52	21.25	21.48
Level 9 .....	23.61	22.87	24.66	23.74	22.07
Level 10 .....	25.04	24.70	25.54	24.83	27.34
Level 11 .....	27.97	28.56	26.84	27.95	—
Level 12 .....	33.82	33.81	33.91	33.67	—
Level 13 .....	45.99	48.27	41.24	45.60	—
Level 14 .....	48.16	52.25	43.39	48.74	—
Not able to be leveled .....	—	—	—	—	15.02
White-collar occupations excluding sales .....	20.71	20.17	22.06	21.20	15.86
Level 1 .....	7.10	6.93	—	—	6.72
Level 2 .....	9.68	9.66	9.90	10.09	8.41
Level 3 .....	10.27	9.98	11.13	10.35	10.00
Level 4 .....	12.33	12.22	12.83	12.43	11.60
Level 5 .....	13.93	14.11	13.50	13.98	13.41
Level 6 .....	15.65	15.54	16.27	15.60	16.17
Level 7 .....	17.34	17.07	18.19	17.42	15.65
Level 8 .....	21.42	20.58	23.52	21.41	21.48
Level 9 .....	23.54	22.73	24.66	23.67	22.07
Level 10 .....	24.78	24.19	25.54	24.52	27.34
Level 11 .....	27.94	28.58	26.84	27.93	—
Level 12 .....	33.86	33.85	33.91	33.70	—
Level 13 .....	41.48	41.60	41.24	40.92	—
Level 14 .....	48.16	52.25	43.39	48.74	—
Not able to be leveled .....	—	—	—	—	15.18
Professional specialty and technical occupations .....	24.21	23.91	24.75	24.53	21.16
Professional specialty occupations .....	25.42	25.02	26.05	25.70	22.65
Level 5 .....	15.02	15.11	—	15.47	9.96
Level 6 .....	15.87	15.95	—	16.15	13.69
Level 7 .....	19.30	18.72	20.96	19.80	14.45
Level 8 .....	22.51	20.97	25.70	22.58	21.99
Level 9 .....	23.97	22.76	25.20	24.20	22.07
Level 10 .....	24.44	23.24	25.23	23.98	27.85
Level 11 .....	26.62	26.69	26.51	26.58	—
Level 12 .....	33.22	34.26	—	32.68	—
Level 13 .....	38.23	37.83	—	37.07	—
Level 14 .....	42.14	—	—	42.40	—
Not able to be leveled .....	95.41	—	—	100.21	—
Engineers, architects, and surveyors .....	—	—	—	—	—
Mathematical and computer scientists .....	24.38	24.46	23.97	24.38	—
Level 7 .....	20.90	21.32	—	20.90	—
Level 8 .....	23.80	—	—	23.80	—
Level 9 .....	24.66	24.85	22.57	24.66	—
Level 11 .....	25.75	27.08	—	25.75	—
Level 12 .....	31.41	—	—	31.41	—
Natural scientists .....	24.15	27.75	—	24.15	—
Health related occupations .....	22.98	22.71	23.51	22.91	23.16
Level 7 .....	16.38	16.11	—	17.30	—
Level 8 .....	22.49	22.38	—	22.14	23.07
Level 9 .....	22.43	22.06	23.02	22.10	23.40
Level 10 .....	21.28	23.40	—	20.48	—
Level 11 .....	29.74	—	—	—	—
Teachers, college and university .....	32.01	25.90	—	32.21	31.31
Level 9 .....	24.20	—	—	—	—

See footnotes at end of table.

**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations (-Continued)</b>					
Teachers, college and university (-Continued)					
Level 11 .....	\$26.80	\$26.80	—	\$26.90	—
Teachers, except college and university .....	25.34	11.70	\$27.86	25.86	\$17.63
Level 5 .....	8.95	8.58	—	—	9.51
Level 6 .....	12.57	12.39	—	—	12.71
Level 7 .....	24.20	16.81	—	24.20	—
Level 8 .....	27.37	14.17	28.06	28.00	—
Level 9 .....	27.88	21.61	28.02	28.07	22.85
Librarians, archivists, and curators .....	23.83	—	23.83	22.95	—
Social scientists and urban planners .....	18.69	—	24.86	18.28	—
Level 9 .....	17.66	—	—	18.50	—
Level 10 .....	20.73	—	—	20.73	—
Social, religious, and recreation workers .....	17.26	13.82	18.68	17.19	17.55
Level 8 .....	16.17	—	—	—	—
Lawyers and judges .....	29.55	28.97	31.26	29.55	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	—	—	—	—	—
Level 8 .....	20.92	20.92	—	20.92	—
Level 9 .....	19.98	—	—	19.98	—
Technical occupations .....	19.25	20.07	17.00	19.66	15.56
Level 4 .....	12.93	12.88	—	12.75	13.27
Level 5 .....	14.84	14.94	14.59	15.10	13.07
Level 6 .....	16.78	17.19	—	16.46	17.70
Level 7 .....	16.40	16.40	16.40	16.40	—
Level 8 .....	21.37	21.33	—	21.44	—
Level 9 .....	22.68	23.29	—	22.75	—
Executive, administrative, and managerial occupations ...	27.40	27.18	28.19	27.46	22.25
Level 5 .....	11.42	11.42	—	11.25	—
Level 6 .....	14.71	14.71	—	14.71	—
Level 7 .....	16.50	15.90	19.20	16.47	—
Level 8 .....	18.73	18.88	18.20	18.71	—
Level 9 .....	22.46	22.64	21.82	22.45	—
Level 10 .....	27.49	27.17	—	27.42	—
Level 11 .....	27.32	27.36	27.25	27.32	—
Level 12 .....	33.95	33.49	37.96	33.95	—
Level 13 .....	41.48	41.30	—	41.24	—
Level 14 .....	55.22	56.13	—	55.22	—
Executives, administrators, and managers .....	30.70	29.84	35.11	30.77	—
Level 6 .....	14.69	14.69	—	14.69	—
Level 7 .....	15.42	15.42	—	15.42	—
Level 8 .....	19.03	19.03	—	18.99	—
Level 9 .....	24.12	24.25	23.60	24.12	—
Level 10 .....	27.62	27.62	—	27.53	—
Level 11 .....	29.21	28.30	32.06	29.21	—
Level 12 .....	34.12	33.65	37.96	34.12	—
Level 13 .....	41.48	41.30	—	41.24	—
Level 14 .....	55.30	56.52	—	55.30	—
Management related occupations .....	21.44	21.27	21.79	21.45	—
Level 5 .....	13.68	13.68	—	13.68	—
Level 6 .....	14.72	14.72	—	14.72	—
Level 7 .....	17.02	16.22	19.20	16.99	—
Level 8 .....	18.44	18.61	18.20	18.44	—
Level 9 .....	20.55	20.62	20.33	20.52	—
Level 11 .....	25.18	25.60	—	25.18	—
Sales occupations .....	14.03	14.04	—	15.45	7.26
Level 1 .....	7.05	7.07	—	—	6.05
Level 2 .....	6.11	6.11	—	—	5.81
Level 3 .....	8.56	8.54	—	8.90	8.03
Level 4 .....	12.29	12.29	—	12.62	7.92
Level 5 .....	14.86	14.81	—	15.05	—
Level 6 .....	14.61	14.61	—	14.55	—
Level 7 .....	17.66	17.66	—	17.66	—
Level 8 .....	19.59	19.59	—	19.59	—

See footnotes at end of table.

**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations (-Continued)</b>					
Sales occupations (-Continued)					
Level 9 .....	\$28.99	\$28.99	—	\$28.99	—
Level 11 .....	28.39	28.39	—	28.39	—
Administrative support occupations, including clerical .....					
Level 1 .....	12.42	12.27	\$12.95	12.68	\$10.75
Level 2 .....	7.10	6.93	—	—	6.72
Level 3 .....	9.68	9.66	9.90	10.09	8.41
Level 4 .....	10.26	9.97	11.09	10.33	10.00
Level 5 .....	12.42	12.32	12.81	12.54	11.43
Level 6 .....	13.42	13.52	13.26	13.29	15.19
Level 7 .....	15.29	15.01	16.84	15.25	—
Level 7 .....	16.94	16.99	16.72	16.93	—
Not able to be leveled .....	10.55	—	—	—	—
<b>Blue-collar occupations .....</b>					
Level 1 .....	14.89	14.66	17.18	15.39	8.70
Level 2 .....	7.57	7.57	—	8.32	6.09
Level 3 .....	8.99	8.97	—	9.37	7.13
Level 4 .....	12.50	12.31	14.01	12.73	10.10
Level 5 .....	13.50	13.31	14.87	13.61	12.08
Level 6 .....	14.49	13.96	16.90	14.50	14.33
Level 7 .....	17.32	17.15	18.46	17.32	—
Level 8 .....	20.23	20.18	20.74	20.23	—
Level 9 .....	23.34	23.34	—	23.34	—
Level 9 .....	24.53	24.46	—	24.53	—
Not able to be leveled .....	12.30	12.67	—	—	—
Precision production, craft, and repair occupations .....					
Level 3 .....	17.90	17.75	19.51	17.94	—
Level 4 .....	11.84	11.34	—	11.84	—
Level 5 .....	13.88	13.88	—	13.88	—
Level 6 .....	13.49	13.11	—	13.49	—
Level 7 .....	17.84	17.80	18.10	17.84	—
Level 8 .....	20.12	20.04	20.84	20.12	—
Level 9 .....	23.21	23.21	—	23.21	—
Level 9 .....	23.78	23.78	—	23.78	—
Machine operators, assemblers, and inspectors .....					
Level 1 .....	12.78	12.78	—	12.86	8.08
Level 2 .....	8.43	8.43	—	8.44	—
Level 3 .....	8.89	8.89	—	8.97	—
Level 4 .....	11.16	11.16	—	11.33	—
Level 5 .....	12.84	12.84	—	12.84	—
Level 6 .....	12.57	12.57	—	12.59	—
Level 7 .....	14.32	14.32	—	14.32	—
Level 7 .....	20.44	20.44	—	20.44	—
Transportation and material moving occupations .....					
Level 2 .....	15.36	14.99	16.60	15.97	11.23
Level 3 .....	7.66	7.66	—	8.39	—
Level 4 .....	14.39	14.63	12.83	14.74	11.72
Level 5 .....	13.15	12.53	14.65	13.39	12.29
Level 6 .....	16.51	16.22	16.98	16.73	14.69
Level 7 .....	19.12	19.17	—	19.12	—
Level 7 .....	21.18	21.15	—	21.18	—
Handlers, equipment cleaners, helpers, and laborers .....					
Level 1 .....	10.76	10.45	14.27	11.85	7.02
Level 2 .....	6.89	6.89	—	7.83	6.10
Level 3 .....	8.57	8.51	—	9.00	7.40
Level 4 .....	12.12	11.71	13.91	12.52	8.99
Level 5 .....	13.95	13.62	—	14.06	—
Level 5 .....	14.03	13.91	—	14.10	—
<b>Service occupations .....</b>					
Level 1 .....	10.37	8.61	16.81	11.17	7.75
Level 2 .....	7.23	6.92	11.25	7.80	6.03
Level 3 .....	7.27	7.08	10.82	7.45	6.81
Level 4 .....	8.34	7.88	10.79	8.83	7.26
Level 5 .....	9.74	9.53	11.76	9.93	8.81
Level 6 .....	14.24	13.41	15.33	14.97	10.29
Level 7 .....	15.28	12.21	17.68	15.75	—
Level 7 .....	20.71	—	21.82	20.51	—
Level 8 .....	24.13	—	—	24.13	—

See footnotes at end of table.



**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Service occupations (-Continued)</b>					
Level 9 .....	\$24.38	—	\$27.98	\$24.38	—
Protective service occupations .....	14.39	\$8.00	20.52	14.72	\$11.22
Level 3 .....	9.16	8.82	—	—	—
Level 5 .....	15.33	—	15.71	16.32	—
Level 6 .....	19.45	—	—	19.45	—
Level 7 .....	22.04	—	22.04	21.87	—
Level 9 .....	26.71	—	27.98	26.71	—
Food service occupations .....	7.82	7.67	10.22	8.89	6.47
Level 1 .....	6.00	5.99	—	6.43	5.80
Level 2 .....	6.96	6.85	9.43	7.13	6.81
Level 3 .....	6.77	6.52	9.26	7.20	6.34
Level 4 .....	9.40	9.32	—	10.21	7.29
Level 5 .....	10.30	10.00	—	10.48	—
Health service occupations .....	9.47	9.05	12.40	9.53	9.13
Level 2 .....	7.83	7.47	—	7.91	—
Level 3 .....	8.99	8.95	—	8.97	9.07
Level 4 .....	10.42	10.12	—	10.41	10.44
Level 5 .....	11.46	9.62	—	11.59	—
Cleaning and building service occupations .....	9.09	8.43	11.62	9.12	8.74
Level 1 .....	8.14	7.68	11.35	8.14	8.09
Level 2 .....	8.08	7.75	—	8.04	8.75
Level 3 .....	10.11	9.27	11.49	10.26	8.97
Level 4 .....	11.31	10.81	11.97	11.32	—
Personal service occupations .....	11.39	11.33	11.99	13.14	8.60
Level 1 .....	5.66	5.66	—	—	—
Level 2 .....	6.69	6.68	—	—	6.44
Level 3 .....	8.44	8.16	—	—	8.49
Level 4 .....	11.82	11.89	—	14.12	—
Level 5 .....	17.87	17.87	—	—	9.45

<sup>1</sup> 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.

<sup>2</sup> Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

<sup>4</sup> All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations:</b>					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Electrical and electronic engineers .....	\$29.17	\$29.17	—	\$29.17	—
Computer systems analysts and scientists .....	24.83	25.01	\$23.97	24.83	—
Level 7 .....	21.26	21.92	—	21.26	—
Level 8 .....	23.80	—	—	23.80	—
Level 9 .....	24.90	—	22.57	24.90	—
Level 11 .....	25.75	27.08	—	25.75	—
Level 12 .....	31.41	—	—	31.41	—
Operations and systems researchers and analysts .....					
Medical scientists .....	20.52	20.52	—	20.52	—
Physicians .....	27.84	27.84	—	27.84	—
Physicians .....	39.46	—	—	—	—
Registered nurses .....	23.01	22.49	24.27	22.76	\$23.45
Level 7 .....	17.95	—	—	—	—
Level 8 .....	23.07	23.06	—	23.10	23.02
Level 9 .....	23.37	22.80	24.33	23.01	23.99
Pharmacists .....	29.51	28.39	—	29.72	—
Occupational therapists .....	21.53	—	—	—	—
Physical therapists .....	20.78	—	—	20.78	—
Therapists, N.E.C. ....	14.36	13.93	—	14.62	—
Level 9 .....	15.85	—	—	—	—
Prekindergarten and kindergarten .....	12.03	8.87	—	11.80	—
Elementary school teachers .....	28.09	17.07	28.38	28.12	—
Level 7 .....	24.40	—	—	24.40	—
Level 8 .....	26.89	—	—	26.89	—
Level 9 .....	28.42	—	28.40	28.46	—
Secondary school teachers .....	27.79	18.86	28.32	28.02	22.58
Level 8 .....	28.71	—	29.42	28.71	—
Level 9 .....	27.90	—	27.91	28.18	—
Teachers, special education .....	27.48	—	27.48	27.27	—
Level 9 .....	26.41	—	26.41	26.41	—
Teachers, N.E.C. ....	26.19	16.74	29.09	27.32	—
Level 9 .....	28.37	—	28.95	28.75	—
Substitute teachers .....	11.67	—	11.88	—	11.44
Level 6 .....	12.56	—	—	—	12.56
Vocational and educational counselors .....	22.81	12.92	—	24.61	—
Librarians .....	27.07	—	27.07	—	—
Urban planners .....	25.08	—	25.08	25.08	—
Social workers .....	17.11	13.82	18.52	17.00	17.55
Level 8 .....	15.64	—	—	—	—
Lawyers .....	28.83	28.97	28.37	28.83	—
Designers .....	19.27	19.27	—	19.27	—
Technical occupations:					
Clinical laboratory technologists and technicians .....	17.63	—	18.64	17.66	—
Radiological technicians .....	16.78	17.82	—	—	16.39
Licensed practical nurses .....	14.25	14.01	14.84	14.46	13.86
Level 5 .....	13.89	13.66	—	14.24	13.01
Health technologists and technicians, N.E.C. ....	15.27	16.39	—	15.33	—
Electrical and electronic technicians .....	18.68	18.68	—	18.92	—
Engineering technicians, N.E.C. ....	17.77	—	—	17.77	—
Drafters .....	16.20	16.20	—	15.37	—
Computer programmers .....	19.86	19.31	—	19.86	—
Legal assistants .....	17.13	17.19	—	17.13	—
Technical and related occupations, N.E.C. ....	18.63	17.69	20.29	18.51	—
Level 8 .....	20.47	—	—	—	—
Executive, administrative, and managerial occupations:					
Financial managers .....	25.20	25.20	—	25.38	—
Personnel and labor relations managers .....	30.14	29.24	—	30.14	—
Purchasing managers .....	32.71	—	—	32.71	—
Managers., marketing, advertising and public relations .....	29.30	29.30	—	29.30	—
Administrators, education and related fields .....	32.71	21.71	35.89	32.71	—
Level 11 .....	33.65	—	34.24	33.65	—

See footnotes at end of table.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations: (-Continued)</b>					
Executive, administrative, and managerial occupations: (-Continued)					
Administrators, education and related fields (-Continued)					
Level 12 .....	\$37.04	—	\$37.50	\$37.04	—
Managers, medicine and health .....	26.21	\$26.21	—	26.21	—
Managers, food servicing and lodging establishments .....					
Managers, service organizations, N.E.C. ....	18.69	17.40	—	18.69	—
Managers and administrators, N.E.C. ....	18.58	18.58	—	18.58	—
Level 8 .....	33.24	33.15	—	33.25	—
Level 9 .....	19.02	19.02	—	19.02	—
Level 10 .....	25.63	25.59	—	25.63	—
Level 11 .....	28.97	28.97	—	—	—
Level 12 .....	29.35	29.35	—	29.35	—
Level 13 .....	34.34	34.10	—	34.34	—
Level 14 .....	47.74	47.74	—	47.74	—
Accountants and auditors .....	57.90	57.90	—	57.90	—
Level 7 .....	20.01	20.20	—	19.96	—
Level 9 .....	16.02	—	—	16.02	—
Other financial officers .....	19.53	19.51	—	19.41	—
Level 9 .....	22.31	22.72	—	22.31	—
Management analysts .....	20.23	20.23	—	20.23	—
Personnel, training, and labor relations specialists .....	22.14	20.41	—	22.14	—
Buyers, wholesale and retail trade, except farm products .....	24.00	22.52	—	24.36	—
Purchasing agents and buyers, N.E.C. ....	24.54	—	—	24.54	—
Management related occupations, N.E.C. ....	20.49	20.96	—	20.49	—
Level 7 .....	20.83	20.76	21.01	20.81	—
Level 8 .....	15.90	15.38	—	15.67	—
Level 8 .....	16.92	—	—	16.92	—
Sales occupations:					
Supervisors, sales occupations .....	17.16	17.16	—	17.16	—
Level 4 .....	10.24	10.24	—	10.24	—
Sales occupations, other business services .....	15.73	15.73	—	16.39	—
Sales representatives, mining, manufacturing, and wholesale .....	18.97	18.97	—	18.97	—
Sales workers, motor vehicles and boats .....	17.10	17.10	—	17.10	—
Level 7 .....	17.13	17.13	—	17.13	—
Sales workers, parts .....	16.49	16.49	—	16.49	—
Sales workers, other commodities .....	9.46	9.46	—	10.48	\$6.94
Level 3 .....	8.37	8.37	—	8.70	—
Level 4 .....	8.99	8.99	—	9.41	—
Cashiers .....	10.69	10.72	—	12.10	7.21
Level 2 .....	6.17	6.17	—	—	—
Level 3 .....	8.60	8.55	—	8.87	8.48
Level 4 .....	13.76	13.76	—	13.81	—
Sales support occupations, N.E.C. ....	—	—	—	12.31	—
Administrative support occupations, including clerical:					
Supervisors, general office .....	17.37	16.66	—	17.46	—
Supervisors, distribution, scheduling, and adjusting clerks .....	17.08	17.08	—	17.08	—
Secretaries .....	13.76	13.80	13.68	13.96	12.45
Level 3 .....	9.98	—	—	—	—
Level 4 .....	12.87	12.78	13.01	13.08	11.21
Level 5 .....	12.88	12.61	13.41	12.81	—
Level 6 .....	17.09	16.52	—	17.06	—
Level 7 .....	16.67	17.03	—	16.57	—
Stenographers .....	12.18	—	—	—	—
Typists .....	12.33	—	—	—	—
Transportation ticket and reservation agents .....	12.72	12.51	—	12.15	15.16
Level 4 .....	11.96	11.48	—	—	—
Receptionists .....	9.42	9.29	—	10.10	7.57
Level 3 .....	9.58	9.56	—	9.62	—

See footnotes at end of table.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations: (-Continued)</b>					
Administrative support occupations, including clerical: (-Continued)					
Receptionists (-Continued)					
Level 4 .....	\$10.79	\$10.45	—	\$10.79	—
Information clerks, N.E.C. ....	10.71	10.06	—	10.77	—
Order clerks .....	11.03	11.03	—	11.11	—
Level 2 .....	8.68	8.68	—	—	—
Level 4 .....	11.45	11.45	—	11.45	—
Level 5 .....	13.29	13.29	—	13.29	—
Personnel clerks except payroll & timekeeping ....	13.97	13.29	—	13.76	—
Library clerks .....	10.75	11.39	\$10.66	—	\$9.67
File clerks .....	9.20	9.08	—	9.06	—
Records clerks, N.E.C. ....	12.43	12.33	12.68	12.55	—
Level 4 .....	11.86	—	—	11.89	—
Bookkeepers, accounting and auditing clerks .....	11.96	11.69	14.32	12.06	—
Level 3 .....	9.56	9.56	—	9.59	—
Level 4 .....	11.99	11.82	—	11.99	—
Level 5 .....	14.14	13.46	—	14.14	—
Payroll and timekeeping clerks .....	14.40	—	—	14.41	—
Billing clerks .....	12.63	11.86	—	12.66	—
Level 4 .....	11.64	—	—	—	—
Dispatchers .....	13.43	—	—	—	—
Production coordinators .....	19.13	19.13	—	19.13	—
Traffic, shipping and receiving clerks .....	10.53	10.53	—	10.82	—
Level 3 .....	9.95	9.95	—	9.95	—
Level 4 .....	12.44	12.44	—	—	—
Stock and inventory clerks .....	14.81	14.86	14.39	14.92	—
Level 3 .....	13.20	—	—	13.20	—
Level 4 .....	13.78	—	—	14.06	—
Material recording, scheduling, and distribution clerks, N.E.C. ....	15.43	15.43	—	—	—
Insurance adjusters, examiners, & investigators ..	12.48	12.48	—	12.57	—
Investigators and adjusters except insurance .....	11.90	11.90	—	11.90	—
Level 4 .....	11.21	11.21	—	11.21	—
General office clerks .....	12.39	12.26	12.62	12.75	10.56
Level 2 .....	8.35	8.08	—	—	8.93
Level 3 .....	10.79	11.36	10.46	11.38	9.39
Level 4 .....	13.11	12.95	13.69	13.44	10.75
Level 5 .....	13.47	12.08	14.35	13.01	—
Data entry keyers .....	10.74	10.74	—	10.85	—
Level 3 .....	10.14	10.14	—	10.14	—
Level 4 .....	11.53	11.53	—	—	—
Statistical clerks .....	12.02	—	—	—	—
Teachers' aides .....	11.12	—	11.12	—	11.20
Level 3 .....	10.08	—	10.08	—	10.12
Level 4 .....	10.43	—	10.43	—	10.47
Administrative support occupations, N.E.C. ....	13.24	12.23	14.84	13.18	13.55
Level 4 .....	12.15	11.25	—	11.60	—
Level 5 .....	14.03	—	—	—	—
<b>Blue-collar occupations:</b>					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers .....	22.21	22.12	—	22.21	—
Level 9 .....	23.43	23.43	—	23.43	—
Automobile mechanics .....	18.38	18.33	—	18.38	—
Level 7 .....	16.95	16.81	—	16.95	—
Bus, truck, and stationary engine mechanics .....	19.79	19.88	—	19.79	—
Level 7 .....	19.90	20.03	—	19.90	—
Aircraft engine mechanics .....	18.80	18.80	—	18.80	—
Level 7 .....	18.95	18.95	—	18.95	—
Industrial machinery repairers .....	18.77	18.77	—	18.77	—
Level 7 .....	21.18	21.18	—	21.18	—
Electronic repairers, communications and industrial equipment .....	16.70	—	—	16.70	—

See footnotes at end of table.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Blue-collar occupations: (-Continued)</b>					
Precision production, craft, and repair occupations: (-Continued)					
Mechanics and repairers, N.E.C. ....	\$17.75	\$18.06	—	\$17.75	—
Level 6 .....	13.91	13.91	—	13.91	—
Level 7 .....	19.40	19.93	—	19.40	—
Carpenters .....	21.57	21.79	—	21.57	—
Level 7 .....	22.77	22.77	—	22.77	—
Electricians .....	24.09	—	—	24.09	—
Construction trades, N.E.C. ....	15.08	—	—	15.08	—
Supervisors, production occupations .....	20.02	20.02	—	20.02	—
Level 7 .....	16.81	16.81	—	16.81	—
Machinists .....	19.00	19.00	—	19.00	—
Level 7 .....	19.11	19.11	—	19.11	—
Stationary engineers .....	16.78	17.10	—	16.78	—
Machine operators, assemblers, and inspectors:					
Grinding, abrading, buffing, and polishing					
machine operators .....	12.83	12.83	—	12.83	—
Molding and casting machine operators .....	10.68	10.68	—	10.68	—
Printing press operators .....	14.14	14.14	—	14.25	—
Painting and paint spraying machine operators ...	14.89	14.89	—	14.89	—
Furnace, kiln, and oven operators, except food ...	11.58	11.58	—	11.58	—
Miscellaneous machine operators, N.E.C. ....	10.96	10.96	—	10.96	—
Level 1 .....	8.54	8.54	—	8.54	—
Level 2 .....	8.66	8.66	—	8.66	—
Level 5 .....	12.38	12.38	—	12.38	—
Welders and cutters .....	14.93	14.93	—	14.93	—
Assemblers .....	11.99	11.99	—	11.99	—
Level 2 .....	10.17	10.17	—	10.18	—
Level 4 .....	13.14	13.14	—	13.14	—
Level 5 .....	13.00	13.00	—	13.00	—
Production inspectors, checkers and examiners ...	19.00	19.00	—	19.00	—
Transportation and material moving occupations:					
Truck drivers .....	14.61	14.56	—	14.70	\$12.33
Level 3 .....	14.63	—	—	14.63	—
Level 4 .....	12.82	12.63	—	12.80	—
Level 5 .....	14.81	14.81	—	14.83	—
Level 6 .....	18.60	18.62	—	18.60	—
Bus drivers .....	14.56	—	\$15.34	15.68	13.03
Level 3 .....	11.41	—	12.74	—	—
Level 4 .....	13.23	—	14.06	—	—
Level 5 .....	16.51	—	16.51	—	14.76
Parking lot attendants .....	6.69	6.61	—	—	—
Motor transportation occupations, N.E.C. ....	9.75	9.75	—	10.54	—
Industrial truck and tractor equipment operators ..	15.15	15.15	—	15.15	—
Level 5 .....	17.49	17.49	—	17.49	—
Miscellaneous material moving equipment operators, N.E.C. ....	19.01	19.44	17.42	19.15	—
Handlers, equipment cleaners, helpers, and laborers:					
Groundskeepers and gardeners except farm .....	11.10	9.99	—	11.46	—
Construction laborers .....	16.53	—	—	16.53	—
Production helpers .....	9.41	9.41	—	9.41	—
Stock handlers and baggers .....	9.32	9.32	—	11.48	—
Level 1 .....	5.71	5.71	—	—	—
Level 2 .....	9.21	9.21	—	10.51	—
Level 3 .....	10.81	10.81	—	—	—
Level 4 .....	13.79	13.79	—	13.79	—
Freight, stock, and material handlers, N.E.C. ....	11.42	11.42	—	13.39	8.68
Level 2 .....	8.15	8.15	—	—	7.93
Level 3 .....	11.60	11.60	—	—	—
Level 4 .....	14.48	14.68	—	15.43	—
Vehicle washers and equipment cleaners .....	7.18	7.18	—	7.65	6.38
Level 1 .....	6.40	6.40	—	—	—
Level 2 .....	6.97	6.97	—	—	—

See footnotes at end of table.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Blue-collar occupations:</b> (-Continued)					
Handlers, equipment cleaners, helpers, and laborers: (-Continued)					
Hand packers and packagers .....	\$10.42	\$10.42	—	\$10.69	—
Laborers except construction, N.E.C. ....	10.11	10.06	—	10.49	\$7.03
Level 1 .....	7.98	7.99	—	—	6.43
Level 2 .....	7.75	7.75	—	7.66	—
<b>Service occupations:</b>					
Protective service occupations:					
Supervisors, police and detectives .....	28.06	—	\$28.06	28.06	—
Firefighting occupations .....	21.12	—	21.12	21.12	—
Police and detectives, public service .....	22.59	—	22.59	22.41	—
Level 7 .....	22.62	—	22.62	22.40	—
Correctional institution officers .....	16.76	—	16.76	16.76	—
Level 5 .....	16.57	—	16.57	16.57	—
Guards and police except public service .....	7.91	7.80	—	7.91	7.86
Level 3 .....	9.47	—	—	—	—
Protective service occupations, N.E.C. ....	10.37	—	—	—	—
Food service occupations:					
Supervisors, food preparation and service occupations .....	12.49	12.43	—	12.71	—
Waiters and waitresses .....	5.63	5.63	—	5.64	5.61
Level 2 .....	5.86	5.86	—	—	—
Level 3 .....	5.23	5.23	—	5.26	5.20
Cooks .....	9.40	9.12	11.67	9.62	8.01
Level 3 .....	7.68	7.68	—	—	—
Level 4 .....	9.32	9.15	—	9.54	—
Food counter, fountain, and related occupations	7.53	7.35	—	8.06	—
Level 2 .....	6.63	6.49	—	—	—
Kitchen workers, food preparation .....	8.00	7.98	8.24	8.69	7.44
Level 2 .....	7.05	6.99	—	—	—
Level 3 .....	8.88	9.02	—	—	8.05
Waiters/Waitresses' assistants .....	6.02	6.02	—	—	6.09
Level 1 .....	5.60	5.60	—	—	—
Food preparation occupations, N.E.C. ....	7.25	6.96	9.90	8.30	6.46

See footnotes at end of table.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Service occupations: (-Continued)</b>					
Food service occupations: (-Continued)					
Food preparation occupations, N.E.C. (-Continued)					
Level 1 .....	\$6.02	\$6.02	—	—	—
Level 2 .....	8.06	7.87	—	—	\$8.01
Level 3 .....	8.40	7.40	—	—	8.64
Health service occupations:					
Health aides, except nursing .....	10.51	10.27	—	\$10.70	9.14
Level 4 .....	10.84	—	—	10.88	—
Level 5 .....	11.75	—	—	—	—
Nursing aides, orderlies and attendants .....	9.19	8.73	\$12.56	9.20	9.13
Level 2 .....	7.83	7.47	—	7.91	—
Level 3 .....	8.94	8.88	—	8.85	9.21
Level 4 .....	10.05	9.62	—	—	—
Cleaning and building service occupations:					
Supervisors, cleaning & building service workers .....	11.79	11.64	—	11.88	—
Maids and housemen .....	7.76	7.70	—	7.52	—
Level 1 .....	7.56	—	—	—	—
Janitors and cleaners .....	9.06	8.22	11.59	9.09	8.39
Level 1 .....	8.25	—	—	8.27	—
Level 2 .....	8.27	7.90	—	8.23	8.75
Level 3 .....	10.22	9.09	11.49	10.28	—
Level 4 .....	11.55	—	11.97	11.55	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	6.97	6.97	—	—	6.76
Level 3 .....	7.19	7.19	—	—	—
Early childhood teachers' assistants .....	10.28	—	—	—	—
Child care workers, N.E.C. ....	10.26	—	11.42	—	10.34
Service occupations, N.E.C. ....	9.61	9.61	—	9.73	8.94

<sup>1</sup> 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.

<sup>2</sup> Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

<sup>4</sup> All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table C-1. Mean hourly earnings<sup>1</sup> by occupational group and selected characteristics, all industries, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupational group <sup>2</sup>	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
<b>All occupations</b> .....	\$17.84	\$11.11	\$18.86	\$15.99	\$17.04	\$17.41
All occupations excluding sales .....	18.01	11.58	19.19	16.12	17.31	15.94
<b>White-collar occupations</b> .....	20.54	14.02	21.57	19.12	19.87	19.86
White-collar excluding sales .....	21.20	15.86	22.58	19.84	20.67	29.09
Professional specialty and technical occupations .....	24.53	21.16	26.50	22.21	24.21	—
Professional specialty occupations .....	25.70	22.65	27.62	23.44	25.42	—
Technical occupations .....	19.66	15.56	21.57	17.40	19.25	—
Executive, administrative, and managerial occupations ...	27.46	22.25	21.35	27.83	27.31	—
Sales occupations .....	15.45	7.26	12.01	14.64	12.60	18.73
Administrative support including clerical occupations .....	12.68	10.75	13.97	11.85	12.41	—
<b>Blue-collar occupations</b> .....	15.39	8.70	17.20	12.38	14.84	16.26
Precision production, craft, and repair occupations .....	17.94	—	18.60	16.76	17.74	22.48
Machine operators, assemblers, and inspectors .....	12.86	8.08	17.28	10.29	12.89	—
Transportation and material moving occupations .....	15.97	11.23	18.21	11.51	15.39	—
Handlers, equipment cleaners, helpers, and laborers .....	11.85	7.02	11.81	9.84	10.66	13.92
<b>Service occupations</b> .....	11.17	7.75	14.39	8.11	10.40	—

<sup>1</sup> 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.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>3</sup> 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.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."



**Table C-2. Mean hourly earnings<sup>1</sup> by occupational group and industry division, private industry, all workers<sup>2</sup>, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupational group <sup>3</sup>	All private industries	Goods-producing industries <sup>4</sup>				Service-producing industries <sup>5</sup>				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
<b>All occupations</b> .....	\$16.15	\$18.47	—	\$19.84	\$18.33	\$15.07	\$17.34	\$12.56	—	\$15.61
All occupations excluding sales .....	16.36	18.46	—	19.85	18.31	15.29	17.49	12.57	—	15.75
<b>White-collar occupations</b> .....	19.15	21.90	—	20.97	21.94	18.18	18.26	14.94	—	19.90
White-collar excluding sales .....	20.17	22.05	—	21.16	22.09	19.38	18.65	18.52	—	20.47
Professional specialty and technical occupations .....	23.91	—	—	19.29	—	24.17	35.20	20.26	—	23.87
Professional specialty occupations .....	25.02	—	—	—	—	25.44	—	23.72	—	25.72
Technical occupations .....	20.07	19.61	—	—	19.75	20.28	—	—	—	16.52
Executive, administrative, and managerial occupations .....	27.18	29.23	—	—	28.94	26.33	22.56	32.82	—	26.11
Sales occupations .....	14.04	19.23	—	—	19.18	13.56	—	12.55	—	12.21
Administrative support, including clerical occupations .....	12.27	14.13	—	—	14.14	11.75	13.35	11.04	—	11.15
<b>Blue-collar occupations</b> .....	14.66	15.63	—	19.62	14.93	13.29	15.61	12.14	—	12.59
Precision production, craft, and repair occupations .....	17.75	18.51	—	20.96	17.79	16.42	15.46	16.75	—	16.81
Machine operators, assemblers, and inspectors .....	12.78	13.18	—	—	13.18	7.91	—	—	—	8.03
Transportation and material moving occupations .....	14.99	16.58	—	—	16.24	14.29	16.67	11.00	—	15.10
Handlers, equipment cleaners, helpers, and laborers .....	10.45	11.97	—	17.62	10.40	9.86	12.86	9.35	—	9.30
<b>Service occupations</b> .....	8.61	14.65	—	—	14.65	8.48	—	7.83	—	8.10

<sup>1</sup> 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.

<sup>2</sup> All workers include full-time and part-time workers. 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.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>4</sup> Goods-producing industries include mining, construction, and manufacturing.

<sup>5</sup> Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table C-3. Mean hourly earnings<sup>1</sup> by occupational group and establishment employment size, private industry, all workers<sup>2</sup>, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupational group <sup>3</sup>	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
<b>All occupations</b> .....	\$16.15	\$13.64	\$16.82	\$14.74	\$19.51
All occupations excluding sales .....	16.36	13.94	16.96	14.70	19.61
<b>White-collar occupations</b> .....	19.15	15.76	19.90	18.56	21.17
White-collar excluding sales .....	20.17	17.58	20.61	19.60	21.38
Professional specialty and technical occupations .....	23.91	21.53	24.14	23.57	24.48
Professional specialty occupations .....	25.02	22.13	25.26	26.84	24.47
Technical occupations .....	20.07	20.31	20.04	16.28	24.54
Executive, administrative, and managerial occupations ...	27.18	25.67	27.48	27.30	27.62
Sales occupations .....	14.04	12.03	15.16	15.04	15.83
Administrative support, including clerical occupations .....	12.27	11.82	12.38	11.74	12.98
<b>Blue-collar occupations</b> .....	14.66	13.88	14.91	12.99	18.45
Precision production, craft, and repair occupations .....	17.75	18.47	17.52	16.43	-
Machine operators, assemblers, and inspectors .....	12.78	9.97	13.55	11.59	17.57
Transportation and material moving occupations .....	14.99	13.41	15.56	12.90	21.18
Handlers, equipment cleaners, helpers, and laborers .....	10.45	10.02	10.61	10.29	12.94
<b>Service occupations</b> .....	8.61	8.12	8.78	7.86	10.99

<sup>1</sup> 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.

<sup>2</sup> All workers include full-time and part-time workers. 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.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Table C-4. Number of workers<sup>1</sup> represented by occupational group, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupational group <sup>2</sup>	All workers		
	All industries	Private industry	State and local government
<b>All occupations</b> .....	906,289	702,638	203,651
All occupations excluding sales .....	838,335	635,203	203,132
<b>White-collar occupations</b> .....	528,251	381,711	146,540
White-collar excluding sales .....	460,297	314,277	146,021
Professional specialty and technical occupations .....	219,805	132,836	86,969
Professional specialty occupations .....	180,288	103,775	76,513
Technical occupations .....	39,517	29,061	10,456
Executive, administrative, and managerial occupations ...	80,971	62,938	18,033
Sales occupations .....	67,954	67,435	—
Administrative support including clerical occupations .....	159,521	118,502	41,019
<b>Blue-collar occupations</b> .....	215,584	193,237	22,348
Precision production, craft, and repair occupations .....	76,879	70,674	6,204
Machine operators, assemblers, and inspectors .....	46,938	46,938	—
Transportation and material moving occupations .....	47,100	34,400	12,700
Handlers, equipment cleaners, helpers, and laborers .....	44,668	41,224	3,444
<b>Service occupations</b> .....	162,453	127,690	34,763

<sup>1</sup> Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

# Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. While this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

## Planning for the survey

The overall design of the survey, which was based on the type of data to be produced, had to be developed before data collection could begin.

### Survey scope

This survey of the Seattle-Tacoma-Bremerton, WA, Consolidated Metropolitan Statistical Area covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The Seattle-Tacoma-Bremerton, WA, CMSA includes Island, King, Kitsap, Pierce, Snohomish, and Thurston Counties, WA.

### Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Seattle-Tacoma-Bremerton, WA, Consolidated Metropolitan Statistical Area. The reference month for the public sector is June 1994. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The reference month for the private sector is March 1996. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment lev-

els, industry classification, and other information were updated.

### Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

## Data collection

The collection of data from survey respondents required detailed procedures. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed.

### Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multi-step process:

1. Probability-proportional-to-size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOG's:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job,

depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

### **Generic leveling through point factor analysis**

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers

using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

### Collection period

The survey was collected from October 1997 through March 1998. The average payroll reference month was December 1997. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

### Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

### Definition of terms

*Full-time worker.* Any employee that the employer considers to be full time.

*Incentive worker.* Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

*Level.* A ranking of an occupation based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

*Nonunion worker.* An employee in an occupation not meeting the conditions for union coverage (see below).

*Part-time worker.* Any employee that the employer considers to be part-time.

*Straight-time.* Time worked at the standard rate of pay for the job.

*Time-based worker.* Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

*Union worker.* Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation.
- Wage and salary rates are determined through collective bargaining or negotiations.
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed mutually binding collective bargaining agreement.

## Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

### Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 25 percent (representing 184,003 employees) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (4.3 percent of the total sample) had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

### Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

The number of workers estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures

among establishments differ, estimates of the number of workers obtained from the sample of establishments serve only to indicate the relative importance of the occupational groups studied.

### Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

*Nonsampling errors* also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

**Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Seattle-Tacoma-Bremerton, WA, December 1997**

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries .....	4,416	372	100	272	164	108
Private industry .....	4,107	314	98	216	151	65
Goods-producing industries .....	802	82	21	61	41	20
Mining .....	5	1	1	-	-	-
Construction .....	184	9	4	5	5	-
Manufacturing .....	612	72	16	56	36	20
Service-producing industries .....	3,305	232	77	155	110	45
Transportation and public utilities .....	294	25	8	17	7	10
Wholesale and retail trade .....	1,490	70	36	34	31	3
Finance, insurance and real estate .....	280	15	4	11	6	5
Services .....	1,241	122	29	93	66	27
State and local government .....	310	58	2	56	13	43

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.



**Appendix table 2. Relative standard errors of mean hourly earnings<sup>1</sup> for selected occupations, all industries, private industry, and State and local government, all workers<sup>2</sup>, Seattle-Tacoma-Bremerton, WA, December 1997**

(in percent)

Occupation <sup>3</sup>	All industries	Private industry	State and local government
<b>All occupations</b> .....	2.1	2.6	1.9
All occupations excluding sales .....	2.1	2.7	1.9
<b>White-collar occupations</b> .....	2.6	3.5	2.3
White-collar occupations excluding sales .....	2.7	3.8	2.3
Professional specialty and technical occupations .....	4.4	6.8	1.9
Professional specialty occupations .....	5.1	8.3	1.9
Engineers, architects, and surveyors .....	—	—	—
Electrical and electronic engineers .....	9.8	9.8	—
Mathematical and computer scientists .....	3.0	3.5	4.1
Computer systems analysts and scientists .....	3.3	3.9	4.1
Operations and systems researchers and analysts .....	5.0	5.0	—
Natural scientists .....	4.9	6.0	—
Medical scientists .....	6.4	6.4	—
Health related occupations .....	2.5	3.3	3.7
Physicians .....	31.9	—	—
Registered nurses .....	1.5	1.9	1.6
Pharmacists .....	3.1	1.6	—
Occupational therapists .....	11.3	—	—
Physical therapists .....	1.2	—	—
Therapists, N.E.C. ....	4.7	4.2	—
Teachers, college and university .....	5.1	4.1	—
Teachers, except college and university .....	4.5	11.9	1.4
Prekindergarten and kindergarten .....	17.1	3.1	—
Elementary school teachers .....	1.7	9.5	1.7
Secondary school teachers .....	1.4	7.9	1.3
Teachers, special education .....	2.9	—	2.9
Teachers, N.E.C. ....	5.5	17.6	1.8
Substitute teachers .....	4.9	—	5.5
Vocational and educational counselors .....	11.9	4.2	—
Librarians, archivists, and curators .....	9.8	—	9.8
Librarians .....	5.7	—	5.7
Social scientists and urban planners .....	12.7	—	7.7
Urban planners .....	4.2	—	4.2
Social, recreation, and religious workers .....	3.5	6.3	2.1
Social workers .....	3.6	6.3	1.7
Lawyers and judges .....	7.1	8.7	6.8
Lawyers .....	6.7	8.7	4.4
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	—	—	—
Designers .....	5.0	5.0	—
Technical occupations .....	3.7	4.7	3.7
Clinical laboratory technologists and technicians .....	5.0	—	5.9
Radiological technicians .....	3.3	4.0	—
Licensed practical nurses .....	1.5	1.8	1.9
Health technologists and technicians, N.E.C. ....	4.9	10.2	—
Electrical and electronic technicians .....	4.6	4.6	—
Engineering technicians, N.E.C. ....	7.6	—	—
Drafters .....	9.3	9.3	—
Computer programmers .....	12.1	12.7	—
Legal assistants .....	3.4	3.8	—
Technical and related occupations, N.E.C. ....	6.4	8.9	5.4
Executive, administrative, and managerial occupations .....	2.7	2.8	7.0
Executives, administrators, and managers .....	3.3	3.5	9.1
Financial managers .....	5.2	5.2	—
Personnel and labor relations managers .....	4.7	4.7	—
Purchasing managers .....	7.3	—	—
Managers., marketing, advertising and public relations .....	14.3	14.3	—
Administrators, education and related fields .....	3.8	13.0	2.6
Managers, medicine and health .....	7.4	7.4	—
Managers, food servicing and lodging establishments .....	10.7	9.4	—

See footnotes at end of table.

**Appendix table 2. Relative standard errors of mean hourly earnings<sup>1</sup> for selected occupations, all industries, private industry, and State and local government, all workers<sup>2</sup>, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

(in percent)

Occupation <sup>3</sup>	All industries	Private industry	State and local government
<b>White-collar occupations (-Continued)</b>			
Executive, administrative, and managerial occupations (-Continued)			
Executives, administrators, and managers (-Continued)			
Managers, service organizations, N.E.C. ....	14.5	14.5	—
Managers and administrators, N.E.C. ....	3.8	3.9	—
Management related occupations .....	2.6	3.5	3.8
Accountants and auditors .....	7.0	9.3	—
Other financial officers .....	9.3	9.8	—
Management analysts .....	4.5	2.8	—
Personnel, training, and labor relations specialists .....	6.2	7.3	—
Buyers, wholesale and retail trade, except farm products .....	3.0	—	—
Purchasing agents and buyers, N.E.C. ....	3.3	3.1	—
Management related occupations, N.E.C. ....	6.5	8.2	9.8
Sales occupations .....	7.0	7.0	—
Supervisors, sales occupations .....	8.7	8.8	—
Sales occupations, other business services .....	9.8	9.8	—
Sales representatives, mining, manufacturing, and wholesale .....	15.7	15.7	—
Sales workers, motor vehicles and boats .....	5.1	5.1	—
Sales workers, parts .....	4.0	4.0	—
Sales workers, other commodities .....	9.7	9.7	—
Cashiers .....	5.0	5.1	—
Administrative support occupations, including clerical .....	1.3	1.6	1.7
Supervisors, general office .....	5.3	6.0	—
Supervisors, distribution, scheduling, and adjusting clerks .....	5.2	5.2	—
Secretaries .....	2.7	3.7	3.6
Stenographers .....	3.7	—	—
Typists .....	3.5	—	—
Transportation ticket and reservation agents .....	6.1	6.1	—
Receptionists .....	3.3	3.4	—
Information clerks, N.E.C. ....	4.7	3.6	—
Order clerks .....	4.6	4.6	—
Personnel clerks except payroll & timekeeping .....	4.9	5.2	—
Library clerks .....	6.4	6.9	7.1
File clerks .....	5.0	5.3	—
Records clerks, N.E.C. ....	3.7	4.8	5.1
Bookkeepers, accounting and auditing clerks .....	3.0	3.2	5.0
Payroll and timekeeping clerks .....	3.8	—	—
Billing clerks .....	5.4	5.6	—
Dispatchers .....	4.5	—	—
Production coordinators .....	15.3	15.3	—
Traffic, shipping and receiving clerks .....	5.2	5.2	—
Stock and inventory clerks .....	6.5	7.2	8.3
Material recording, scheduling, and distribution clerks, N.E.C. ....	10.3	10.3	—
Insurance adjusters, examiners, & investigators ..	2.3	2.3	—
Investigators and adjusters except insurance .....	5.3	5.3	—
General office clerks .....	3.0	3.9	4.8
Data entry keyers .....	5.8	5.8	—
Statistical clerks .....	6.9	—	—
Teachers' aides .....	4.2	—	4.2
Administrative support occupations, N.E.C. ....	5.1	6.7	6.2
<b>Blue-collar occupations</b>			
Precision production, craft, and repair occupations .....	1.9	2.1	2.1
Supervisors, mechanics and repairers .....	2.8	3.0	2.8
Automobile mechanics .....	5.8	6.2	—
Bus, truck, and stationary engine mechanics .....	6.3	6.5	—
Aircraft engine mechanics .....	1.8	2.0	—
	5.3	5.3	—

See footnotes at end of table.

**Appendix table 2. Relative standard errors of mean hourly earnings<sup>1</sup> for selected occupations, all industries, private industry, and State and local government, all workers<sup>2</sup>, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

(in percent)

Occupation <sup>3</sup>	All industries	Private industry	State and local government
<b>Blue-collar occupations</b> (-Continued)			
Precision production, craft, and repair occupations (-Continued)			
Industrial machinery repairers .....	8.1	8.1	—
Electronic repairers, communications and industrial equipment .....	12.2	—	—
Mechanics and repairers, N.E.C. ....	6.4	7.9	—
Carpenters .....	4.3	4.2	—
Electricians .....	5.9	—	—
Construction trades, N.E.C. ....	4.2	—	—
Supervisors, production occupations .....	9.3	9.3	—
Machinists .....	7.0	7.0	—
Stationary engineers .....	3.1	3.5	—
Machine operators, assemblers, and inspectors .....	3.9	3.9	—
Grinding, abrading, buffing, and polishing machine operators .....	6.5	6.5	—
Molding and casting machine operators .....	4.9	4.9	—
Printing press operators .....	6.5	6.5	—
Painting and paint spraying machine operators ...	7.9	7.9	—
Furnace, kiln, and oven operators, except food ...	10.7	10.7	—
Miscellaneous machine operators, N.E.C. ....	10.0	10.0	—
Welders and cutters .....	5.1	5.1	—
Assemblers .....	4.9	4.9	—
Production inspectors, checkers and examiners ..	8.3	8.3	—
Transportation and material moving occupations .....	3.9	5.0	2.9
Truck drivers .....	4.9	5.1	—
Bus drivers .....	4.2	—	3.6
Parking lot attendants .....	5.2	5.0	—
Motor transportation occupations, N.E.C. ....	14.6	14.6	—
Industrial truck and tractor equipment operators ..	12.1	12.1	—
Miscellaneous material moving equipment operators, N.E.C. ....	8.2	9.8	4.4
Handlers, equipment cleaners, helpers, and laborers .....	2.9	3.2	2.4
Groundskeepers and gardeners except farm .....	7.6	9.4	—
Construction laborers .....	5.8	—	—
Production helpers .....	10.4	10.4	—
Stock handlers and baggers .....	5.2	5.2	—
Freight, stock, and material handlers, N.E.C. ....	6.5	6.6	—
Vehicle washers and equipment cleaners .....	4.2	4.2	—
Hand packers and packagers .....	12.3	12.3	—
Laborers except construction, N.E.C. ....	7.2	7.4	—
<b>Service occupations</b> .....	3.4	3.1	3.6
Protective service occupations .....	12.9	13.7	4.1
Supervisors, police and detectives .....	2.8	—	2.8
Firefighting occupations .....	2.9	—	2.9
Police and detectives, public service .....	2.1	—	2.1
Correctional institution officers .....	6.7	—	6.7
Guards and police except public service .....	14.6	14.6	—
Protective service occupations, N.E.C. ....	7.1	—	—
Food service occupations .....	3.4	3.6	3.8
Supervisors, food preparation and service occupations .....	10.9	11.4	—
Waiters and waitresses .....	4.6	4.6	—
Cooks .....	5.0	5.3	6.0
Food counter, fountain, and related occupations	8.7	9.3	—
Kitchen workers, food preparation .....	5.2	5.6	3.7
Waiters/Waitresses' assistants .....	4.5	4.5	—
Food preparation occupations, N.E.C. ....	7.2	7.0	2.0
Health service occupations .....	3.0	3.0	3.3
Health aides, except nursing .....	2.9	3.0	—
Nursing aides, orderlies and attendants .....	3.5	3.3	3.6
Cleaning and building service occupations .....	2.7	2.2	1.8
Supervisors, cleaning & building service workers	8.7	9.4	—

See footnotes at end of table.

**Appendix table 2. Relative standard errors of mean hourly earnings<sup>1</sup> for selected occupations, all industries, private industry, and State and local government, all workers<sup>2</sup>, Seattle-Tacoma-Bremerton, WA, December 1997 — Continued**

(in percent)

Occupation <sup>3</sup>	All industries	Private industry	State and local government
<b>Service occupations (-Continued)</b>			
Cleaning and building service occupations (-Continued)			
Maids and housemen .....	3.2	3.3	—
Janitors and cleaners .....	3.3	2.3	1.8
Personal service occupations .....	6.6	7.2	4.9
Attendants, amusement and recreation facilities ..	3.6	3.6	—
Early childhood teachers' assistants .....	12.0	—	—
Child care workers, N.E.C. ....	12.8	—	6.5
Service occupations, N.E.C. ....	6.5	6.5	—

<sup>1</sup> The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

<sup>2</sup> All workers include full-time and part-time workers. 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.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

**Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997**

Occupation <sup>1</sup>	All workers	Full-time workers	Part-time workers
<b>All occupations</b> .....	6	6	4
All occupations excluding sales .....	6	6	4
<b>White-collar occupations</b> .....	7	7	5
White-collar occupations excluding sales .....	7	8	6
Professional specialty and technical occupations .....	9	9	8
Professional specialty occupations .....	9	9	8
Engineers, architects, and surveyors .....	—	—	—
Electrical and electronic engineers .....	10	10	—
Mathematical and computer scientists .....	9	9	—
Computer systems analysts and scientists .....	9	9	—
Operations and systems researchers and analysts .....	7	7	—
Natural scientists .....	10	10	—
Medical scientists .....	11	11	—
Health related occupations .....	9	9	9
Physicians .....	12	—	—
Registered nurses .....	9	9	9
Pharmacists .....	10	10	—
Occupational therapists .....	9	—	—
Physical therapists .....	9	9	—
Therapists, N.E.C. ....	8	8	—
Teachers, college and university .....	11	12	10
Teachers, except college and university .....	8	8	6
Prekindergarten and kindergarten .....	6	6	—
Elementary school teachers .....	9	9	—
Secondary school teachers .....	8	8	8
Teachers, special education .....	9	9	—
Teachers, N.E.C. ....	7	8	—
Substitute teachers .....	6	—	6
Vocational and educational counselors .....	8	8	—
Librarians, archivists, and curators .....	9	9	—
Librarians .....	9	—	—
Social scientists and urban planners .....	8	9	—
Urban planners .....	10	10	—
Social, recreation, and religious workers .....	8	8	8
Social workers .....	8	8	8
Lawyers and judges .....	12	12	—
Lawyers .....	11	11	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	—	—	—
Designers .....	7	7	—
Technical occupations .....	7	7	6
Clinical laboratory technologists and technicians .....	7	8	—
Radiological technicians .....	6	—	6
Licensed practical nurses .....	5	5	5
Health technologists and technicians, N.E.C. ....	5	5	—
Electrical and electronic technicians .....	7	8	—
Engineering technicians, N.E.C. ....	7	7	—
Drafters .....	7	7	—
Computer programmers .....	8	8	—
Legal assistants .....	7	7	—
Technical and related occupations, N.E.C. ....	7	7	—
Executive, administrative, and managerial occupations .....	10	10	8
Executives, administrators, and managers .....	11	11	—
Financial managers .....	10	10	—
Personnel and labor relations managers .....	11	11	—
Purchasing managers .....	11	11	—
Managers., marketing, advertising and public relations .....	10	10	—
Administrators, education and related fields .....	11	11	—
Managers, medicine and health .....	11	11	—
Managers, food servicing and lodging establishments ...	8	8	—
Managers, service organizations, N.E.C. ....	9	9	—
Managers and administrators, N.E.C. ....	11	11	—
Management related occupations .....	9	9	—
Accountants and auditors .....	9	9	—
Other financial officers .....	9	9	—
Management analysts .....	9	9	—
Personnel, training, and labor relations specialists .....	9	9	—

See footnotes at end of table.

**Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997**  
**— Continued**

Occupation <sup>1</sup>	All workers	Full-time workers	Part-time workers
<b>White-collar occupations</b> (-Continued)			
Executive, administrative, and managerial occupations (-Continued)			
Management related occupations (-Continued)			
Buyers, wholesale and retail trade, except farm products .....	10	10	—
Purchasing agents and buyers, N.E.C. ....	9	9	—
Management related occupations, N.E.C. ....	8	8	—
Sales occupations .....	5	5	3
Supervisors, sales occupations .....	7	7	—
Sales occupations, other business services .....	6	6	—
Sales representatives, mining, manufacturing, and wholesale .....	7	7	—
Sales workers, motor vehicles and boats .....	6	6	—
Sales workers, parts .....	5	5	—
Sales workers, other commodities .....	3	4	3
Cashiers .....	3	4	2
Sales support occupations, N.E.C. ....	—	5	—
Administrative support occupations, including clerical .....	4	4	3
Supervisors, general office .....	7	7	—
Supervisors, distribution, scheduling, and adjusting clerks .....	7	7	—
Secretaries .....	5	5	4
Stenographers .....	4	—	—
Typists .....	5	—	—
Transportation ticket and reservation agents .....	4	4	4
Receptionists .....	3	3	2
Information clerks, N.E.C. ....	4	4	—
Order clerks .....	4	4	—
Personnel clerks except payroll & timekeeping .....	5	5	—
Library clerks .....	4	—	3
File clerks .....	3	3	—
Records clerks, N.E.C. ....	4	4	—
Bookkeepers, accounting and auditing clerks .....	4	4	—
Payroll and timekeeping clerks .....	6	6	—
Billing clerks .....	4	4	—
Dispatchers .....	5	—	—
Production coordinators .....	5	5	—
Traffic, shipping and receiving clerks .....	4	4	—
Stock and inventory clerks .....	4	4	—
Material recording, scheduling, and distribution clerks, N.E.C. ....	5	—	—
Insurance adjusters, examiners, & investigators .....	4	4	—
Investigators and adjusters except insurance .....	5	5	—
General office clerks .....	4	4	3
Data entry keyers .....	3	3	—
Statistical clerks .....	4	—	—
Teachers' aides .....	4	—	4
Administrative support occupations, N.E.C. ....	5	5	4
<b>Blue-collar occupations</b> .....	5	5	3
Precision production, craft, and repair occupations .....	6	6	—
Supervisors, mechanics and repairers .....	8	8	—
Automobile mechanics .....	6	6	—
Bus, truck, and stationary engine mechanics .....	7	7	—
Aircraft engine mechanics .....	7	7	—
Industrial machinery repairers .....	6	6	—
Electronic repairers, communications and industrial equipment .....	6	6	—
Mechanics and repairers, N.E.C. ....	7	7	—
Carpenters .....	7	7	—
Electricians .....	7	7	—
Construction trades, N.E.C. ....	6	6	—
Supervisors, production occupations .....	8	8	—
Machinists .....	7	7	—
Stationary engineers .....	7	7	—
Machine operators, assemblers, and inspectors .....	4	4	3

See footnotes at end of table.

**Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Seattle-Tacoma-Bremerton, WA, December 1997**  
**— Continued**

Occupation <sup>1</sup>	All workers	Full-time workers	Part-time workers
<b>Blue-collar occupations</b> (-Continued)			
Machine operators, assemblers, and inspectors (-Continued)			
Grinding, abrading, buffing, and polishing machine operators .....	3	3	—
Molding and casting machine operators .....	4	4	—
Printing press operators .....	6	6	—
Painting and paint spraying machine operators .....	6	6	—
Furnace, kiln, and oven operators, except food .....	4	4	—
Miscellaneous machine operators, N.E.C. ....	4	4	—
Welders and cutters .....	6	6	—
Assemblers .....	4	4	—
Production inspectors, checkers and examiners .....	6	6	—
Transportation and material moving occupations .....	4	5	4
Truck drivers .....	5	5	4
Bus drivers .....	4	4	4
Parking lot attendants .....	2	—	—
Motor transportation occupations, N.E.C. ....	3	3	—
Industrial truck and tractor equipment operators .....	4	4	—
Miscellaneous material moving equipment operators, N.E.C. ....	5	5	—
Handlers, equipment cleaners, helpers, and laborers .....	3	3	2
Groundskeepers and gardeners except farm .....	3	4	—
Construction laborers .....	4	4	—
Production helpers .....	2	2	—
Stock handlers and baggers .....	2	3	—
Freight, stock, and material handlers, N.E.C. ....	3	3	2
Vehicle washers and equipment cleaners .....	2	2	2
Hand packers and packagers .....	2	2	—
Laborers except construction, N.E.C. ....	3	3	1
<b>Service occupations</b> .....	4	4	3
Protective service occupations .....	5	5	5
Supervisors, police and detectives .....	8	8	—
Firefighting occupations .....	7	7	—
Police and detectives, public service .....	7	7	—
Correctional institution officers .....	5	5	—
Guards and police except public service .....	4	4	3
Protective service occupations, N.E.C. ....	5	—	—
Food service occupations .....	3	4	2
Supervisors, food preparation and service occupations .....	6	6	—
Waiters and waitresses .....	3	3	3
Cooks .....	4	4	4
Food counter, fountain, and related occupations .....	2	3	—
Kitchen workers, food preparation .....	2	3	2
Waiters'/Waitresses' assistants .....	2	—	2
Food preparation occupations, N.E.C. ....	2	2	2
Health service occupations .....	3	3	3
Health aides, except nursing .....	4	4	4
Nursing aides, orderlies and attendants .....	3	3	3
Cleaning and building service occupations .....	2	2	2
Supervisors, cleaning & building service workers .....	4	5	—
Maids and housemen .....	2	2	—
Janitors and cleaners .....	2	2	2
Personal service occupations .....	4	4	4
Attendants, amusement and recreation facilities .....	3	—	3
Early childhood teachers' assistants .....	4	—	—
Child care workers, N.E.C. ....	5	—	5
Service occupations, N.E.C. ....	3	3	3

<sup>1</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."