

Charlotte–Gastonia–Rock Hill, NC–SC National Compensation Survey July 1999



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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) 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.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. 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 prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. 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) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. 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.

Results of earlier surveys of this area are also available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Charlotte–Gastonia–Rock Hill, NC–SC, metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are 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 products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1–1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates also are limited to the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$15.13	2.7	36.8	\$14.94	3.3	36.9	\$15.91	3.5	36.3
Worker characteristics:⁴									
White-collar occupations ⁵	18.55	3.3	36.6	19.01	4.3	36.6	17.41	4.2	36.5
Professional specialty and technical	22.28	5.4	36.1	24.33	8.0	35.9	19.78	4.7	36.5
Executive, administrative, and managerial	31.30	5.0	40.7	32.54	5.7	40.9	26.93	8.8	40.1
Sales	11.91	8.4	31.6	12.00	8.6	32.2	-	-	-
Administrative support	11.77	2.1	36.6	12.20	2.7	36.7	10.44	2.4	36.3
Blue-collar occupations ⁵	12.71	3.4	38.5	12.76	3.5	38.8	11.77	4.8	34.1
Precision production, craft, and repair	16.08	3.1	40.1	16.27	3.2	40.1	13.58	8.7	40.0
Machine operators, assemblers, and inspectors	11.24	5.2	39.3	11.21	5.2	39.3	-	-	-
Transportation and material moving	13.86	6.0	38.9	14.37	6.3	41.3	10.09	3.8	27.6
Handlers, equipment cleaners, helpers, and laborers	10.15	3.6	35.9	10.17	3.7	35.9	9.63	5.3	36.0
Service occupations ⁵	9.43	5.9	31.8	7.91	7.2	29.7	12.46	5.0	36.8
Full time	15.71	2.7	39.6	15.59	3.2	39.7	16.22	3.1	39.4
Part time	8.69	7.7	20.5	7.73	5.7	20.7	12.64	21.0	19.7
Union	19.03	7.5	37.9	19.03	7.5	37.9	-	-	-
Nonunion	14.80	2.9	36.7	14.51	3.5	36.8	15.91	3.5	36.3
Time	15.20	2.5	36.5	15.02	3.0	36.6	15.91	3.5	36.3
Incentive	14.13	14.3	40.6	14.13	14.3	40.6	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	14.66	5.5	39.6	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.37	5.9	36.2	12.36	6.0	36.2	12.54	7.7	40.0
100-499 workers	13.58	5.3	36.1	13.58	5.5	36.0	13.34	8.7	37.4
500 workers or more	17.44	3.2	37.6	18.35	4.6	38.6	16.07	3.6	36.2

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

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

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

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

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

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.13	2.7	\$14.94	3.3	\$15.91	3.5
All excluding sales	15.27	2.7	15.10	3.3	15.95	3.4
White collar	18.55	3.3	19.01	4.3	17.41	4.2
White collar excluding sales	19.20	3.4	19.98	4.5	17.48	4.1
Professional specialty and technical	22.28	5.4	24.33	8.0	19.78	4.7
Professional specialty	22.96	5.8	24.97	10.4	21.14	3.3
Engineers, architects, and surveyors	27.83	7.9	27.87	8.0	—	—
Electrical and electronic engineers	32.42	6.1	32.42	6.1	—	—
Mathematical and computer scientists	35.80	21.5	35.94	21.5	—	—
Computer systems analysts and scientists	36.35	21.5	36.50	21.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.43	8.9	22.64	10.4	22.21	14.5
Registered nurses	20.38	7.6	22.38	12.4	18.37	.5
Teachers, college and university	27.37	5.7	25.83	10.6	—	—
Teachers, except college and university	20.51	3.3	14.12	18.1	21.29	1.8
Elementary school teachers	20.69	1.5	22.20	6.8	20.63	1.5
Secondary school teachers	21.22	1.7	—	—	21.07	1.5
Teachers, special education	24.07	5.1	—	—	24.07	5.1
Vocational and educational counselors	23.16	3.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.80	3.1	—	—	15.79	3.7
Social workers	16.22	3.8	—	—	15.93	3.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.46	8.6	16.48	8.7	—	—
Technical	20.46	11.4	23.25	11.9	12.20	10.0
Clinical laboratory technologists and technicians	15.55	11.4	14.58	17.1	—	—
Licensed practical nurses	14.48	4.8	14.48	4.8	—	—
Health technologists and technicians, n.e.c.	10.98	16.2	—	—	10.11	3.2
Electrical and electronic technicians	18.99	10.3	19.05	11.5	—	—
Engineering technicians, n.e.c.	21.76	7.9	22.66	7.8	—	—
Technical and related, n.e.c.	21.82	12.6	22.96	14.3	—	—
Executive, administrative, and managerial	31.30	5.0	32.54	5.7	26.93	8.8
Executives, administrators, and managers	35.60	5.8	37.03	6.8	31.00	8.8
Administrators and officials, public administration	36.55	14.2	—	—	36.87	14.4
Financial managers	39.03	16.4	38.92	17.8	—	—
Personnel and labor relations managers	36.32	21.1	36.32	21.1	—	—
Managers, marketing, advertising, and public relations	39.08	9.1	39.13	9.2	—	—
Administrators, education and related fields	26.55	2.5	—	—	26.59	2.6
Managers and administrators, n.e.c.	35.19	9.3	35.19	9.3	—	—
Management related	22.75	6.9	24.15	7.3	16.63	8.0
Accountants and auditors	20.18	5.7	20.80	4.8	—	—
Personnel, training, and labor relations specialists	17.36	4.9	18.39	3.7	—	—
Management related, n.e.c.	19.63	22.0	19.63	22.0	—	—
Sales	11.91	8.4	12.00	8.6	—	—
Supervisors, sales	18.81	19.0	18.81	19.0	—	—
Sales representatives, mining, manufacturing, and wholesale	21.72	11.0	21.72	11.0	—	—
Sales workers, other commodities	9.59	5.1	9.59	5.1	—	—
Cashiers	7.49	4.8	7.43	5.1	—	—
Administrative support, including clerical	11.77	2.1	12.20	2.7	10.44	2.4
Supervisors, distribution, scheduling, and adjusting clerks	17.86	13.9	17.86	13.9	—	—
Secretaries	12.68	5.6	13.75	5.6	11.16	8.1
Interviewers	10.80	4.9	—	—	—	—
Receptionists	10.07	4.9	9.89	5.2	—	—
Order clerks	12.53	3.3	12.53	3.3	—	—
Library clerks	9.61	3.8	—	—	9.54	4.1

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Records clerks, n.e.c.	\$11.97	4.7	\$12.06	5.3	–	–
Bookkeepers, accounting and auditing clerks	11.98	3.5	12.03	3.9	–	–
Payroll and timekeeping clerks	10.72	10.1	10.72	10.1	–	–
Dispatchers	12.13	11.6	–	–	\$10.66	2.8
Traffic, shipping and receiving clerks	10.85	3.9	10.85	3.9	–	–
Stock and inventory clerks	11.70	8.8	12.31	8.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	14.36	7.4	14.36	7.4	–	–
Investigators and adjusters, except insurance	11.63	5.4	11.63	5.4	–	–
General office clerks	10.80	3.7	10.83	5.7	10.75	2.8
Data entry keyers	8.53	5.6	8.61	6.0	–	–
Teachers' aides	8.91	1.9	–	–	8.90	1.9
Administrative support, n.e.c.	10.90	7.1	–	–	–	–
Blue collar	12.71	3.4	12.76	3.5	11.77	4.8
Precision production, craft, and repair						
Supervisors, mechanics and repairers	16.08	3.1	16.27	3.2	13.58	8.7
Bus, truck, and stationary engine mechanics	29.92	8.0	30.89	8.7	–	–
Industrial machinery repairers	15.25	3.3	15.56	3.6	–	–
Mechanics and repairers, n.e.c.	14.09	3.9	14.09	3.9	–	–
Electricians	20.03	7.5	20.41	7.6	–	–
Construction trades, n.e.c.	14.49	6.8	14.52	7.0	–	–
Supervisors, production	11.11	5.7	–	–	10.70	4.3
Machinists	20.28	7.3	20.37	7.5	–	–
Electrical and electronic equipment assemblers ..	19.58	8.3	19.58	8.3	–	–
Butchers and meat cutters	9.69	6.6	9.69	6.6	–	–
Inspectors, testers, and graders	8.98	5.4	8.98	5.4	–	–
	16.94	15.6	16.94	15.6	–	–
Machine operators, assemblers, and inspectors						
Fabricating machine operators, n.e.c.	11.24	5.2	11.21	5.2	–	–
Winding and twisting machine operators	13.94	14.5	13.94	14.5	–	–
Mixing and blending machine operators	9.13	3.1	9.13	3.1	–	–
Miscellaneous machine operators, n.e.c.	11.42	5.4	11.42	5.4	–	–
Assemblers	11.99	6.8	11.99	6.8	–	–
Production inspectors, checkers and examiners ..	10.71	13.2	10.71	13.2	–	–
	11.79	12.1	11.79	12.1	–	–
Transportation and material moving						
Truck drivers	13.86	6.0	14.37	6.3	10.09	3.8
Bus drivers	14.93	9.9	15.78	9.8	–	–
Industrial truck and tractor equipment operators ..	12.78	10.0	–	–	8.72	1.2
	12.25	8.7	12.25	8.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.15	3.6	10.17	3.7	9.63	5.3
Helpers, construction trades	16.70	6.8	16.70	6.8	–	–
Construction laborers	11.10	10.2	11.13	10.3	–	–
Production helpers	9.36	5.4	–	–	–	–
Stock handlers and baggers	11.18	10.1	11.18	10.1	–	–
Machine feeders and offbearers	10.41	8.7	10.41	8.7	–	–
Freight, stock, and material handlers, n.e.c.	8.23	11.8	8.23	11.8	–	–
Hand packers and packagers	10.78	9.6	10.80	9.7	–	–
Laborers, except construction, n.e.c.	9.40	2.5	9.40	2.5	–	–
	8.71	4.3	8.70	4.4	–	–
Service						
Protective service	9.43	5.9	7.91	7.2	12.46	5.0
Supervisors, police and detectives	13.90	9.0	–	–	15.32	4.3
Police and detectives, public service	21.36	6.1	–	–	21.36	6.1
Correctional institution officers	15.03	4.5	–	–	15.03	4.5
Food service	11.93	2.3	–	–	11.93	2.3
Waiters, waitresses, and bartenders	6.20	9.0	5.93	9.5	8.39	7.6
	3.88	26.3	3.88	26.3	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Writers, waitresses, and bartenders—Continued						
Writers and waitresses	\$3.78	27.5	\$3.78	27.5	—	—
Other food service	7.74	5.5	7.60	6.5	\$8.39	7.6
Cooks	7.86	3.6	7.83	3.3	—	—
Food counter, fountain, and related	6.69	8.1	6.69	8.1	—	—
Kitchen workers, food preparation	9.27	7.2	9.27	7.2	—	—
Food preparation, n.e.c.	6.82	4.8	6.48	4.8	—	—
Health service	8.35	2.0	8.39	1.8	8.20	6.1
Health aides, except nursing	8.20	5.4	—	—	8.37	6.4
Nursing aides, orderlies and attendants	8.40	2.0	8.45	1.9	—	—
Cleaning and building service	7.89	3.6	7.78	4.8	8.14	2.7
Maids and housemen	6.59	3.5	6.59	3.5	—	—
Janitors and cleaners	8.00	4.0	7.99	6.3	8.01	2.6
Personal service	12.09	12.8	12.87	15.9	8.90	6.3

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.71	2.7	\$15.59	3.2	\$16.22	3.1
All excluding sales	15.76	2.7	15.65	3.3	16.22	3.1
White collar	19.14	3.3	19.84	4.3	17.45	3.6
White collar excluding sales	19.51	3.4	20.45	4.5	17.45	3.6
Professional specialty and technical	22.40	5.4	24.69	8.2	19.54	2.9
Professional specialty	22.79	6.0	25.39	10.8	20.47	1.8
Engineers, architects, and surveyors	27.83	7.9	27.87	8.0	—	—
Electrical and electronic engineers	32.42	6.1	32.42	6.1	—	—
Mathematical and computer scientists	35.80	21.5	35.94	21.5	—	—
Computer systems analysts and scientists	36.35	21.5	36.50	21.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	20.78	7.8	23.06	12.7	18.47	.9
Registered nurses	20.57	9.0	23.23	15.2	18.30	.6
Teachers, college and university	27.48	5.7	26.19	10.3	—	—
Teachers, except college and university	20.72	3.4	14.70	23.6	21.31	1.8
Elementary school teachers	20.70	1.5	—	—	20.63	1.5
Secondary school teachers	21.20	1.7	—	—	21.05	1.5
Teachers, special education	24.07	5.1	—	—	24.07	5.1
Vocational and educational counselors	23.16	3.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.67	3.1	—	—	15.63	3.7
Social workers	16.09	3.8	—	—	15.77	3.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.46	8.6	16.48	8.7	—	—
Technical	21.32	10.7	23.53	11.6	13.30	7.7
Clinical laboratory technologists and technicians	15.82	11.4	14.92	17.8	—	—
Licensed practical nurses	14.39	4.8	14.39	4.8	—	—
Health technologists and technicians, n.e.c.	11.92	18.6	—	—	11.14	2.0
Electrical and electronic technicians	18.99	10.3	19.05	11.5	—	—
Engineering technicians, n.e.c.	21.76	7.9	22.66	7.8	—	—
Technical and related, n.e.c.	21.82	12.6	22.96	14.3	—	—
Executive, administrative, and managerial	31.30	5.0	32.54	5.7	26.93	8.8
Executives, administrators, and managers	35.60	5.8	37.03	6.8	31.00	8.8
Administrators and officials, public administration	36.55	14.2	—	—	36.87	14.4
Financial managers	39.03	16.4	38.92	17.8	—	—
Personnel and labor relations managers	36.32	21.1	36.32	21.1	—	—
Managers, marketing, advertising, and public relations	39.08	9.1	39.13	9.2	—	—
Administrators, education and related fields	26.55	2.5	—	—	26.59	2.6
Managers and administrators, n.e.c.	35.19	9.3	35.19	9.3	—	—
Management related	22.75	6.9	24.15	7.3	16.63	8.0
Accountants and auditors	20.18	5.7	20.80	4.8	—	—
Personnel, training, and labor relations specialists	17.36	4.9	18.39	3.7	—	—
Management related, n.e.c.	19.63	22.0	19.63	22.0	—	—
Sales	14.05	8.7	14.05	8.7	—	—
Supervisors, sales	19.68	18.5	19.68	18.5	—	—
Sales representatives, mining, manufacturing, and wholesale	21.72	11.0	21.72	11.0	—	—
Sales workers, other commodities	9.59	5.1	9.59	5.1	—	—
Cashiers	8.51	7.3	8.51	7.3	—	—
Administrative support, including clerical	11.95	1.9	12.40	2.4	10.55	2.3
Supervisors, distribution, scheduling, and adjusting clerks	17.86	13.9	17.86	13.9	—	—
Secretaries	13.01	4.8	13.75	5.6	11.71	6.2
Receptionists	10.08	5.2	9.88	5.6	—	—
Order clerks	12.53	3.3	12.53	3.3	—	—
Library clerks	9.93	4.7	—	—	9.93	4.7
Records clerks, n.e.c.	12.12	4.9	12.24	5.5	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Bookkeepers, accounting and auditing clerks	\$12.06	3.4	\$12.13	3.9	–	–
Dispatchers	12.16	11.8	–	–	\$10.68	2.8
Traffic, shipping and receiving clerks	10.85	3.9	10.85	3.9	–	–
Stock and inventory clerks	11.70	8.8	12.31	8.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	14.63	7.5	14.63	7.5	–	–
Investigators and adjusters, except insurance	11.98	4.5	11.98	4.5	–	–
General office clerks	10.89	4.0	10.92	6.3	10.85	2.8
Data entry keyers	9.33	4.4	9.33	4.4	–	–
Teachers' aides	8.93	2.0	–	–	8.93	2.0
Administrative support, n.e.c.	11.23	7.2	–	–	–	–
Blue collar	12.96	3.4	13.00	3.5	12.21	5.4
Precision production, craft, and repair						
Supervisors, mechanics and repairers	16.08	3.1	16.27	3.2	13.58	8.7
Bus, truck, and stationary engine mechanics	29.92	8.0	30.89	8.7	–	–
Industrial machinery repairers	15.25	3.3	15.56	3.6	–	–
Mechanics and repairers, n.e.c.	14.09	3.9	14.09	3.9	–	–
Electricians	20.03	7.5	20.41	7.6	–	–
Construction trades, n.e.c.	14.49	6.8	14.52	7.0	–	–
Supervisors, production	11.11	5.7	–	–	10.70	4.3
Machinists	20.28	7.3	20.37	7.5	–	–
Electrical and electronic equipment assemblers ..	19.58	8.3	19.58	8.3	–	–
Butchers and meat cutters	9.69	6.6	9.69	6.6	–	–
Inspectors, testers, and graders	8.98	5.4	8.98	5.4	–	–
Inspectors, testers, and graders	16.94	15.6	16.94	15.6	–	–
Machine operators, assemblers, and inspectors						
Fabricating machine operators, n.e.c.	11.28	4.9	11.26	5.0	–	–
Winding and twisting machine operators	13.94	14.5	13.94	14.5	–	–
Mixing and blending machine operators	9.13	3.1	9.13	3.1	–	–
Miscellaneous machine operators, n.e.c.	11.42	5.4	11.42	5.4	–	–
Assemblers	11.99	6.8	11.99	6.8	–	–
Production inspectors, checkers and examiners ..	10.71	13.2	10.71	13.2	–	–
Production inspectors, checkers and examiners ..	11.79	12.1	11.79	12.1	–	–
Transportation and material moving						
Truck drivers	14.18	6.1	14.51	6.3	10.72	4.6
Industrial truck and tractor equipment operators ..	15.15	10.0	16.10	9.6	–	–
Industrial truck and tractor equipment operators ..	12.32	8.7	12.32	8.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.63	4.0	10.66	4.1	9.82	5.6
Helpers, construction trades	16.70	6.8	16.70	6.8	–	–
Construction laborers	11.10	10.2	11.13	10.3	–	–
Production helpers	9.36	5.4	–	–	–	–
Stock handlers and baggers	11.18	10.1	11.18	10.1	–	–
Machine feeders and offbearers	13.27	10.0	13.27	10.0	–	–
Freight, stock, and material handlers, n.e.c.	8.23	11.8	8.23	11.8	–	–
Hand packers and packagers	10.89	10.0	10.92	10.1	–	–
Laborers, except construction, n.e.c.	9.39	2.5	9.39	2.5	–	–
Laborers, except construction, n.e.c.	9.06	4.6	9.06	4.7	–	–
Service						
Protective service	10.60	4.9	8.89	6.4	13.31	5.4
Supervisors, police and detectives	14.98	5.8	–	–	15.49	4.3
Police and detectives, public service	21.36	6.1	–	–	21.36	6.1
Correctional institution officers	15.03	4.5	–	–	15.03	4.5
Food service	11.93	2.3	–	–	11.93	2.3
Waiters, waitresses, and bartenders	7.01	6.5	6.76	6.7	–	–
Waiters and waitresses	4.78	23.8	4.78	23.8	–	–
Other food service	4.68	25.1	4.68	25.1	–	–
Cooks	8.18	4.0	7.97	4.2	–	–
Cooks	8.00	3.5	7.83	3.3	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$6.90	4.0	\$6.86	4.0	—	—
Health service	8.51	2.3	8.56	2.2	\$8.34	7.0
Health aides, except nursing	8.29	5.9	—	—	8.34	7.0
Nursing aides, orderlies and attendants	8.60	2.1	8.60	2.1	—	—
Cleaning and building service	8.21	4.1	8.15	5.8	8.35	2.4
Janitors and cleaners	8.46	3.3	8.66	5.6	8.19	1.5
Personal service	—	—	—	—	10.40	8.9

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.69	7.7	\$7.73	5.7	\$12.64	21.0
All excluding sales	9.03	8.8	7.96	6.8	12.91	21.8
White collar	11.39	11.6	9.67	6.6	16.87	31.8
White collar excluding sales	13.79	14.7	11.82	9.5	17.98	33.3
Professional specialty and technical	20.43	22.6	17.32	11.3	23.02	37.3
Professional specialty	25.85	21.0	18.77	11.0	34.55	30.4
Health related	29.08	22.7	—	—	—	—
Registered nurses	19.41	1.6	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	8.24	9.2	—	—	—	—
Sales	6.77	2.4	6.61	2.1	—	—
Cashiers	6.68	2.6	6.48	2.0	—	—
Administrative support, including clerical	9.65	6.7	9.91	8.2	8.45	4.1
General office clerks	9.76	6.0	9.95	7.6	—	—
Blue collar	7.29	3.9	7.10	4.5	8.59	1.3
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.09	4.5	—	—	8.72	1.2
Bus drivers	8.74	1.2	—	—	8.72	1.2
Handlers, equipment cleaners, helpers, and laborers	6.98	3.9	6.96	4.0	—	—
Stock handlers and baggers	6.67	3.6	6.67	3.6	—	—
Laborers, except construction, n.e.c.	7.18	8.8	7.16	9.0	—	—
Service	6.15	8.6	5.83	10.1	7.53	3.3
Protective service	7.81	2.3	—	—	—	—
Food service	5.01	11.5	4.65	11.1	—	—
Waiters, waitresses, and bartenders	2.95	20.6	2.95	20.6	—	—
Other food service	6.93	10.2	6.80	13.6	—	—
Food preparation, n.e.c.	6.71	10.1	—	—	—	—
Health service	7.74	1.9	7.76	1.8	—	—
Nursing aides, orderlies and attendants	7.78	1.8	7.90	1.7	—	—
Cleaning and building service	6.61	3.6	—	—	—	—
Janitors and cleaners	6.61	3.8	—	—	—	—
Personal service	7.07	4.3	6.67	4.0	7.63	4.9

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$622	2.8	39.6	\$618	3.3	39.7	\$640	3.2	39.4
All excluding sales	624	2.8	39.6	620	3.4	39.6	640	3.2	39.4
White collar	755	3.4	39.5	787	4.4	39.7	679	3.7	38.9
White collar excluding sales	768	3.4	39.3	809	4.6	39.6	679	3.7	38.9
Professional specialty and technical	868	5.3	38.7	965	7.9	39.1	748	3.2	38.3
Professional specialty	889	6.1	39.0	1,017	10.8	40.1	780	2.0	38.1
Engineers, architects, and surveyors	1,122	8.0	40.3	1,124	8.1	40.3	-	-	-
Electrical and electronic engineers	1,297	6.1	40.0	1,297	6.1	40.0	-	-	-
Mathematical and computer scientists	1,468	20.5	41.0	1,474	20.5	41.0	-	-	-
Computer systems analysts and scientists	1,492	20.4	41.1	1,499	20.4	41.1	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	810	8.7	39.0	922	12.7	40.0	701	3.8	38.0
Registered nurses	798	10.0	38.8	929	15.2	40.0	692	3.6	37.8
Teachers, college and university	1,066	5.7	38.8	921	10.1	35.2	-	-	-
Teachers, except college and university	779	3.1	37.6	576	23.0	39.2	798	1.7	37.4
Elementary school teachers	774	1.4	37.4	-	-	-	770	1.3	37.3
Secondary school teachers	799	1.9	37.7	-	-	-	794	1.4	37.7
Teachers, special education	893	5.3	37.1	-	-	-	893	5.3	37.1
Vocational and educational counselors	867	3.2	37.4	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	620	3.1	39.6	-	-	-	625	3.7	40.0
Social workers	640	3.5	39.8	-	-	-	631	3.5	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	658	8.6	40.0	659	8.7	40.0	-	-	-
Technical	811	9.0	38.0	884	9.4	37.6	529	8.6	39.8
Clinical laboratory technologists and technicians	621	12.2	39.2	580	18.9	38.9	-	-	-
Licensed practical nurses	558	4.8	38.8	558	4.8	38.8	-	-	-
Health technologists and technicians, n.e.c.	474	18.7	39.8	-	-	-	441	2.8	39.6
Electrical and electronic technicians	768	10.6	40.4	771	11.8	40.5	-	-	-
Engineering technicians, n.e.c.	870	7.9	40.0	906	7.8	40.0	-	-	-
Technical and related, n.e.c.	873	12.6	40.0	919	14.3	40.0	-	-	-
Executive, administrative, and managerial	1,273	4.9	40.7	1,329	5.5	40.9	1,079	8.8	40.1
Executives, administrators, and managers	1,457	5.4	40.9	1,526	6.2	41.2	1,243	8.8	40.1
Administrators and officials, public administration	1,462	14.2	40.0	-	-	-	1,474	14.4	40.0
Financial managers	1,554	16.6	39.8	1,550	18.0	39.8	-	-	-
Personnel and labor relations managers	1,499	19.3	41.3	1,499	19.3	41.3	-	-	-
Managers, marketing, advertising, and public relations	1,585	8.8	40.6	1,588	8.9	40.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators, education and related fields	\$1,061	2.5	40.0	—	—	—	\$1,063	2.6	40.0
Managers and administrators, n.e.c.	1,470	8.4	41.8	\$1,470	8.4	41.8	—	—	—
Management related	914	7.3	40.2	972	7.8	40.2	665	8.0	40.0
Accountants and auditors	798	6.3	39.6	822	5.5	39.5	—	—	—
Personnel, training, and labor relations specialists	694	4.9	40.0	736	3.7	40.0	—	—	—
Management related, n.e.c.	785	22.0	40.0	785	22.0	40.0	—	—	—
Sales	576	8.9	41.0	576	8.9	41.0	—	—	—
Supervisors, sales	847	16.6	43.0	847	16.6	43.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	889	11.0	40.9	889	11.0	40.9	—	—	—
Sales workers, other commodities	384	5.1	40.0	384	5.1	40.0	—	—	—
Cashiers	335	7.3	39.4	335	7.3	39.4	—	—	—
Administrative support, including clerical	469	2.1	39.3	487	2.8	39.3	415	2.6	39.3
Supervisors, distribution, scheduling, and adjusting clerks	714	13.9	40.0	714	13.9	40.0	—	—	—
Secretaries	519	4.8	39.9	548	5.6	39.9	467	6.3	39.8
Receptionists	394	6.9	39.1	385	7.4	39.0	—	—	—
Order clerks	482	4.1	38.4	482	4.1	38.4	—	—	—
Library clerks	389	4.0	39.2	—	—	—	389	4.0	39.2
Records clerks, n.e.c.	467	6.0	38.5	469	6.8	38.3	—	—	—
Bookkeepers, accounting and auditing clerks	473	3.3	39.3	475	3.7	39.1	—	—	—
Dispatchers	501	13.8	41.2	—	—	—	431	3.6	40.4
Traffic, shipping and receiving clerks	434	3.9	40.0	434	3.9	40.0	—	—	—
Stock and inventory clerks	468	8.8	40.0	492	8.6	40.0	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	585	7.5	40.0	585	7.5	40.0	—	—	—
Investigators and adjusters, except insurance	479	4.5	40.0	479	4.5	40.0	—	—	—
General office clerks	432	4.1	39.6	430	6.4	39.4	434	2.8	40.0
Data entry keyers	373	4.4	40.0	373	4.4	40.0	—	—	—
Teachers' aides	337	2.1	37.7	—	—	—	337	2.1	37.7
Administrative support, n.e.c.	446	7.5	39.7	—	—	—	—	—	—
Blue collar	520	3.6	40.1	522	3.7	40.1	488	5.4	40.0
Precision production, craft, and repair	645	3.3	40.1	652	3.4	40.1	543	8.7	40.0
Supervisors, mechanics and repairers	1,198	9.4	40.1	1,237	10.4	40.1	—	—	—
Bus, truck, and stationary engine mechanics	610	3.3	40.0	623	3.6	40.0	—	—	—
Industrial machinery repairers	555	4.2	39.4	555	4.2	39.4	—	—	—
Mechanics and repairers, n.e.c.	795	7.3	39.7	810	7.4	39.7	—	—	—
Electricians	564	7.8	38.9	565	8.0	38.9	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Construction trades, n.e.c.	\$443	5.5	39.9	—	—	—	\$428	4.3	40.0
Supervisors, production	881	11.6	43.5	\$888	11.9	43.6	—	—	—
Machinists	761	6.9	38.9	761	6.9	38.9	—	—	—
Electrical and electronic equipment assemblers	387	6.3	39.9	387	6.3	39.9	—	—	—
Butchers and meat cutters	359	5.4	40.0	359	5.4	40.0	—	—	—
Inspectors, testers, and graders	798	26.2	47.1	798	26.2	47.1	—	—	—
Machine operators, assemblers, and inspectors	447	5.0	39.6	446	5.0	39.6	—	—	—
Fabricating machine operators, n.e.c.	552	14.7	39.6	552	14.7	39.6	—	—	—
Winding and twisting machine operators	361	3.1	39.5	361	3.1	39.5	—	—	—
Mixing and blending machine operators	457	5.4	40.0	457	5.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	464	8.1	38.7	464	8.1	38.7	—	—	—
Assemblers	428	13.1	39.9	428	13.1	39.9	—	—	—
Production inspectors, checkers and examiners ...	471	12.1	40.0	471	12.1	40.0	—	—	—
Transportation and material moving	601	8.6	42.4	618	9.0	42.6	429	4.6	40.0
Truck drivers	686	14.6	45.3	750	14.7	46.6	—	—	—
Industrial truck and tractor equipment operators	493	8.7	40.0	493	8.7	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	424	4.0	39.8	425	4.1	39.8	393	5.6	40.0
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	687	6.0	41.1	687	6.0	41.1	—	—	—
Helpers, construction trades ...	436	10.7	39.3	438	10.8	39.3	—	—	—
Construction laborers	375	5.4	40.0	—	—	—	—	—	—
Production helpers	443	10.2	39.7	443	10.2	39.7	—	—	—
Stock handlers and baggers ...	525	9.7	39.6	525	9.7	39.6	—	—	—
Machine feeders and offbearers	326	11.5	39.7	326	11.5	39.7	—	—	—
Freight, stock, and material handlers, n.e.c.	435	10.0	40.0	436	10.1	40.0	—	—	—
Hand packers and packagers	376	2.5	40.0	376	2.5	40.0	—	—	—
Laborers, except construction, n.e.c.	361	4.6	39.8	360	4.7	39.8	—	—	—
Service	402	5.8	38.0	320	6.9	36.0	554	6.0	41.6
Protective service	633	6.4	42.3	—	—	—	661	4.9	42.6
Supervisors, police and detectives	866	6.4	40.5	—	—	—	866	6.4	40.5
Police and detectives, public service	617	4.6	41.1	—	—	—	617	4.6	41.1
Correctional institution officers	482	2.5	40.4	—	—	—	482	2.5	40.4
Food service	258	9.2	36.8	248	9.6	36.7	—	—	—
Waiters, waitresses, and bartenders	162	25.6	33.9	162	25.6	33.9	—	—	—
Waiters and waitresses	158	26.9	33.7	158	26.9	33.7	—	—	—
Other food service	315	4.8	38.5	307	5.3	38.6	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Food service—Continued									
Other food service—Continued									
Cooks	\$315	3.3	39.4	\$309	3.5	39.5	—	—	—
Food preparation, n.e.c.	245	8.7	35.5	246	9.2	35.8	—	—	—
Health service	337	2.2	39.6	338	2.0	39.5	\$334	7.0	40.0
Health aides, except nursing ..	332	5.9	40.0	—	—	—	334	7.0	40.0
Nursing aides, orderlies and attendants	339	2.0	39.5	339	2.0	39.5	—	—	—
Cleaning and building service	314	7.0	38.3	306	9.7	37.5	334	2.4	40.0
Janitors and cleaners	336	3.6	39.7	342	6.0	39.5	328	1.5	40.0
Personal service	—	—	—	—	—	—	416	8.9	40.0

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

⁵ 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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$31,674	2.8	2,017	\$31,802	3.3	2,040	\$31,162	3.2	1,922
All excluding sales	31,729	2.8	2,013	31,876	3.4	2,037	31,162	3.2	1,922
White collar	37,952	3.4	1,983	40,463	4.4	2,040	32,391	3.7	1,856
White collar excluding sales	38,491	3.4	1,973	41,524	4.6	2,031	32,391	3.7	1,856
Professional specialty and technical	42,272	5.3	1,887	49,305	7.9	1,997	34,498	3.2	1,766
Professional specialty	42,339	6.1	1,858	51,472	10.8	2,027	35,376	2.0	1,728
Engineers, architects, and surveyors	58,326	8.0	2,096	58,431	8.1	2,096	-	-	-
Electrical and electronic engineers	67,429	6.1	2,080	67,429	6.1	2,080	-	-	-
Mathematical and computer scientists	76,353	20.5	2,133	76,663	20.5	2,133	-	-	-
Computer systems analysts and scientists	77,601	20.4	2,135	77,938	20.4	2,135	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	42,002	8.7	2,022	47,914	12.7	2,078	36,340	3.8	1,968
Registered nurses	41,375	10.0	2,011	48,259	15.2	2,077	35,827	3.6	1,958
Teachers, college and university	45,279	5.7	1,648	38,771	10.1	1,481	-	-	-
Teachers, except college and university	33,068	3.1	1,596	22,798	23.0	1,551	34,110	1.7	1,600
Elementary school teachers	32,757	1.4	1,583	-	-	-	32,768	1.3	1,588
Secondary school teachers	34,064	1.9	1,607	-	-	-	33,947	1.4	1,613
Teachers, special education	37,630	5.3	1,564	-	-	-	37,630	5.3	1,564
Vocational and educational counselors	38,138	3.2	1,647	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	32,253	3.1	2,059	-	-	-	32,518	3.7	2,080
Social workers	33,281	3.5	2,068	-	-	-	32,803	3.5	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34,208	8.6	2,078	34,246	8.7	2,078	-	-	-
Technical	42,077	9.0	1,974	45,876	9.4	1,949	27,504	8.6	2,068
Clinical laboratory technologists and technicians	32,272	12.2	2,040	30,145	18.9	2,021	-	-	-
Licensed practical nurses	29,004	4.8	2,015	29,004	4.8	2,015	-	-	-
Health technologists and technicians, n.e.c.	24,657	18.7	2,068	-	-	-	22,932	2.8	2,058
Electrical and electronic technicians	39,926	10.6	2,103	40,098	11.8	2,105	-	-	-
Engineering technicians, n.e.c.	45,260	7.9	2,080	47,132	7.8	2,080	-	-	-
Technical and related, n.e.c.	44,467	12.6	2,038	46,627	14.3	2,030	-	-	-
Executive, administrative, and managerial	65,962	4.9	2,107	69,101	5.5	2,124	55,258	8.8	2,052
Executives, administrators, and managers	75,344	5.4	2,116	79,299	6.2	2,141	63,264	8.8	2,041
Administrators and officials, public administration	76,003	14.2	2,079	-	-	-	76,668	14.4	2,079
Financial managers	80,826	16.6	2,071	80,575	18.0	2,070	-	-	-
Personnel and labor relations managers	77,923	19.3	2,146	77,923	19.3	2,146	-	-	-
Managers, marketing, advertising, and public relations	82,443	8.8	2,110	82,553	8.9	2,110	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators, education and related fields	\$53,179	2.5	2,003	—	—	—	\$53,298	2.6	2,005
Managers and administrators, n.e.c.	76,438	8.4	2,172	\$76,438	8.4	2,172	—	—	—
Management related	47,531	7.3	2,090	50,521	7.8	2,092	34,587	8.0	2,080
Accountants and auditors	41,508	6.3	2,057	42,748	5.5	2,055	—	—	—
Personnel, training, and labor relations specialists	36,110	4.9	2,080	38,252	3.7	2,080	—	—	—
Management related, n.e.c.	40,837	22.0	2,080	40,837	22.0	2,080	—	—	—
Sales	29,934	8.9	2,130	29,934	8.9	2,130	—	—	—
Supervisors, sales	44,023	16.6	2,237	44,023	16.6	2,237	—	—	—
Sales representatives, mining, manufacturing, and wholesale	46,249	11.0	2,129	46,249	11.0	2,129	—	—	—
Sales workers, other commodities	19,946	5.1	2,080	19,946	5.1	2,080	—	—	—
Cashiers	17,433	7.3	2,048	17,433	7.3	2,048	—	—	—
Administrative support, including clerical	23,783	2.1	1,991	24,930	2.8	2,011	20,375	2.6	1,931
Supervisors, distribution, scheduling, and adjusting clerks	37,150	13.9	2,080	37,150	13.9	2,080	—	—	—
Secretaries	25,554	4.8	1,964	26,517	5.6	1,929	23,764	6.3	2,029
Receptionists	20,447	6.9	2,029	19,988	7.4	2,023	—	—	—
Order clerks	25,044	4.1	1,998	25,044	4.1	1,998	—	—	—
Library clerks	19,024	4.0	1,916	—	—	—	19,024	4.0	1,916
Records clerks, n.e.c.	24,273	6.0	2,002	24,379	6.8	1,992	—	—	—
Bookkeepers, accounting and auditing clerks	24,611	3.3	2,041	24,676	3.7	2,034	—	—	—
Dispatchers	26,077	13.8	2,144	—	—	—	22,432	3.6	2,100
Traffic, shipping and receiving clerks	22,570	3.9	2,080	22,570	3.9	2,080	—	—	—
Stock and inventory clerks	24,331	8.8	2,080	25,597	8.6	2,080	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	30,425	7.5	2,080	30,425	7.5	2,080	—	—	—
Investigators and adjusters, except insurance	24,926	4.5	2,080	24,926	4.5	2,080	—	—	—
General office clerks	21,457	4.1	1,970	20,788	6.4	1,903	22,567	2.8	2,080
Data entry keyers	16,954	4.4	1,817	16,954	4.4	1,817	—	—	—
Teachers' aides	14,725	2.1	1,648	—	—	—	14,722	2.1	1,649
Administrative support, n.e.c.	23,198	7.5	2,067	—	—	—	—	—	—
Blue collar	26,820	3.6	2,069	26,884	3.7	2,068	25,387	5.4	2,079
Precision production, craft, and repair	33,517	3.3	2,085	33,930	3.4	2,085	28,211	8.7	2,078
Supervisors, mechanics and repairers	62,318	9.4	2,083	64,349	10.4	2,083	—	—	—
Bus, truck, and stationary engine mechanics	31,726	3.3	2,080	32,371	3.6	2,080	—	—	—
Industrial machinery repairers	28,875	4.2	2,050	28,875	4.2	2,050	—	—	—
Mechanics and repairers, n.e.c.	41,285	7.3	2,061	42,098	7.4	2,063	—	—	—
Electricians	29,327	7.8	2,025	29,380	8.0	2,023	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Construction trades, n.e.c.	\$23,035	5.5	2,074	—	—	—	\$22,258	4.3	2,080
Supervisors, production	45,825	11.6	2,260	\$46,192	11.9	2,267	—	—	—
Machinists	39,585	6.9	2,021	39,585	6.9	2,021	—	—	—
Electrical and electronic equipment assemblers	20,103	6.3	2,074	20,103	6.3	2,074	—	—	—
Butchers and meat cutters	18,670	5.4	2,080	18,670	5.4	2,080	—	—	—
Inspectors, testers, and graders	41,521	26.2	2,452	41,521	26.2	2,452	—	—	—
Machine operators, assemblers, and inspectors	22,937	5.0	2,033	22,889	5.0	2,033	—	—	—
Fabricating machine operators, n.e.c.	28,693	14.7	2,059	28,693	14.7	2,059	—	—	—
Winding and twisting machine operators	18,770	3.1	2,056	18,770	3.1	2,056	—	—	—
Mixing and blending machine operators	23,688	5.4	2,075	23,688	5.4	2,075	—	—	—
Miscellaneous machine operators, n.e.c.	24,136	8.1	2,012	24,136	8.1	2,012	—	—	—
Assemblers	21,617	13.1	2,018	21,617	13.1	2,018	—	—	—
Production inspectors, checkers and examiners ...	24,419	12.1	2,072	24,419	12.1	2,072	—	—	—
Transportation and material moving	31,237	8.6	2,203	32,159	9.0	2,216	22,290	4.6	2,080
Truck drivers	35,680	14.6	2,354	39,001	14.7	2,423	—	—	—
Industrial truck and tractor equipment operators	25,629	8.7	2,080	25,629	8.7	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	21,599	4.0	2,031	21,639	4.1	2,030	20,425	5.6	2,080
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	35,702	6.0	2,138	35,702	6.0	2,138	—	—	—
Helpers, construction trades ...	22,692	10.7	2,045	22,757	10.8	2,045	—	—	—
Construction laborers	19,478	5.4	2,080	—	—	—	—	—	—
Production helpers	23,055	10.2	2,063	23,055	10.2	2,063	—	—	—
Stock handlers and baggers ...	27,325	9.7	2,059	27,325	9.7	2,059	—	—	—
Machine feeders and offbearers	16,967	11.5	2,063	16,967	11.5	2,063	—	—	—
Freight, stock, and material handlers, n.e.c.	22,631	10.0	2,078	22,694	10.1	2,077	—	—	—
Hand packers and packagers	19,224	2.5	2,046	19,224	2.5	2,046	—	—	—
Laborers, except construction, n.e.c.	17,860	4.6	1,971	17,815	4.7	1,967	—	—	—
Service	20,682	5.8	1,951	16,402	6.9	1,845	28,583	6.0	2,147
Protective service	32,938	6.4	2,198	—	—	—	34,347	4.9	2,218
Supervisors, police and detectives	45,015	6.4	2,108	—	—	—	45,015	6.4	2,108
Police and detectives, public service	32,102	4.6	2,136	—	—	—	32,102	4.6	2,136
Correctional institution officers	25,072	2.5	2,102	—	—	—	25,072	2.5	2,102
Food service	13,264	9.2	1,893	12,887	9.6	1,906	—	—	—
Waiters, waitresses, and bartenders	8,422	25.6	1,762	8,422	25.6	1,762	—	—	—
Waiters and waitresses	8,207	26.9	1,754	8,207	26.9	1,754	—	—	—
Other food service	16,113	4.8	1,970	15,972	5.3	2,005	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Other food service—Continued									
Cooks	\$16,090	3.3	2,011	\$16,082	3.5	2,053	—	—	—
Food preparation, n.e.c.	12,483	8.7	1,808	12,785	9.2	1,863	—	—	—
Health service	17,532	2.2	2,060	17,584	2.0	2,054	\$17,355	7.0	2,080
Health aides, except nursing ..	17,248	5.9	2,080	—	—	—	17,355	7.0	2,080
Nursing aides, orderlies and attendants	17,641	2.0	2,052	17,641	2.0	2,052	—	—	—
Cleaning and building service	16,341	7.0	1,990	15,895	9.7	1,951	17,365	2.4	2,080
Janitors and cleaners	17,481	3.6	2,066	17,799	6.0	2,056	17,044	1.5	2,080
Personal service	—	—	—	—	—	—	21,624	8.9	2,080

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$15.13	2.7	\$14.94	3.3	\$15.91	3.5
All excluding sales	15.27	2.7	15.10	3.3	15.95	3.4
White collar	18.55	3.3	19.01	4.3	17.41	4.2
1	7.14	3.5	7.06	3.5	—	—
2	8.75	4.3	8.76	4.6	8.69	1.3
3	9.94	2.8	10.21	3.4	9.29	3.6
4	11.93	3.2	12.59	3.6	9.95	2.9
5	13.48	1.9	13.87	2.2	12.31	2.0
6	13.89	4.3	13.76	5.3	14.23	6.7
7	17.47	1.9	17.71	1.9	16.86	4.5
8	20.73	3.8	21.49	5.7	19.54	2.6
9	22.56	3.1	25.07	4.6	20.43	2.3
10	28.36	8.1	30.42	9.0	21.97	6.0
11	34.50	7.2	35.99	7.8	30.13	14.4
12	44.54	5.3	45.21	5.3	—	—
13	45.72	8.1	52.51	9.5	37.14	7.9
14	59.16	1.6	59.25	2.1	—	—
White collar excluding sales	19.20	3.4	19.98	4.5	17.48	4.1
2	9.31	4.9	9.37	5.4	8.64	1.4
3	10.00	2.9	10.32	3.8	9.32	3.6
4	12.03	3.2	12.77	3.6	9.95	2.9
5	13.36	1.9	13.77	2.3	12.31	2.0
6	14.01	4.8	13.90	6.2	14.23	6.7
7	17.52	1.9	17.79	1.9	16.86	4.5
8	20.59	3.9	21.33	6.1	19.54	2.6
9	22.64	3.1	25.32	4.5	20.43	2.3
10	27.82	9.6	30.16	11.3	21.97	6.0
11	34.90	7.5	36.64	8.1	30.13	14.4
12	44.54	5.3	45.21	5.3	—	—
13	45.72	8.1	52.51	9.5	37.14	7.9
14	59.16	1.6	59.25	2.1	—	—
Professional specialty and technical	22.28	5.4	24.33	8.0	19.78	4.7
Professional specialty	22.96	5.8	24.97	10.4	21.14	3.3
5	12.98	4.4	—	—	—	—
6	14.77	12.4	13.51	14.2	—	—
7	18.32	2.4	18.39	3.7	18.23	3.1
8	19.72	2.9	18.60	5.6	20.39	2.7
9	20.94	2.4	23.12	5.1	20.35	2.5
10	28.50	11.3	31.44	12.4	—	—
11	33.63	10.1	—	—	—	—
12	45.27	11.7	45.27	11.7	—	—
13	38.03	8.5	—	—	35.73	12.0
Engineers, architects, and surveyors	27.83	7.9	27.87	8.0	—	—
11	30.71	5.4	31.06	5.4	—	—
12	36.46	2.7	36.46	2.7	—	—
Electrical and electronic engineers	32.42	6.1	32.42	6.1	—	—
Mathematical and computer scientists	35.80	21.5	35.94	21.5	—	—
Computer systems analysts and scientists	36.35	21.5	36.50	21.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.43	8.9	22.64	10.4	22.21	14.5
7	18.44	2.1	18.57	1.6	—	—
8	19.36	2.8	19.36	2.8	—	—
9	19.87	4.5	—	—	18.46	.4
Registered nurses	20.38	7.6	22.38	12.4	18.37	.5
7	18.39	1.6	18.57	1.6	—	—
8	19.36	2.8	19.36	2.8	—	—
9	18.90	2.5	—	—	18.46	.4
Teachers, college and university	27.37	5.7	25.83	10.6	—	—
8	21.83	7.1	21.14	12.6	—	—
13	31.98	8.2	—	—	—	—
Teachers, except college and university	20.51	3.3	14.12	18.1	21.29	1.8
6	14.35	19.3	—	—	—	—
7	20.94	2.4	—	—	—	—
8	21.73	2.5	—	—	21.82	2.6

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
9	\$21.40	2.8	–	–	–	–
Elementary school teachers	20.69	1.5	\$22.20	6.8	\$20.63	1.5
8	21.32	3.7	–	–	–	–
Secondary school teachers	21.22	1.7	–	–	21.07	1.5
Teachers, special education	24.07	5.1	–	–	24.07	5.1
Vocational and educational counselors	23.16	3.1	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	15.80	3.1	–	–	15.79	3.7
5	12.89	2.9	–	–	–	–
7	13.95	4.1	–	–	13.95	4.1
8	17.17	4.2	–	–	17.17	4.2
9	18.37	6.6	–	–	–	–
Social workers	16.22	3.8	–	–	15.93	3.5
7	13.95	4.1	–	–	13.95	4.1
8	17.17	4.2	–	–	17.17	4.2
9	18.37	6.6	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.46	8.6	16.48	8.7	–	–
Technical	20.46	11.4	23.25	11.9	12.20	10.0
4	11.52	11.7	14.90	7.0	9.33	7.6
5	13.26	3.1	13.34	3.6	–	–
6	13.50	5.2	13.45	5.7	–	–
7	15.83	9.1	17.84	7.6	–	–
8	18.99	3.7	20.31	3.6	16.14	5.7
9	27.78	12.0	27.86	12.1	–	–
Clinical laboratory technologists and technicians	15.55	11.4	14.58	17.1	–	–
Licensed practical nurses	14.48	4.8	14.48	4.8	–	–
Health technologists and technicians, n.e.c.	10.98	16.2	–	–	10.11	3.2
4	9.33	7.6	–	–	9.33	7.6
Electrical and electronic technicians	18.99	10.3	19.05	11.5	–	–
Engineering technicians, n.e.c.	21.76	7.9	22.66	7.8	–	–
Technical and related, n.e.c.	21.82	12.6	22.96	14.3	–	–
Executive, administrative, and managerial	31.30	5.0	32.54	5.7	26.93	8.8
5	14.23	5.3	–	–	–	–
7	18.10	3.1	18.08	3.2	–	–
8	24.45	11.4	25.02	11.9	–	–
9	24.21	6.2	25.39	6.5	20.99	7.0
11	29.11	3.8	30.83	3.9	26.19	2.0
12	44.14	4.7	45.18	4.5	–	–
13	52.00	10.5	–	–	–	–
14	59.27	1.7	59.43	2.2	–	–
Executives, administrators, and managers	35.60	5.8	37.03	6.8	31.00	8.8
8	20.15	4.8	20.15	4.8	–	–
9	24.59	4.7	25.24	7.0	23.65	4.9
11	29.04	3.9	30.83	4.1	26.19	2.0
12	44.27	4.7	45.34	4.6	–	–
13	52.00	10.5	–	–	–	–
14	59.27	1.7	59.43	2.2	–	–
Administrators and officials, public administration	36.55	14.2	–	–	36.87	14.4
Financial managers	39.03	16.4	38.92	17.8	–	–
Personnel and labor relations managers	36.32	21.1	36.32	21.1	–	–
Managers, marketing, advertising, and public relations	39.08	9.1	39.13	9.2	–	–
Administrators, education and related fields	26.55	2.5	–	–	26.59	2.6
Managers and administrators, n.e.c.	35.19	9.3	35.19	9.3	–	–
11	32.93	4.4	32.93	4.4	–	–
12	44.00	4.4	44.00	4.4	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Managers and administrators, n.e.c. –Continued						
14	\$64.34	6.1	\$64.34	6.1	–	–
Management related	22.75	6.9	24.15	7.3	\$16.63	8.0
5	14.34	6.1	–	–	–	–
7	18.60	1.7	18.67	1.8	–	–
8	28.59	14.8	30.59	14.7	–	–
9	24.03	8.8	25.44	8.4	–	–
Accountants and auditors	20.18	5.7	20.80	4.8	–	–
Personnel, training, and labor relations specialists	17.36	4.9	18.39	3.7	–	–
Management related, n.e.c.	19.63	22.0	19.63	22.0	–	–
Sales						
1	11.91	8.4	12.00	8.6	–	–
2	6.85	3.3	6.72	2.9	–	–
3	6.96	2.7	6.92	2.7	–	–
4	9.34	5.6	9.43	6.0	–	–
5	9.33	8.9	9.33	8.9	–	–
8	14.45	7.2	14.45	7.2	–	–
Supervisors, sales	22.86	7.8	22.86	7.8	–	–
Supervisors, sales	18.81	19.0	18.81	19.0	–	–
Sales representatives, mining, manufacturing, and wholesale	21.72	11.0	21.72	11.0	–	–
Sales workers, other commodities	9.59	5.1	9.59	5.1	–	–
Cashiers	7.49	4.8	7.43	5.1	–	–
2	6.96	2.7	6.92	2.7	–	–
Administrative support, including clerical						
2	11.77	2.1	12.20	2.7	10.44	2.4
3	9.31	4.9	9.37	5.4	8.64	1.4
4	10.18	2.4	10.64	2.4	9.32	3.6
5	12.10	3.3	12.64	3.8	10.16	2.2
6	13.30	2.4	13.76	2.8	12.04	2.7
7	13.62	3.8	14.82	3.6	12.30	1.3
7	16.70	2.8	16.99	2.8	–	–
Supervisors, distribution, scheduling, and adjusting clerks	17.86	13.9	17.86	13.9	–	–
Secretaries	12.68	5.6	13.75	5.6	11.16	8.1
3	9.03	4.6	–	–	–	–
4	11.47	5.4	11.60	6.0	–	–
5	14.24	5.1	14.41	5.4	–	–
7	16.19	4.6	16.96	3.6	–	–
Interviewers	10.80	4.9	–	–	–	–
Receptionists	10.07	4.9	9.89	5.2	–	–
3	10.13	8.0	10.13	8.0	–	–
Order clerks	12.53	3.3	12.53	3.3	–	–
4	12.04	4.1	12.04	4.1	–	–
Library clerks	9.61	3.8	–	–	9.54	4.1
4	9.84	5.3	–	–	9.84	5.3
Records clerks, n.e.c.	11.97	4.7	12.06	5.3	–	–
Bookkeepers, accounting and auditing clerks	11.98	3.5	12.03	3.9	–	–
4	10.99	6.3	–	–	–	–
5	12.50	1.1	–	–	–	–
Payroll and timekeeping clerks	10.72	10.1	10.72	10.1	–	–
Dispatchers	12.13	11.6	–	–	10.66	2.8
4	10.62	2.6	–	–	10.68	3.2
Traffic, shipping and receiving clerks	10.85	3.9	10.85	3.9	–	–
Stock and inventory clerks	11.70	8.8	12.31	8.6	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	14.36	7.4	14.36	7.4	–	–
Investigators and adjusters, except insurance	11.63	5.4	11.63	5.4	–	–
General office clerks	10.80	3.7	10.83	5.7	10.75	2.8

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
General office clerks —Continued						
2	\$8.67	2.4	—	—	—	—
3	10.58	3.5	\$10.63	3.8	—	—
4	9.67	6.0	9.40	9.8	\$10.02	2.4
5	12.24	3.9	—	—	—	—
Data entry keyers	8.53	5.6	8.61	6.0	—	—
Teachers' aides	8.91	1.9	—	—	8.90	1.9
Administrative support, n.e.c.	10.90	7.1	—	—	—	—
Blue collar	12.71	3.4	12.76	3.5	11.77	4.8
1	7.83	4.4	7.83	4.5	—	—
2	9.51	3.2	9.54	3.3	8.73	1.8
3	11.10	3.5	11.12	3.7	10.50	4.0
4	12.64	3.8	12.80	3.9	10.29	1.5
5	14.58	2.6	14.81	2.6	11.41	4.8
6	16.11	6.3	16.23	6.5	—	—
7	18.11	2.6	18.37	2.7	14.88	2.9
8	21.17	4.1	21.17	4.1	—	—
9	26.31	5.2	26.86	5.7	—	—
Precision production, craft, and repair	16.08	3.1	16.27	3.2	13.58	8.7
1	7.93	3.9	7.93	3.9	—	—
2	9.18	1.5	—	—	—	—
3	11.12	10.2	11.22	11.6	—	—
4	11.63	7.4	11.64	7.6	—	—
5	13.34	3.4	13.61	2.9	11.09	3.8
6	14.23	3.5	14.29	3.8	—	—
7	18.05	2.7	18.24	2.7	15.18	2.7
8	21.00	4.1	21.00	4.1	—	—
9	26.31	5.2	26.86	5.7	—	—
Supervisors, mechanics and repairers	29.92	8.0	30.89	8.7	—	—
9	29.92	8.0	30.89	8.7	—	—
Bus, truck, and stationary engine mechanics	15.25	3.3	15.56	3.6	—	—
Industrial machinery repairers	14.09	3.9	14.09	3.9	—	—
5	12.61	3.1	12.61	3.1	—	—
6	14.40	5.5	14.40	5.5	—	—
7	16.31	5.5	16.31	5.5	—	—
Mechanics and repairers, n.e.c.	20.03	7.5	20.41	7.6	—	—
5	10.70	5.5	—	—	—	—
Electricians	14.49	6.8	14.52	7.0	—	—
Construction trades, n.e.c.	11.11	5.7	—	—	10.70	4.3
Supervisors, production	20.28	7.3	20.37	7.5	—	—
7	18.42	6.4	18.42	6.4	—	—
Machinists	19.58	8.3	19.58	8.3	—	—
Electrical and electronic equipment assemblers ..	9.69	6.6	9.69	6.6	—	—
Butchers and meat cutters	8.98	5.4	8.98	5.4	—	—
Inspectors, testers, and graders	16.94	15.6	16.94	15.6	—	—
Machine operators, assemblers, and inspectors	11.24	5.2	11.21	5.2	—	—
1	8.11	10.8	8.11	10.8	—	—
2	9.18	3.0	9.18	3.0	—	—
3	10.77	3.1	10.77	3.1	—	—
4	12.86	4.6	12.86	4.6	—	—
5	15.44	5.1	15.44	5.1	—	—
6	15.64	6.1	15.64	6.1	—	—
7	19.49	7.7	20.32	7.8	—	—
Fabricating machine operators, n.e.c.	13.94	14.5	13.94	14.5	—	—
Winding and twisting machine operators	9.13	3.1	9.13	3.1	—	—
1	7.79	14.3	7.79	14.3	—	—
2	9.02	1.8	9.02	1.8	—	—
3	9.94	3.9	9.94	3.9	—	—
Mixing and blending machine operators	11.42	5.4	11.42	5.4	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Mixing and blending machine operators						
—Continued						
3	\$11.01	4.7	\$11.01	4.7	—	—
Miscellaneous machine operators, n.e.c.	11.99	6.8	11.99	6.8	—	—
1	7.68	9.2	7.68	9.2	—	—
2	8.84	5.0	8.84	5.0	—	—
3	12.81	11.2	12.81	11.2	—	—
4	12.27	8.6	12.27	8.6	—	—
5	13.49	6.7	13.49	6.7	—	—
Assemblers	10.71	13.2	10.71	13.2	—	—
2	9.65	7.8	9.65	7.8	—	—
Production inspectors, checkers and examiners ..	11.79	12.1	11.79	12.1	—	—
Transportation and material moving	13.86	6.0	14.37	6.3	\$10.09	3.8
2	9.65	8.0	9.88	9.9	8.66	1.3
3	10.85	6.1	10.96	6.4	—	—
4	13.95	5.1	14.60	4.5	—	—
5	14.69	6.7	15.02	7.3	—	—
6	18.87	9.5	18.94	9.5	—	—
Truck drivers	14.93	9.9	15.78	9.8	—	—
4	13.40	10.2	14.96	8.6	—	—
Bus drivers	12.78	10.0	—	—	8.72	1.2
2	8.69	1.2	—	—	8.66	1.3
Industrial truck and tractor equipment operators ..	12.25	8.7	12.25	8.7	—	—
2	9.29	12.6	9.29	12.6	—	—
4	15.05	8.4	15.05	8.4	—	—
Handlers, equipment cleaners, helpers, and laborers	10.15	3.6	10.17	3.7	9.63	5.3
1	7.67	2.6	7.66	2.7	—	—
2	10.25	6.7	10.28	6.8	—	—
3	11.96	9.8	12.01	10.4	—	—
4	11.42	6.3	11.46	6.5	10.24	4.6
5	17.36	5.3	17.57	5.3	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.70	6.8	16.70	6.8	—	—
Helpers, construction trades	11.10	10.2	11.13	10.3	—	—
Construction laborers	9.36	5.4	—	—	—	—
Production helpers	11.18	10.1	11.18	10.1	—	—
Stock handlers and baggers	10.41	8.7	10.41	8.7	—	—
1	6.67	2.2	6.67	2.2	—	—
4	13.44	14.4	13.44	14.4	—	—
Machine feeders and offbearers	8.23	11.8	8.23	11.8	—	—
2	8.93	3.5	8.93	3.5	—	—
Freight, stock, and material handlers, n.e.c.	10.78	9.6	10.80	9.7	—	—
1	7.59	5.0	7.58	5.1	—	—
4	12.63	1.7	12.63	1.7	—	—
Hand packers and packagers	9.40	2.5	9.40	2.5	—	—
1	8.79	3.5	8.79	3.5	—	—
Laborers, except construction, n.e.c.	8.71	4.3	8.70	4.4	—	—
1	7.76	5.7	7.76	5.7	—	—
2	10.54	5.6	10.69	5.9	—	—
Service	9.43	5.9	7.91	7.2	12.46	5.0
1	6.46	7.1	6.37	7.7	7.26	3.3
2	7.65	2.7	7.70	3.2	7.51	5.2
3	6.99	10.8	6.70	13.1	8.06	1.7
4	9.55	4.1	8.82	3.1	10.82	4.0
5	—	—	—	—	11.32	4.8
6	13.56	2.2	—	—	—	—
7	14.05	4.9	—	—	14.05	4.9

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
8	\$14.62	2.7	—	—	\$14.62	2.7
9	18.14	4.9	—	—	18.14	4.9
10	22.65	4.2	—	—	22.65	4.2
Protective service	13.90	9.0	—	—	15.32	4.3
4	10.15	7.3	—	—	—	—
5	12.76	12.6	—	—	11.44	5.2
7	13.91	5.2	—	—	13.91	5.2
8	14.62	2.7	—	—	14.62	2.7
9	18.14	4.9	—	—	18.14	4.9
10	22.65	4.2	—	—	22.65	4.2
Supervisors, police and detectives	21.36	6.1	—	—	21.36	6.1
Police and detectives, public service	15.03	4.5	—	—	15.03	4.5
8	13.93	1.2	—	—	13.93	1.2
9	18.08	5.6	—	—	18.08	5.6
Correctional institution officers	11.93	2.3	—	—	11.93	2.3
Food service	6.20	9.0	\$5.93	9.5	8.39	7.6
1	5.28	11.8	5.26	11.9	—	—
2	7.12	4.8	7.20	5.2	—	—
3	5.84	16.8	5.54	18.0	—	—
Waiters, waitresses, and bartenders	3.88	26.3	3.88	26.3	—	—
Waiters and waitresses	3.78	27.5	3.78	27.5	—	—
Other food service	7.74	5.5	7.60	6.5	8.39	7.6
1	6.18	4.6	6.17	4.6	—	—
2	7.59	4.0	7.85	2.6	—	—
3	8.31	5.9	8.50	7.4	—	—
Cooks	7.86	3.6	7.83	3.3	—	—
3	7.56	2.5	7.48	3.1	—	—
Food counter, fountain, and related	6.69	8.1	6.69	8.1	—	—
Kitchen workers, food preparation	9.27	7.2	9.27	7.2	—	—
Food preparation, n.e.c.	6.82	4.8	6.48	4.8	—	—
1	6.34	4.4	6.33	4.6	—	—
Health service	8.35	2.0	8.39	1.8	8.20	6.1
2	8.10	2.2	8.20	2.6	—	—
3	8.24	3.8	8.37	4.2	—	—
4	9.06	4.6	—	—	—	—
Health aides, except nursing	8.20	5.4	—	—	8.37	6.4
Nursing aides, orderlies and attendants	8.40	2.0	8.45	1.9	—	—
2	8.27	2.7	8.27	2.7	—	—
3	8.34	4.5	8.34	4.5	—	—
Cleaning and building service	7.89	3.6	7.78	4.8	8.14	2.7
1	7.28	3.9	7.25	4.5	—	—
Maids and housemen	6.59	3.5	6.59	3.5	—	—
1	6.59	3.5	6.59	3.5	—	—
Janitors and cleaners	8.00	4.0	7.99	6.3	8.01	2.6
1	7.52	4.5	7.54	5.6	—	—
Personal service	12.09	12.8	12.87	15.9	8.90	6.3

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$15.71	2.7	\$15.59	3.2	\$16.22	3.1
All excluding sales	15.76	2.7	15.65	3.3	16.22	3.1
White collar	19.14	3.3	19.84	4.3	17.45	3.6
2	9.22	5.1	9.26	5.5	—	—
3	10.06	2.7	10.32	3.4	9.40	3.6
4	12.02	3.2	12.52	3.8	10.33	2.0
5	13.49	1.9	13.89	2.3	12.31	2.0
6	13.86	4.3	13.72	5.3	14.23	6.7
7	17.39	2.0	17.61	2.0	16.81	4.8
8	20.78	3.9	21.58	5.9	19.57	2.6
9	22.62	3.1	25.07	4.6	20.46	2.4
10	28.36	8.1	30.42	9.0	21.97	6.0
11	33.59	7.0	35.98	7.8	25.93	1.9
12	44.64	5.3	45.33	5.3	—	—
13	45.11	8.5	52.51	9.5	34.99	6.5
14	59.16	1.6	59.25	2.1	—	—
Not able to be leveled	13.77	18.5	13.77	18.5	—	—
White collar excluding sales	19.51	3.4	20.45	4.5	17.45	3.6
2	9.58	5.5	9.65	6.1	—	—
3	10.10	2.9	10.42	3.8	9.40	3.6
4	12.11	3.3	12.67	3.8	10.33	2.0
5	13.37	1.9	13.79	2.3	12.31	2.0
6	13.97	4.8	13.85	6.2	14.23	6.7
7	17.44	2.0	17.68	2.0	16.81	4.8
8	20.64	3.9	21.43	6.3	19.57	2.6
9	22.70	3.1	25.32	4.5	20.46	2.4
10	27.82	9.6	30.16	11.3	21.97	6.0
11	33.95	7.3	36.63	8.2	25.93	1.9
12	44.64	5.3	45.33	5.3	—	—
13	45.11	8.5	52.51	9.5	34.99	6.5
14	59.16	1.6	59.25	2.1	—	—
Not able to be leveled	16.18	15.7	16.18	15.7	—	—
Professional specialty and technical	22.40	5.4	24.69	8.2	19.54	2.9
Professional specialty	22.79	6.0	25.39	10.8	20.47	1.8
5	12.87	2.9	—	—	—	—
6	14.70	12.5	13.40	14.4	—	—
7	18.23	2.6	18.16	4.0	18.30	3.3
8	19.78	3.0	18.53	6.4	20.44	2.7
9	20.98	2.5	23.12	5.1	20.38	2.6
10	28.50	11.3	31.44	12.4	—	—
11	30.05	3.5	—	—	—	—
12	45.60	11.7	45.60	11.7	—	—
13	35.84	7.7	—	—	—	—
Engineers, architects, and surveyors	27.83	7.9	27.87	8.0	—	—
11	30.71	5.4	31.06	5.4	—	—
12	36.46	2.7	36.46	2.7	—	—
Electrical and electronic engineers	32.42	6.1	32.42	6.1	—	—
Mathematical and computer scientists	35.80	21.5	35.94	21.5	—	—
Computer systems analysts and scientists	36.35	21.5	36.50	21.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	20.78	7.8	23.06	12.7	18.47	.9
7	18.33	1.9	18.02	.7	—	—
8	19.44	3.7	19.44	3.7	—	—
9	19.94	5.1	—	—	18.39	.5
Registered nurses	20.57	9.0	23.23	15.2	18.30	.6
7	17.83	1.3	18.02	.7	—	—
8	19.44	3.7	19.44	3.7	—	—
9	18.88	2.8	—	—	18.39	.5
Teachers, college and university	27.48	5.7	26.19	10.3	—	—
8	21.83	7.1	21.14	12.6	—	—
13	31.98	8.2	—	—	—	—
Teachers, except college and university	20.72	3.4	14.70	23.6	21.31	1.8
7	20.89	2.4	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
8	\$21.86	2.5	—	—	\$21.91	2.5
9	21.40	2.8	—	—	—	—
Elementary school teachers	20.70	1.5	—	—	20.63	1.5
8	21.35	3.7	—	—	—	—
Secondary school teachers	21.20	1.7	—	—	21.05	1.5
Teachers, special education	24.07	5.1	—	—	24.07	5.1
Vocational and educational counselors	23.16	3.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.67	3.1	—	—	15.63	3.7
5	12.89	2.9	—	—	—	—
7	13.95	4.1	—	—	13.95	4.1
8	17.17	4.2	—	—	17.17	4.2
Social workers	16.09	3.8	—	—	15.77	3.5
7	13.95	4.1	—	—	13.95	4.1
8	17.17	4.2	—	—	17.17	4.2
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.46	8.6	\$16.48	8.7	—	—
Technical	21.32	10.7	23.53	11.6	13.30	7.7
4	13.00	8.5	—	—	—	—
5	13.26	3.1	13.34	3.6	—	—
6	13.50	5.2	13.45	5.7	—	—
7	15.83	9.1	17.84	7.6	—	—
8	18.99	3.7	20.31	3.6	16.14	5.7
9	27.78	12.0	27.86	12.1	—	—
Clinical laboratory technologists and technicians	15.82	11.4	14.92	17.8	—	—
Licensed practical nurses	14.39	4.8	14.39	4.8	—	—
Health technologists and technicians, n.e.c.	11.92	18.6	—	—	11.14	2.0
Electrical and electronic technicians	18.99	10.3	19.05	11.5	—	—
Engineering technicians, n.e.c.	21.76	7.9	22.66	7.8	—	—
Technical and related, n.e.c.	21.82	12.6	22.96	14.3	—	—
Executive, administrative, and managerial	31.30	5.0	32.54	5.7	26.93	8.8
5	14.23	5.3	—	—	—	—
7	18.10	3.1	18.08	3.2	—	—
8	24.45	11.4	25.02	11.9	—	—
9	24.21	6.2	25.39	6.5	20.99	7.0
11	29.11	3.8	30.83	3.9	26.19	2.0
12	44.14	4.7	45.18	4.5	—	—
13	52.00	10.5	—	—	—	—
14	59.27	1.7	59.43	2.2	—	—
Executives, administrators, and managers	35.60	5.8	37.03	6.8	31.00	8.8
8	20.15	4.8	20.15	4.8	—	—
9	24.59	4.7	25.24	7.0	23.65	4.9
11	29.04	3.9	30.83	4.1	26.19	2.0
12	44.27	4.7	45.34	4.6	—	—
13	52.00	10.5	—	—	—	—
14	59.27	1.7	59.43	2.2	—	—
Administrators and officials, public administration	36.55	14.2	—	—	36.87	14.4
Financial managers	39.03	16.4	38.92	17.8	—	—
Personnel and labor relations managers	36.32	21.1	36.32	21.1	—	—
Managers, marketing, advertising, and public relations	39.08	9.1	39.13	9.2	—	—
Administrators, education and related fields	26.55	2.5	—	—	26.59	2.6
Managers and administrators, n.e.c.	35.19	9.3	35.19	9.3	—	—
11	32.93	4.4	32.93	4.4	—	—
12	44.00	4.4	44.00	4.4	—	—
14	64.34	6.1	64.34	6.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related	\$22.75	6.9	\$24.15	7.3	\$16.63	8.0
5	14.34	6.1	—	—	—	—
7	18.60	1.7	18.67	1.8	—	—
8	28.59	14.8	30.59	14.7	—	—
9	24.03	8.8	25.44	8.4	—	—
Accountants and auditors	20.18	5.7	20.80	4.8	—	—
Personnel, training, and labor relations specialists	17.36	4.9	18.39	3.7	—	—
Management related, n.e.c.	19.63	22.0	19.63	22.0	—	—
Sales	14.05	8.7	14.05	8.7	—	—
2	7.51	3.3	7.51	3.3	—	—
4	9.61	9.8	9.61	9.8	—	—
5	14.45	7.2	14.45	7.2	—	—
8	22.86	7.8	22.86	7.8	—	—
Supervisors, sales	19.68	18.5	19.68	18.5	—	—
Sales representatives, mining, manufacturing, and wholesale	21.72	11.0	21.72	11.0	—	—
Sales workers, other commodities	9.59	5.1	9.59	5.1	—	—
Cashiers	8.51	7.3	8.51	7.3	—	—
2	7.51	3.3	7.51	3.3	—	—
Administrative support, including clerical	11.95	1.9	12.40	2.4	10.55	2.3
2	9.58	5.5	9.65	6.1	—	—
3	10.26	2.4	10.70	2.5	9.40	3.6
4	12.03	3.5	12.52	4.0	10.25	2.3
5	13.32	2.4	13.79	2.8	12.04	2.7
6	13.62	3.8	14.81	3.6	12.30	1.3
7	16.70	2.8	16.99	2.8	—	—
Supervisors, distribution, scheduling, and adjusting clerks	17.86	13.9	17.86	13.9	—	—
Secretaries	13.01	4.8	13.75	5.6	11.71	6.2
4	11.47	5.4	11.60	6.0	—	—
5	14.24	5.1	14.41	5.4	—	—
7	16.19	4.6	16.96	3.6	—	—
Receptionists	10.08	5.2	9.88	5.6	—	—
3	10.13	8.0	10.13	8.0	—	—
Order clerks	12.53	3.3	12.53	3.3	—	—
4	12.04	4.1	12.04	4.1	—	—
Library clerks	9.93	4.7	—	—	9.93	4.7
Records clerks, n.e.c.	12.12	4.9	12.24	5.5	—	—
Bookkeepers, accounting and auditing clerks	12.06	3.4	12.13	3.9	—	—
4	10.99	6.3	—	—	—	—
5	12.50	1.1	—	—	—	—
Dispatchers	12.16	11.8	—	—	10.68	2.8
4	10.64	2.7	—	—	—	—
Traffic, shipping and receiving clerks	10.85	3.9	10.85	3.9	—	—
Stock and inventory clerks	11.70	8.8	12.31	8.6	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	14.63	7.5	14.63	7.5	—	—
Investigators and adjusters, except insurance	11.98	4.5	11.98	4.5	—	—
General office clerks	10.89	4.0	10.92	6.3	10.85	2.8
3	10.67	3.8	—	—	—	—
4	9.70	6.4	9.40	9.8	10.16	2.6
5	12.24	3.9	—	—	—	—
Data entry keyers	9.33	4.4	9.33	4.4	—	—
Teachers' aides	8.93	2.0	—	—	8.93	2.0
Administrative support, n.e.c.	11.23	7.2	—	—	—	—
Blue collar	12.96	3.4	13.00	3.5	12.21	5.4
1	8.09	5.2	8.09	5.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
2	\$9.55	3.3	\$9.55	3.4	—	—
3	11.19	3.5	11.21	3.6	—	—
4	12.71	3.8	12.87	4.0	\$10.30	1.4
5	14.60	2.6	14.84	2.6	11.41	4.8
6	16.11	6.3	16.23	6.5	—	—
7	18.11	2.6	18.37	2.7	14.88	2.9
8	21.17	4.1	21.17	4.1	—	—
9	26.31	5.2	26.86	5.7	—	—
Precision production, craft, and repair	16.08	3.1	16.27	3.2	13.58	8.7
1	7.93	3.9	7.93	3.9	—	—
2	9.18	1.5	—	—	—	—
3	11.12	10.2	11.22	11.6	—	—
4	11.63	7.4	11.64	7.6	—	—
5	13.34	3.4	13.61	2.9	11.09	3.8
6	14.23	3.5	14.29	3.8	—	—
7	18.05	2.7	18.24	2.7	15.18	2.7
8	21.00	4.1	21.00	4.1	—	—
9	26.31	5.2	26.86	5.7	—	—
Supervisors, mechanics and repairers	29.92	8.0	30.89	8.7	—	—
9	29.92	8.0	30.89	8.7	—	—
Bus, truck, and stationary engine mechanics	15.25	3.3	15.56	3.6	—	—
Industrial machinery repairers	14.09	3.9	14.09	3.9	—	—
5	12.61	3.1	12.61	3.1	—	—
6	14.40	5.5	14.40	5.5	—	—
7	16.31	5.5	16.31	5.5	—	—
Mechanics and repairers, n.e.c.	20.03	7.5	20.41	7.6	—	—
5	10.70	5.5	—	—	—	—
Electricians	14.49	6.8	14.52	7.0	—	—
Construction trades, n.e.c.	11.11	5.7	—	—	10.70	4.3
Supervisors, production	20.28	7.3	20.37	7.5	—	—
7	18.42	6.4	18.42	6.4	—	—
Machinists	19.58	8.3	19.58	8.3	—	—
Electrical and electronic equipment assemblers ..	9.69	6.6	9.69	6.6	—	—
Butchers and meat cutters	8.98	5.4	8.98	5.4	—	—
Inspectors, testers, and graders	16.94	15.6	16.94	15.6	—	—
Machine operators, assemblers, and inspectors	11.28	4.9	11.26	5.0	—	—
1	8.22	10.4	8.22	10.4	—	—
2	9.18	3.0	9.18	3.0	—	—
3	10.77	3.1	10.77	3.1	—	—
4	12.86	4.6	12.86	4.6	—	—
5	15.44	5.1	15.44	5.1	—	—
6	15.64	6.1	15.64	6.1	—	—
7	19.49	7.7	20.32	7.8	—	—
Fabricating machine operators, n.e.c.	13.94	14.5	13.94	14.5	—	—
Winding and twisting machine operators	9.13	3.1	9.13	3.1	—	—
1	7.79	14.3	7.79	14.3	—	—
2	9.02	1.8	9.02	1.8	—	—
3	9.94	3.9	9.94	3.9	—	—
Mixing and blending machine operators	11.42	5.4	11.42	5.4	—	—
3	11.01	4.7	11.01	4.7	—	—
Miscellaneous machine operators, n.e.c.	11.99	6.8	11.99	6.8	—	—
1	7.68	9.2	7.68	9.2	—	—
2	8.84	5.0	8.84	5.0	—	—
3	12.81	11.2	12.81	11.2	—	—
4	12.27	8.6	12.27	8.6	—	—
5	13.49	6.7	13.49	6.7	—	—
Assemblers	10.71	13.2	10.71	13.2	—	—
2	9.65	7.8	9.65	7.8	—	—
Production inspectors, checkers and examiners ..	11.79	12.1	11.79	12.1	—	—
Transportation and material moving	14.18	6.1	14.51	6.3	10.72	4.6

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
2	\$9.96	10.2	\$9.96	10.2	—	—
3	10.95	6.3	11.04	6.5	—	—
4	14.10	5.2	14.81	4.5	—	—
5	14.69	6.7	15.02	7.3	—	—
6	18.87	9.5	18.94	9.5	—	—
Truck drivers	15.15	10.0	16.10	9.6	—	—
4	13.70	10.7	15.70	7.1	—	—
Industrial truck and tractor equipment operators ..	12.32	8.7	12.32	8.7	—	—
2	9.37	13.2	9.37	13.2	—	—
4	15.05	8.4	15.05	8.4	—	—
Handlers, equipment cleaners, helpers, and laborers	10.63	4.0	10.66	4.1	\$9.82	5.6
1	8.03	3.4	8.02	3.5	—	—
2	10.29	6.8	10.32	6.8	—	—
3	12.36	9.3	12.44	9.8	—	—
4	11.49	6.5	11.53	6.8	—	—
5	17.70	4.7	17.93	4.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.70	6.8	16.70	6.8	—	—
Helpers, construction trades	11.10	10.2	11.13	10.3	—	—
Construction laborers	9.36	5.4	—	—	—	—
Production helpers	11.18	10.1	11.18	10.1	—	—
Stock handlers and baggers	13.27	10.0	13.27	10.0	—	—
Machine feeders and offbearers	8.23	11.8	8.23	11.8	—	—
2	8.93	3.5	8.93	3.5	—	—
Freight, stock, and material handlers, n.e.c.	10.89	10.0	10.92	10.1	—	—
1	7.67	5.4	7.66	5.5	—	—
4	12.63	1.7	12.63	1.7	—	—
Hand packers and packagers	9.39	2.5	9.39	2.5	—	—
1	8.81	3.6	8.81	3.6	—	—
Laborers, except construction, n.e.c.	9.06	4.6	9.06	4.7	—	—
1	8.02	7.0	8.02	7.0	—	—
2	10.57	5.7	10.72	5.9	—	—
Service	10.60	4.9	8.89	6.4	13.31	5.4
1	6.91	9.0	6.84	9.6	—	—
2	7.87	2.3	7.84	2.8	—	—
3	7.68	4.9	7.60	5.9	8.00	2.3
4	9.84	3.9	8.96	2.4	10.98	4.0
5	—	—	—	—	11.32	4.8
6	13.56	2.2	—	—	—	—
7	14.13	5.1	—	—	14.13	5.1
8	14.62	2.7	—	—	14.62	2.7
9	18.14	4.9	—	—	18.14	4.9
10	22.65	4.2	—	—	22.65	4.2
Protective service	14.98	5.8	—	—	15.49	4.3
4	10.32	7.8	—	—	—	—
5	12.76	12.6	—	—	11.44	5.2
7	13.99	5.4	—	—	13.99	5.4
8	14.62	2.7	—	—	14.62	2.7
9	18.14	4.9	—	—	18.14	4.9
10	22.65	4.2	—	—	22.65	4.2
Supervisors, police and detectives	21.36	6.1	—	—	21.36	6.1
Police and detectives, public service	15.03	4.5	—	—	15.03	4.5
8	13.93	1.2	—	—	13.93	1.2
9	18.08	5.6	—	—	18.08	5.6
Correctional institution officers	11.93	2.3	—	—	11.93	2.3
Food service	7.01	6.5	6.76	6.7	—	—
2	7.50	4.0	7.48	4.2	—	—
3	6.92	6.4	6.83	6.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Waiters, waitresses, and bartenders	\$4.78	23.8	\$4.78	23.8	—	—
Waiters and waitresses	4.68	25.1	4.68	25.1	—	—
Other food service	8.18	4.0	7.97	4.2	—	—
1	6.72	3.6	6.72	3.6	—	—
2	7.85	2.5	7.85	2.6	—	—
3	8.34	6.6	8.45	7.6	—	—
Cooks	8.00	3.5	7.83	3.3	—	—
3	7.56	2.5	7.48	3.1	—	—
Food preparation, n.e.c.	6.90	4.0	6.86	4.0	—	—
Health service	8.51	2.3	8.56	2.2	\$8.34	7.0
2	8.10	2.4	8.22	2.8	—	—
3	8.26	4.5	8.43	4.7	—	—
Health aides, except nursing	8.29	5.9	—	—	8.34	7.0
Nursing aides, orderlies and attendants	8.60	2.1	8.60	2.1	—	—
2	8.31	2.9	8.31	2.9	—	—
Cleaning and building service	8.21	4.1	8.15	5.8	8.35	2.4
1	7.55	4.7	7.51	5.3	—	—
Janitors and cleaners	8.46	3.3	8.66	5.6	8.19	1.5
1	8.06	4.5	8.12	5.4	—	—
Personal service	—	—	—	—	10.40	8.9

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ 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.

⁴ 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.69	7.7	\$7.73	5.7	\$12.64	21.0
All excluding sales	9.03	8.8	7.96	6.8	12.91	21.8
White collar	11.39	11.6	9.67	6.6	16.87	31.8
1	7.13	3.8	7.04	3.8	—	—
2	7.41	4.4	7.39	4.6	—	—
3	8.64	5.5	8.78	8.0	—	—
4	11.03	11.8	13.63	9.3	8.04	6.5
8	18.61	3.4	—	—	—	—
White collar excluding sales	13.79	14.7	11.82	9.5	17.98	33.3
2	8.22	3.1	8.26	3.2	—	—
3	8.79	6.2	8.99	8.5	—	—
4	11.24	12.3	14.35	7.9	8.04	6.5
8	18.61	3.4	—	—	—	—
Professional specialty and technical	20.43	22.6	17.32	11.3	23.02	37.3
Professional specialty	25.85	21.0	18.77	11.0	34.55	30.4
8	18.61	3.4	—	—	—	—
Health related	29.08	22.7	—	—	—	—
Registered nurses	19.41	1.6	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	8.24	9.2	—	—	—	—
Sales	6.77	2.4	6.61	2.1	—	—
1	6.87	3.5	6.74	3.1	—	—
2	6.33	2.2	6.23	1.6	—	—
Cashiers	6.68	2.6	6.48	2.0	—	—
2	6.33	2.2	6.23	1.6	—	—
Administrative support, including clerical	9.65	6.7	9.91	8.2	8.45	4.1
2	8.22	3.1	8.26	3.2	—	—
3	9.11	6.8	9.67	7.9	—	—
4	13.24	9.6	—	—	—	—
General office clerks	9.76	6.0	9.95	7.6	—	—
Blue collar	7.29	3.9	7.10	4.5	8.59	1.3
1	6.51	2.8	6.48	2.8	—	—
2	8.53	1.7	—	—	8.66	1.3
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.09	4.5	—	—	8.72	1.2
2	8.57	1.8	—	—	8.66	1.3
Bus drivers	8.74	1.2	—	—	8.72	1.2
2	8.69	1.2	—	—	8.66	1.3
Handlers, equipment cleaners, helpers, and laborers	6.98	3.9	6.96	4.0	—	—
1	6.58	2.8	6.55	2.9	—	—
Stock handlers and baggers	6.67	3.6	6.67	3.6	—	—
1	6.36	2.0	6.36	2.0	—	—
Laborers, except construction, n.e.c.	7.18	8.8	7.16	9.0	—	—
Service	6.15	8.6	5.83	10.1	7.53	3.3
1	5.88	6.4	5.72	7.2	6.87	2.7
2	6.98	6.2	7.20	7.0	—	—
3	5.78	21.9	5.13	27.2	8.16	3.1
Protective service	7.81	2.3	—	—	—	—
Food service	5.01	11.5	4.65	11.1	—	—
1	5.19	10.6	5.16	10.9	—	—
Waiters, waitresses, and bartenders	2.95	20.6	2.95	20.6	—	—
Other food service	6.93	10.2	6.80	13.6	—	—
1	5.82	4.7	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$6.71	10.1	—	—	—	—
Health service	7.74	1.9	\$7.76	1.8	—	—
Nursing aides, orderlies and attendants	7.78	1.8	7.90	1.7	—	—
Cleaning and building service	6.61	3.6	—	—	—	—
1	6.58	3.7	—	—	—	—
Janitors and cleaners	6.61	3.8	—	—	—	—
Personal service	7.07	4.3	6.67	4.0	\$7.63	4.9

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ 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.

⁴ 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$15.71	\$8.69	\$19.03	\$14.80	\$15.20	\$14.13
All excluding sales	15.76	9.03	19.03	14.94	15.38	13.47
White collar	19.14	11.39	30.83	18.26	18.40	23.54
White-collar excluding sales	19.51	13.79	30.86	18.90	19.04	—
Professional specialty and technical	22.40	20.43	—	21.31	22.28	—
Professional specialty	22.79	25.85	—	22.96	22.96	—
Technical	21.32	8.24	—	16.51	20.46	—
Executive, administrative, and managerial	31.30	—	—	31.30	30.86	—
Sales	14.05	6.77	—	11.90	10.14	18.47
Administrative support, including clerical	11.95	9.65	15.06	11.64	11.80	—
Blue collar	12.96	7.29	16.95	11.99	12.86	11.70
Precision production, craft, and repair	16.08	—	20.05	15.48	16.01	17.05
Machine operators, assemblers, and inspectors	11.28	—	17.42	10.67	11.69	9.09
Transportation and material moving	14.18	9.09	17.00	12.49	13.05	17.34
Handlers, equipment cleaners, helpers, and laborers	10.63	6.98	13.67	9.48	10.36	8.47
Service	10.60	6.15	—	9.01	9.42	—
	Relative error ⁶ (percent)					
All occupations	2.7	7.7	7.5	2.9	2.5	14.3
All excluding sales	2.7	8.8	7.5	2.9	2.5	16.3
White collar	3.3	11.6	26.8	3.3	3.5	12.5
White-collar excluding sales	3.4	14.7	26.8	3.4	3.5	—
Professional specialty and technical	5.4	22.6	—	5.3	5.4	—
Professional specialty	6.0	21.0	—	5.8	5.8	—
Technical	10.7	9.2	—	7.7	11.4	—
Executive, administrative, and managerial	5.0	—	—	5.0	5.3	—
Sales	8.7	2.4	—	8.5	9.4	10.6
Administrative support, including clerical	1.9	6.7	7.2	2.1	2.0	—
Blue collar	3.4	3.9	6.0	3.6	2.5	14.8
Precision production, craft, and repair	3.1	—	5.1	3.3	3.2	7.5
Machine operators, assemblers, and inspectors	4.9	—	5.1	5.6	3.9	14.5
Transportation and material moving	6.1	4.5	9.9	5.3	4.2	11.3
Handlers, equipment cleaners, helpers, and laborers	4.0	3.9	12.8	3.2	3.5	9.9
Service	4.9	8.6	—	5.8	5.9	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ 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.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ 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.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$14.94	\$14.66	–	\$15.38	\$14.59	–	\$21.49	\$11.92	–	\$13.79
All excluding sales	15.10	14.69	–	15.22	14.63	–	21.48	12.16	–	13.70
White collar	19.01	21.67	–	20.96	21.77	–	24.05	14.86	–	17.98
White-collar excluding sales	19.98	22.18	–	20.84	22.35	–	24.05	18.95	–	17.92
Professional specialty and technical	24.33	26.29	–	–	26.46	–	29.89	–	–	18.93
Professional specialty	24.97	29.40	–	–	29.85	–	–	–	–	19.71
Technical	23.25	19.15	–	–	19.15	–	29.37	–	–	16.68
Executive, administrative, and managerial	32.54	31.12	–	22.29	35.38	–	34.05	31.14	–	34.16
Sales	12.00	12.72	–	–	11.01	–	–	11.09	–	–
Administrative support, including clerical	12.20	12.86	–	–	12.89	–	14.95	11.28	–	10.99
Blue collar	12.76	12.27	–	12.78	12.22	–	18.47	10.97	–	10.92
Precision production, craft, and repair	16.27	15.34	–	14.59	15.55	–	20.59	18.16	–	13.83
Machine operators, assemblers, and inspectors	11.21	11.38	–	–	11.38	–	–	9.86	–	8.80
Transportation and material moving	14.37	12.87	–	–	13.50	–	17.27	12.89	–	–
Handlers, equipment cleaners, helpers, and laborers	10.17	10.11	–	–	10.24	–	16.21	8.71	–	8.97
Service	7.91	–	–	–	–	–	–	5.99	–	7.42
	Relative error ⁵ (percent)									
All occupations	3.3	5.5	–	5.3	6.1	–	5.3	9.2	–	8.5
All excluding sales	3.3	5.6	–	5.2	6.2	–	5.3	10.5	–	8.3
White collar	4.3	8.3	–	11.2	9.2	–	9.0	11.1	–	8.7
White-collar excluding sales	4.5	8.3	–	12.4	9.2	–	9.1	12.6	–	8.5
Professional specialty and technical	8.0	15.9	–	–	16.4	–	14.6	–	–	8.4
Professional specialty	10.4	18.6	–	–	19.2	–	–	–	–	10.5
Technical	11.9	5.3	–	–	5.3	–	21.7	–	–	10.8
Executive, administrative, and managerial	5.7	9.3	–	13.3	9.2	–	13.8	13.4	–	16.1
Sales	8.6	19.7	–	–	19.2	–	–	10.3	–	–
Administrative support, including clerical	2.7	4.3	–	–	4.5	–	3.6	3.3	–	5.7
Blue collar	3.5	4.6	–	6.3	5.0	–	4.7	7.1	–	9.6
Precision production, craft, and repair	3.2	3.9	–	3.9	4.8	–	3.8	14.0	–	14.0
Machine operators, assemblers, and inspectors	5.2	5.7	–	–	5.7	–	–	7.7	–	6.3
Transportation and material moving	6.3	7.7	–	–	7.7	–	8.9	7.2	–	–
Handlers, equipment cleaners, helpers, and laborers	3.7	5.3	–	–	5.8	–	7.2	4.8	–	8.6
Service	7.2	–	–	–	–	–	–	11.8	–	5.2

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$14.94	\$12.36	\$15.53	\$13.58	\$18.35
All excluding sales	15.10	12.50	15.65	13.65	18.39
White collar	19.01	13.34	20.14	18.08	22.81
White-collar excluding sales	19.98	14.25	20.84	18.96	23.00
Professional specialty and technical	24.33	13.78	25.60	19.24	31.01
Professional specialty	24.97	17.67	25.76	19.72	31.00
Technical	23.25	—	25.30	18.36	31.03
Executive, administrative, and managerial	32.54	24.47	33.61	31.76	37.08
Sales	12.00	11.27	12.52	12.36	—
Administrative support, including clerical	12.20	11.11	12.39	11.98	12.85
Blue collar	12.76	12.73	12.76	11.31	14.78
Precision production, craft, and repair	16.27	16.25	16.28	14.83	17.92
Machine operators, assemblers, and inspectors	11.21	9.45	11.53	10.15	13.36
Transportation and material moving	14.37	14.04	14.42	12.71	16.42
Handlers, equipment cleaners, helpers, and laborers	10.17	9.76	10.26	9.43	11.93
Service	7.91	6.95	8.18	6.76	12.98
Relative error ⁴ (percent)					
All occupations	3.3	6.0	3.8	5.5	4.6
All excluding sales	3.3	6.0	3.9	5.6	4.6
White collar	4.3	8.6	4.7	5.7	7.8
White-collar excluding sales	4.5	8.6	5.0	6.0	7.9
Professional specialty and technical	8.0	16.3	8.0	7.1	9.6
Professional specialty	10.4	4.9	11.0	10.4	12.6
Technical	11.9	—	10.4	6.5	14.6
Executive, administrative, and managerial	5.7	17.7	5.9	7.1	10.2
Sales	8.6	13.0	11.7	13.2	—
Administrative support, including clerical	2.7	4.9	3.2	5.3	2.9
Blue collar	3.5	6.3	4.2	5.4	4.5
Precision production, craft, and repair	3.2	6.3	3.7	3.8	6.0
Machine operators, assemblers, and inspectors	5.2	7.7	6.0	8.3	4.9
Transportation and material moving	6.3	15.2	7.1	6.5	8.6
Handlers, equipment cleaners, helpers, and laborers	3.7	8.4	4.4	4.1	8.6
Service	7.2	4.0	9.3	8.6	8.8

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.38	\$9.01	\$12.50	\$18.31	\$24.54
All excluding sales	7.59	9.22	12.58	18.36	24.62
White collar	8.49	10.78	15.58	21.06	32.63
White collar excluding sales	8.87	11.18	16.17	21.82	33.41
Professional specialty and technical	11.89	16.47	19.64	23.72	33.41
Professional specialty	15.55	18.16	20.17	24.97	33.41
Engineers, architects, and surveyors	16.13	21.80	28.07	33.51	37.76
Electrical and electronic engineers	23.08	28.07	33.41	37.76	37.76
Mathematical and computer scientists	18.31	23.08	32.19	55.25	55.25
Computer systems analysts and scientists	18.31	23.08	32.19	55.25	55.25
Natural scientists	-	-	-	-	-
Health related	16.90	18.06	18.36	20.06	35.00
Registered nurses	17.44	18.06	18.36	19.64	24.97
Teachers, college and university	19.23	24.21	25.50	29.77	32.94
Teachers, except college and university	18.16	19.46	20.63	22.36	25.87
Elementary school teachers	18.16	18.95	20.17	20.99	23.63
Secondary school teachers	19.83	19.97	20.64	21.02	23.72
Teachers, special education	19.36	19.67	25.87	25.87	26.54
Vocational and educational counselors	23.61	23.61	23.61	23.61	23.80
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.17	13.31	15.47	18.81	19.03
Social workers	13.00	13.54	15.59	19.03	20.40
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	10.40	11.89	17.25	17.25	23.54
Technical	7.95	11.61	15.91	22.15	27.87
Clinical laboratory technologists and technicians	9.59	10.11	15.92	17.59	24.65
Licensed practical nurses	13.00	13.35	13.38	15.90	16.77
Health technologists and technicians, n.e.c.	7.16	7.25	9.82	10.97	13.62
Electrical and electronic technicians	14.14	14.14	18.46	24.04	24.74
Engineering technicians, n.e.c.	15.50	17.13	21.14	27.87	27.87
Technical and related, n.e.c.	15.53	19.81	19.81	22.20	43.26
Executive, administrative, and managerial	17.34	20.08	26.75	38.30	53.90
Executives, administrators, and managers	19.23	23.91	31.91	44.82	56.22
Administrators and officials, public administration	20.11	23.91	30.00	56.01	60.62
Financial managers	18.65	21.31	44.10	47.75	56.35
Personnel and labor relations managers	13.68	23.80	32.21	56.22	56.22
Managers, marketing, advertising, and public relations	28.74	28.85	39.64	48.51	52.16
Administrators, education and related fields	25.12	25.12	26.75	26.75	31.16
Managers and administrators, n.e.c.	17.34	22.05	32.88	43.59	50.52
Management related	13.78	18.03	19.47	26.08	35.09
Accountants and auditors	16.90	18.50	19.45	22.84	24.62
Personnel, training, and labor relations specialists	12.70	16.85	18.62	18.70	18.70
Management related, n.e.c.	11.95	11.95	19.44	25.97	37.41
Sales	6.38	6.63	8.86	14.65	22.49
Supervisors, sales	7.50	11.68	14.65	28.75	32.26
Sales representatives, mining, manufacturing, and wholesale	15.13	15.13	24.54	26.36	26.86
Sales workers, other commodities	8.00	8.20	9.25	10.80	11.25
Cashiers	6.22	6.38	6.60	8.10	10.50
Administrative support, including clerical	8.45	9.32	11.44	12.98	16.23
Supervisors, distribution, scheduling, and adjusting clerks	12.02	12.02	16.90	19.90	33.76
Secretaries	8.63	10.30	12.21	14.85	17.01
Interviewers	9.22	9.66	10.83	12.34	12.34
Receptionists	8.12	9.28	10.00	11.06	12.31
Order clerks	10.53	11.60	11.97	12.58	15.14
Library clerks	6.79	8.90	8.90	10.87	11.08
Records clerks, n.e.c.	10.50	10.70	10.78	13.05	15.58
Bookkeepers, accounting and auditing clerks	10.00	10.82	12.50	12.59	12.92
Payroll and timekeeping clerks	7.70	9.85	10.50	12.17	13.30
Dispatchers	9.85	10.17	10.48	11.92	18.00

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Traffic, shipping and receiving clerks	\$9.11	\$10.16	\$10.27	\$12.11	\$12.58
Stock and inventory clerks	8.38	8.67	10.90	14.85	17.50
Material recording, scheduling, and distribution clerks, n.e.c.	8.25	10.50	14.83	17.09	18.26
Investigators and adjusters, except insurance	10.63	10.63	12.16	12.24	13.02
General office clerks	8.00	9.25	10.86	12.12	14.07
Data entry keyers	7.75	7.75	7.75	9.32	11.05
Teachers' aides	7.97	8.72	8.86	9.34	9.96
Administrative support, n.e.c.	8.49	8.79	11.42	11.81	14.35
Blue collar	7.24	8.95	11.47	15.64	19.86
Precision production, craft, and repair					
Supervisors, mechanics and repairers	9.75	12.01	15.04	19.00	23.98
Bus, truck, and stationary engine mechanics	24.68	25.13	29.23	34.43	40.39
Industrial machinery repairers	13.73	14.19	15.19	15.86	16.94
Mechanics and repairers, n.e.c.	10.99	11.66	13.17	15.86	18.36
Electricians	9.75	18.25	21.16	23.98	27.02
Construction trades, n.e.c.	11.74	13.00	13.00	17.73	17.73
Supervisors, production	8.46	10.49	10.49	11.03	13.64
Machinists	15.08	16.63	19.97	24.49	27.57
Electrical and electronic equipment assemblers ..	14.81	17.39	21.49	21.49	25.24
Butchers and meat cutters	8.30	9.22	9.22	9.36	11.27
Inspectors, testers, and graders	7.29	8.15	8.40	9.98	10.50
Machine operators, assemblers, and inspectors	8.66	13.19	20.17	20.17	20.17
Fabricating machine operators, n.e.c.	6.97	8.62	10.02	13.30	17.49
Winding and twisting machine operators	8.47	10.17	12.88	19.41	19.41
Mixing and blending machine operators	8.05	8.71	8.95	10.00	10.22
Miscellaneous machine operators, n.e.c.	8.87	9.37	10.86	11.65	15.00
Assemblers	7.08	8.84	10.50	13.30	17.75
Production inspectors, checkers and examiners ..	5.75	7.24	9.65	13.92	16.33
Transportation and material moving	7.61	8.88	9.63	13.40	18.83
Truck drivers	8.72	10.34	13.58	17.00	19.86
Bus drivers	10.34	10.48	14.64	18.15	21.97
Industrial truck and tractor equipment operators ..	8.53	9.36	14.56	14.56	14.56
Handlers, equipment cleaners, helpers, and laborers ..	7.00	9.00	11.89	13.85	19.14
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	6.33	7.55	9.46	11.39	15.06
Helpers, construction trades	10.58	14.19	17.78	18.89	18.89
Construction laborers	8.35	8.53	11.00	13.33	13.33
Production helpers	7.78	8.33	10.02	10.25	10.25
Stock handlers and baggers	7.40	10.07	10.07	15.06	15.06
Machine feeders and offbearers	6.14	6.24	8.11	11.45	20.90
Freight, stock, and material handlers, n.e.c.	6.45	6.45	8.20	9.35	11.34
Hand packers and packagers	6.87	7.52	10.34	12.79	17.87
Laborers, except construction, n.e.c.	8.21	9.28	9.30	9.93	10.05
Service	5.80	7.22	8.70	10.00	11.05
Protective service	5.35	6.87	8.04	11.26	17.24
Supervisors, police and detectives	7.69	9.41	13.82	16.60	20.73
Police and detectives, public service	17.13	17.91	21.43	24.33	27.88
Correctional institution officers	12.28	13.82	14.29	15.45	19.03
Food service	10.95	11.69	11.69	12.33	13.24
Waiters, waitresses, and bartenders	2.13	3.50	6.85	7.80	8.81
Waiters and waitresses	2.13	2.13	2.35	6.43	6.85
Other food service	2.13	2.13	2.35	6.43	6.85
Cooks	5.62	6.60	7.73	8.56	9.94
Food counter, fountain, and related	7.00	7.28	7.73	8.09	8.77
Kitchen workers, food preparation	5.62	5.62	6.25	7.02	8.81
Food preparation, n.e.c.	7.18	8.22	9.34	9.94	11.26
Health service	5.31	6.25	6.66	7.79	7.83
Health aides, except nursing	7.30	7.62	8.20	9.07	9.60
	7.25	7.38	7.58	9.60	9.60

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Health service—Continued					
Nursing aides, orderlies and attendants	\$7.30	\$7.75	\$8.27	\$9.07	\$9.58
Cleaning and building service	6.25	6.87	8.01	8.27	10.39
Maids and housemen	6.25	6.25	6.25	7.15	7.28
Janitors and cleaners	5.95	6.89	8.07	8.27	10.39
Personal service	6.75	7.04	8.86	18.71	18.71

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages 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.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.04	\$8.86	\$12.14	\$17.75	\$24.49
All excluding sales	7.25	9.00	12.31	17.87	24.49
White collar	8.17	10.72	15.04	22.16	35.09
White collar excluding sales	9.00	11.42	15.90	23.08	37.76
Professional specialty and technical	11.25	16.13	20.06	27.87	42.36
Professional specialty	12.17	17.25	21.44	32.19	42.36
Engineers, architects, and surveyors	16.13	21.80	28.07	33.65	37.76
Electrical and electronic engineers	23.08	28.07	33.41	37.76	37.76
Mathematical and computer scientists	18.31	23.08	32.19	55.25	55.25
Computer systems analysts and scientists	18.31	23.08	32.19	55.25	55.25
Natural scientists	—	—	—	—	—
Health related	16.87	18.21	19.00	24.97	42.36
Registered nurses	17.75	18.22	19.18	21.33	42.36
Teachers, college and university	16.47	18.48	24.59	28.53	32.16
Teachers, except college and university	7.64	9.16	9.16	18.75	26.37
Elementary school teachers	18.75	18.75	23.63	23.63	23.63
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	10.40	11.89	17.25	17.25	23.54
Technical	8.59	14.14	19.59	24.04	51.53
Clinical laboratory technologists and technicians	9.59	10.00	11.61	15.92	24.65
Licensed practical nurses	13.00	13.35	13.38	15.90	16.77
Electrical and electronic technicians	14.14	14.14	20.92	24.04	24.74
Engineering technicians, n.e.c.	17.13	17.13	22.16	27.87	27.87
Technical and related, n.e.c.	18.94	19.81	19.81	22.20	43.26
Executive, administrative, and managerial	17.34	20.57	28.85	43.59	53.90
Executives, administrators, and managers	18.65	23.08	32.88	47.75	56.35
Financial managers	18.65	21.31	44.10	47.75	56.35
Personnel and labor relations managers	13.68	23.80	32.21	56.22	56.22
Managers, marketing, advertising, and public relations	28.74	28.85	39.64	48.51	52.16
Managers and administrators, n.e.c.	17.34	22.05	32.88	43.59	50.52
Management related	16.35	18.35	22.40	27.31	36.66
Accountants and auditors	18.35	18.50	19.47	22.84	24.62
Personnel, training, and labor relations specialists	16.85	17.49	18.70	18.70	21.98
Management related, n.e.c.	11.95	11.95	19.44	25.97	37.41
Sales	6.38	6.60	8.86	14.65	24.54
Supervisors, sales	7.50	11.68	14.65	28.75	32.26
Sales representatives, mining, manufacturing, and wholesale	15.13	15.13	24.54	26.36	26.86
Sales workers, other commodities	8.00	8.20	9.25	10.80	11.25
Cashiers	6.18	6.38	6.60	7.86	10.50
Administrative support, including clerical	8.45	9.58	11.65	14.30	17.12
Supervisors, distribution, scheduling, and adjusting clerks	12.02	12.02	16.90	19.90	33.76
Secretaries	9.00	10.80	13.51	16.20	17.54
Receptionists	8.12	8.12	9.50	11.00	12.31
Order clerks	10.53	11.60	11.97	12.58	15.14
Records clerks, n.e.c.	10.50	10.61	10.78	13.05	16.84
Bookkeepers, accounting and auditing clerks	10.45	11.09	12.50	12.59	12.64
Payroll and timekeeping clerks	7.70	9.85	10.50	12.17	13.30
Traffic, shipping and receiving clerks	9.11	10.16	10.27	12.11	12.58
Stock and inventory clerks	8.38	9.47	12.96	14.85	17.50
Material recording, scheduling, and distribution clerks, n.e.c.	8.25	10.50	14.83	17.09	18.26
Investigators and adjusters, except insurance	10.63	10.63	12.16	12.24	13.02
General office clerks	7.38	9.25	10.99	11.65	14.07
Data entry keyers	7.75	7.75	8.50	9.32	11.05

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar	\$7.22	\$8.95	\$11.54	\$15.86	\$20.17
Precision production, craft, and repair	9.36	12.33	15.69	19.00	23.98
Supervisors, mechanics and repairers	24.68	25.13	29.37	34.43	40.39
Bus, truck, and stationary engine mechanics	14.19	14.19	15.19	15.86	18.85
Industrial machinery repairers	10.99	11.66	13.17	15.86	18.36
Mechanics and repairers, n.e.c.	9.75	18.40	23.10	23.98	27.02
Electricians	11.74	13.00	13.00	17.73	17.73
Supervisors, production	11.51	16.63	19.97	24.49	27.57
Machinists	14.81	17.39	21.49	21.49	25.24
Electrical and electronic equipment assemblers ..	8.30	9.22	9.22	9.36	11.27
Butchers and meat cutters	7.29	8.15	8.40	9.98	10.50
Inspectors, testers, and graders	8.66	13.19	20.17	20.17	20.17
Machine operators, assemblers, and inspectors	6.88	8.62	10.00	13.30	17.49
Fabricating machine operators, n.e.c.	8.47	10.17	12.88	19.41	19.41
Winding and twisting machine operators	8.05	8.71	8.95	10.00	10.22
Mixing and blending machine operators	8.87	9.37	10.86	11.65	15.00
Miscellaneous machine operators, n.e.c.	7.08	8.84	10.50	13.30	17.75
Assemblers	5.75	7.24	9.65	13.92	16.33
Production inspectors, checkers and examiners ..	7.61	8.88	9.63	13.40	18.83
Transportation and material moving	9.00	10.74	14.56	17.00	20.95
Truck drivers	10.48	11.25	16.10	18.17	21.97
Industrial truck and tractor equipment operators ..	7.00	9.00	11.89	13.85	19.14
Handlers, equipment cleaners, helpers, and laborers	6.29	7.52	9.46	11.39	15.12
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.58	14.19	17.78	18.89	18.89
Helpers, construction trades	8.35	8.35	11.00	13.33	13.33
Production helpers	7.40	10.07	10.07	15.06	15.06
Stock handlers and baggers	6.14	6.24	8.11	11.45	20.90
Machine feeders and offbearers	6.45	6.45	8.20	9.35	11.34
Freight, stock, and material handlers, n.e.c.	6.87	7.29	10.34	12.79	17.87
Hand packers and packagers	8.21	9.28	9.30	9.93	10.05
Laborers, except construction, n.e.c.	5.80	7.22	8.70	10.00	11.05
Service	2.35	6.25	7.65	8.56	11.26
Protective service	—	—	—	—	—
Food service	2.13	2.75	6.60	7.73	8.77
Waiters, waitresses, and bartenders	2.13	2.13	2.35	6.43	6.85
Waiters and waitresses	2.13	2.13	2.35	6.43	6.85
Other food service	5.62	6.43	7.67	8.56	9.34
Cooks	7.00	7.28	7.67	8.55	8.77
Food counter, fountain, and related	5.62	5.62	6.25	7.02	8.81
Kitchen workers, food preparation	7.18	8.22	9.34	9.94	11.26
Food preparation, n.e.c.	5.31	6.25	6.43	6.88	7.80
Health service	7.25	7.75	8.27	9.07	9.58
Nursing aides, orderlies and attendants	7.62	7.75	8.27	9.07	9.58
Cleaning and building service	5.95	6.25	7.04	8.60	11.00
Maids and housemen	6.25	6.25	6.25	7.15	7.28
Janitors and cleaners	5.95	6.87	7.65	9.08	11.00
Personal service	6.75	7.04	9.22	18.71	18.71

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages 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.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$8.36	\$9.97	\$13.80	\$19.83	\$25.12
All excluding sales	8.45	10.12	13.82	19.83	25.12
White collar	8.72	10.85	18.06	20.63	25.87
White collar excluding sales	8.86	10.92	18.06	20.63	25.87
Professional specialty and technical	12.92	17.59	19.39	20.99	25.49
Professional specialty	16.90	18.36	19.97	21.33	25.87
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	17.44	18.06	18.36	19.20	21.54
Registered nurses	17.44	18.06	18.36	18.36	19.39
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	18.95	19.78	20.63	22.65	25.87
Elementary school teachers	18.16	18.95	20.17	20.98	22.98
Secondary school teachers	19.83	19.97	20.55	21.02	22.36
Teachers, special education	19.36	19.67	25.87	25.87	26.54
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.92	13.54	15.52	18.81	19.03
Social workers	13.25	13.54	15.52	18.81	19.03
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	7.16	9.97	10.97	15.50	17.59
Health technologists and technicians, n.e.c.	7.16	9.15	9.97	10.97	12.55
Executive, administrative, and managerial	13.79	18.62	25.12	26.84	43.22
Executives, administrators, and managers	23.58	25.12	26.75	32.23	56.01
Administrators and officials, public administration	20.11	23.91	36.23	56.01	60.62
Administrators, education and related fields	25.12	25.12	26.75	26.75	31.16
Management related	12.10	12.70	18.62	18.62	20.08
Sales	—	—	—	—	—
Administrative support, including clerical	8.45	8.86	10.00	12.12	12.89
Secretaries	8.31	8.63	12.21	12.21	13.69
Library clerks	6.79	8.90	8.90	10.87	11.08
Dispatchers	9.85	10.40	10.48	10.85	11.92
General office clerks	8.93	9.49	10.48	12.12	12.26
Teachers' aides	7.97	8.72	8.86	9.34	9.96
Blue collar	8.46	9.75	10.55	13.23	15.22
Precision production, craft, and repair	10.49	10.55	12.95	15.04	17.45
Construction trades, n.e.c.	8.46	10.49	10.49	10.65	13.64
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.53	8.91	10.34	10.34	13.08
Bus drivers	8.53	8.53	8.72	8.91	9.36
Handlers, equipment cleaners, helpers, and laborers	8.29	8.33	9.78	11.21	11.47
Service	7.55	8.27	11.87	14.29	19.60
Protective service	11.36	12.33	14.29	17.13	22.10
Supervisors, police and detectives	17.13	17.91	21.43	24.33	27.88
Police and detectives, public service	12.28	13.82	14.29	15.45	19.03
Correctional institution officers	10.95	11.69	11.69	12.33	13.24
Food service	5.35	7.78	7.79	8.09	12.33
Other food service	5.35	7.78	7.79	8.09	12.33
Health service	7.30	7.34	7.58	9.60	9.60
Health aides, except nursing	7.34	7.58	7.58	9.60	9.60

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Cleaning and building service	\$6.89	\$8.19	\$8.27	\$8.27	\$8.70
Janitors and cleaners	6.89	8.07	8.27	8.27	8.70
Personal service	7.48	7.48	8.86	9.96	12.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages 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.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.07	\$9.58	\$12.99	\$18.65	\$25.12
All excluding sales	8.15	9.62	13.00	18.70	25.12
White collar	8.88	11.42	16.11	22.15	32.88
White collar excluding sales	9.16	11.60	16.48	22.41	33.65
Professional specialty and technical	12.55	16.90	19.78	24.04	33.41
Professional specialty	15.59	18.16	20.40	25.00	33.41
Engineers, architects, and surveyors	16.13	21.80	28.07	33.51	37.76
Electrical and electronic engineers	23.08	28.07	33.41	37.76	37.76
Mathematical and computer scientists	18.31	23.08	32.19	55.25	55.25
Computer systems analysts and scientists	18.31	23.08	32.19	55.25	55.25
Natural scientists	-	-	-	-	-
Health related	16.90	18.06	18.36	19.39	27.39
Registered nurses	17.44	18.06	18.36	19.39	24.97
Teachers, college and university	19.23	24.21	25.50	29.77	32.94
Teachers, except college and university	18.16	19.46	20.63	22.36	25.87
Elementary school teachers	18.16	18.95	20.17	20.99	23.63
Secondary school teachers	19.83	19.97	20.58	21.02	23.72
Teachers, special education	19.36	19.67	25.87	25.87	26.54
Vocational and educational counselors	23.61	23.61	23.61	23.61	23.80
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.17	13.31	15.47	18.81	19.03
Social workers	13.00	13.54	15.59	18.81	19.03
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	10.40	11.89	17.25	17.25	23.54
Technical	9.97	13.02	17.13	22.16	28.56
Clinical laboratory technologists and technicians	9.59	11.61	15.92	17.59	24.65
Licensed practical nurses	13.00	13.35	13.38	15.90	16.77
Health technologists and technicians, n.e.c.	7.25	7.95	10.69	12.55	13.95
Electrical and electronic technicians	14.14	14.14	18.46	24.04	24.74
Engineering technicians, n.e.c.	15.50	17.13	21.14	27.87	27.87
Technical and related, n.e.c.	15.53	19.81	19.81	22.20	43.26
Executive, administrative, and managerial	17.34	20.08	26.75	38.30	53.90
Executives, administrators, and managers	19.23	23.91	31.91	44.82	56.22
Administrators and officials, public administration	20.11	23.91	30.00	56.01	60.62
Financial managers	18.65	21.31	44.10	47.75	56.35
Personnel and labor relations managers	13.68	23.80	32.21	56.22	56.22
Managers, marketing, advertising, and public relations	28.74	28.85	39.64	48.51	52.16
Administrators, education and related fields	25.12	25.12	26.75	26.75	31.16
Managers and administrators, n.e.c.	17.34	22.05	32.88	43.59	50.52
Management related	13.78	18.03	19.47	26.08	35.09
Accountants and auditors	16.90	18.50	19.45	22.84	24.62
Personnel, training, and labor relations specialists	12.70	16.85	18.62	18.70	18.70
Management related, n.e.c.	11.95	11.95	19.44	25.97	37.41
Sales	7.06	8.60	11.75	16.11	26.36
Supervisors, sales	11.68	11.75	14.65	28.75	32.26
Sales representatives, mining, manufacturing, and wholesale	15.13	15.13	24.54	26.36	26.86
Sales workers, other commodities	8.00	8.20	9.25	10.80	11.25
Cashiers	6.60	7.06	7.86	10.50	10.83
Administrative support, including clerical	8.49	9.50	11.60	13.28	16.48
Supervisors, distribution, scheduling, and adjusting clerks	12.02	12.02	16.90	19.90	33.76
Secretaries	9.00	10.90	12.71	15.04	17.54
Receptionists	8.12	9.28	10.25	11.06	12.31
Order clerks	10.53	11.60	11.97	12.58	15.14
Library clerks	8.72	8.90	10.16	10.87	11.08
Records clerks, n.e.c.	10.53	10.70	10.78	13.05	15.58
Bookkeepers, accounting and auditing clerks	10.40	11.09	12.50	12.59	12.92
Dispatchers	9.85	10.17	10.48	11.92	18.00
Traffic, shipping and receiving clerks	9.11	10.16	10.27	12.11	12.58
Stock and inventory clerks	8.38	8.67	10.90	14.85	17.50

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Material recording, scheduling, and distribution clerks, n.e.c.	\$10.50	\$10.50	\$14.83	\$17.09	\$18.26
Investigators and adjusters, except insurance	10.63	10.63	12.16	12.24	13.02
General office clerks	8.00	9.49	10.92	12.12	14.07
Data entry keyers	8.50	8.59	9.32	9.32	11.05
Teachers' aides	7.97	8.72	8.86	9.34	9.96
Administrative support, n.e.c.	8.49	8.49	11.42	11.81	14.35
Blue collar	7.79	9.25	11.74	15.92	20.17
Precision production, craft, and repair					
Supervisors, mechanics and repairers	24.68	25.13	29.23	34.43	40.39
Bus, truck, and stationary engine mechanics	13.73	14.19	15.19	15.86	16.94
Industrial machinery repairers	10.99	11.66	13.17	15.86	18.36
Mechanics and repairers, n.e.c.	9.75	18.25	21.16	23.98	27.02
Electricians	11.74	13.00	13.00	17.73	17.73
Construction trades, n.e.c.	8.46	10.49	10.49	11.03	13.64
Supervisors, production	15.08	16.63	19.97	24.49	27.57
Machinists	14.81	17.39	21.49	21.49	25.24
Electrical and electronic equipment assemblers ..	8.30	9.22	9.22	9.36	11.27
Butchers and meat cutters	7.29	8.15	8.40	9.98	10.50
Inspectors, testers, and graders	8.66	13.19	20.17	20.17	20.17
Machine operators, assemblers, and inspectors					
Fabricating machine operators, n.e.c.	8.47	10.17	12.88	19.41	19.41
Winding and twisting machine operators	8.05	8.71	8.95	10.00	10.22
Mixing and blending machine operators	8.87	9.37	10.86	11.65	15.00
Miscellaneous machine operators, n.e.c.	7.08	8.84	10.50	13.30	17.75
Assemblers	5.75	7.24	9.65	13.92	16.33
Production inspectors, checkers and examiners ..	7.61	8.88	9.63	13.40	18.83
Transportation and material moving					
Truck drivers	10.34	10.71	14.64	18.15	21.97
Industrial truck and tractor equipment operators ..	7.00	9.00	12.28	13.85	19.14
Handlers, equipment cleaners, helpers, and laborers					
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.58	14.19	17.78	18.89	18.89
Helpers, construction trades	8.35	8.53	11.00	13.33	13.33
Construction laborers	7.78	8.33	10.02	10.25	10.25
Production helpers	7.40	10.07	10.07	15.06	15.06
Stock handlers and baggers	6.27	8.30	11.39	20.21	20.90
Machine feeders and offbearers	6.45	6.45	8.20	9.35	11.34
Freight, stock, and material handlers, n.e.c.	6.87	7.52	10.34	12.79	17.87
Hand packers and packagers	8.21	9.28	9.30	9.93	10.05
Laborers, except construction, n.e.c.	6.83	8.29	8.95	10.05	11.43
Service					
Protective service	9.09	11.87	14.00	17.25	21.43
Supervisors, police and detectives	17.13	17.91	21.43	24.33	27.88
Police and detectives, public service	12.28	13.82	14.29	15.45	19.03
Correctional institution officers	10.95	11.69	11.69	12.33	13.24
Food service	2.35	6.43	7.02	8.22	8.81
Waiters, waitresses, and bartenders	2.13	2.35	6.43	6.85	6.85
Waiters and waitresses	2.13	2.13	6.40	6.85	6.85
Other food service	6.66	7.02	7.78	8.56	11.26
Cooks	7.00	7.64	7.73	8.55	8.77
Food preparation, n.e.c.	6.25	6.25	6.66	7.80	7.90
Health service	7.38	7.62	8.54	9.23	9.60
Health aides, except nursing	7.34	7.55	7.58	9.60	9.60
Nursing aides, orderlies and attendants	7.62	7.92	8.54	9.23	9.91

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.25	\$7.01	\$8.19	\$8.70	\$11.00
Janitors and cleaners	7.01	8.01	8.27	8.70	10.39
Personal service	—	—	—	—	—

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages 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.

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.50	\$6.23	\$7.30	\$8.63	\$10.99
All excluding sales	5.31	6.23	7.64	8.91	15.89
White collar	6.31	6.79	7.96	10.86	19.64
White collar excluding sales	7.16	7.75	9.18	16.23	20.06
Professional specialty and technical	7.16	7.64	18.06	20.06	40.00
Professional specialty	13.59	18.06	19.75	21.22	71.96
Health related	15.89	18.27	19.75	20.54	71.96
Registered nurses	18.06	18.40	19.75	20.06	20.54
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Technical	7.02	7.16	7.16	9.15	10.11
Sales	6.00	6.31	6.40	7.30	7.60
Cashiers	6.00	6.31	6.38	6.60	7.60
Administrative support, including clerical	7.70	7.75	8.76	10.00	16.23
General office clerks	8.76	8.86	9.76	10.99	10.99
Blue collar	5.75	6.19	6.82	8.53	9.98
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	7.48	8.53	8.91	10.48	10.48
Bus drivers	8.53	8.53	8.72	8.91	9.36
Handlers, equipment cleaners, helpers, and laborers	5.96	6.19	6.33	7.22	9.95
Stock handlers and baggers	5.96	6.19	6.24	6.88	7.50
Laborers, except construction, n.e.c.	5.25	5.50	7.22	7.22	10.30
Service	2.13	5.35	6.75	7.69	8.30
Protective service	7.69	7.69	7.69	7.69	7.88
Food service	2.13	2.13	5.35	6.62	8.25
Waiters, waitresses, and bartenders	2.13	2.13	2.13	2.75	5.64
Other food service	5.31	5.62	6.60	7.79	9.34
Food preparation, n.e.c.	5.31	5.31	7.79	7.79	7.79
Health service	7.21	7.30	7.75	8.20	8.77
Nursing aides, orderlies and attendants	7.30	7.30	7.75	8.00	8.30
Cleaning and building service	5.95	5.95	6.87	6.89	7.01
Janitors and cleaners	5.95	5.95	6.87	6.89	7.01
Personal service	6.10	6.10	6.75	7.48	8.86

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages 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.

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

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. Although 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 includes questions of scope, frame, and sample selection.

Survey scope

This survey 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 is an economic unit that 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 is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Charlotte–Gastonia–Rock Hill, NC–SC, Metropolitan Statistical Area includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties, NC; and York County, SC.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. 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 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 levels, 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 that were not selected for collection. See appendix table 2 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. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep 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 MOGs:

- 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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

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.

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 the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

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. For addi-

tional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

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 (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were 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 consid-

ers 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 on generic leveling through point factor analysis 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 and 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 establishments or occupations into the various data series. Some of the establishments surveyed could not supply or 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 nonre-

responding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey 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.

Survey response

	<i>Establish- ments</i>
Total in sample	348
Responding	238
Out of business or not in survey scope	34
Unable or refused to provide data	76

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was suf-

ficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers 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 to indicate only 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. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with 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 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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 workers¹ represented by the survey, by occupational group,² National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	335,000	266,900	68,100
All excluding sales	319,000	251,600	67,400
White collar	160,800	112,300	48,500
White-collar excluding sales	144,800	97,000	47,800
Professional specialty and technical	55,700	29,500	26,200
Professional specialty	41,800	19,200	22,600
Technical	13,900	10,400	3,600
Executive, administrative, and managerial	23,600	18,200	5,300
Sales	16,000	15,300	—
Administrative support, including clerical	65,600	49,200	16,300
Blue collar	133,000	125,600	7,500
Precision production, craft, and repair	36,800	34,100	2,700
Machine operators, assemblers, and inspectors	42,100	41,900	—
Transportation and material moving	17,500	14,100	3,400
Handlers, equipment cleaners, helpers, and laborers	36,600	35,400	1,200
Service	41,100	29,000	12,100

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,900	238	63	175	108	67
Private industry	1,800	200	58	142	101	41
Goods-producing industries	600	77	13	64	43	21
Construction	100	7	4	3	3	-
Manufacturing	500	70	9	61	40	21
Service-producing industries	1,200	123	45	78	58	20
Transportation and public utilities	100	22	6	16	10	6
Wholesale and retail trade	600	39	17	22	19	3
Finance, insurance and real estate	100	5	2	3	1	2
Services	400	57	20	37	28	9
State and local government	100	38	5	33	7	26

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	5	2
All excluding sales	4	5	2
White collar	5	6	3
White collar excluding sales	6	7	4
Professional specialty and technical	8	8	7
Professional specialty	9	9	7
Engineers, architects, and surveyors	11	11	—
Electrical and electronic engineers	11	11	—
Mathematical and computer scientists	11	11	—
Computer systems analysts and scientists	11	11	—
Natural scientists	—	—	—
Health related	9	9	8
Registered nurses	9	9	8
Teachers, college and university	10	11	—
Teachers, except college and university	8	9	—
Elementary school teachers	9	9	—
Secondary school teachers	8	9	—
Teachers, special education	8	8	—
Vocational and educational counselors	9	9	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	8	8	—
Social workers	8	8	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8	8	—
Technical	7	8	4
Clinical laboratory technologists and technicians	8	8	—
Licensed practical nurses	5	5	—
Health technologists and technicians, n.e.c.	4	4	—
Electrical and electronic technicians	8	8	—
Engineering technicians, n.e.c.	8	8	—
Technical and related, n.e.c.	8	8	—
Executive, administrative, and managerial	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	12	12	—
Personnel and labor relations managers	11	11	—
Managers, marketing, advertising, and public relations	12	12	—
Administrators, education and related fields	11	11	—
Managers and administrators, n.e.c.	11	11	—
Management related	9	9	—
Accountants and auditors	9	9	—
Personnel, training, and labor relations specialists	8	8	—
Management related, n.e.c.	9	9	—
Sales	2	5	1
Supervisors, sales	7	8	—
Sales representatives, mining, manufacturing, and wholesale	8	8	—
Sales workers, other commodities	3	3	—
Cashiers	2	2	1
Administrative support, including clerical	4	4	3
Supervisors, distribution, scheduling, and adjusting clerks	6	6	—
Secretaries	5	5	—
Interviewers	3	—	—
Receptionists	3	3	—
Order clerks	4	4	—
Library clerks	4	4	—
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	—	—	—
Dispatchers	4	4	—
Traffic, shipping and receiving clerks	3	3	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
Stock and inventory clerks	4	4	—
Material recording, scheduling, and distribution clerks, n.e.c.	6	6	—
Investigators and adjusters, except insurance	4	4	—
General office clerks	4	4	3
Data entry keyers	2	2	—
Teachers' aides	3	3	—
Administrative support, n.e.c.	3	3	—
Blue collar	4	4	1
Precision production, craft, and repair			
Supervisors, mechanics and repairers	9	9	—
Bus, truck, and stationary engine mechanics	7	7	—
Industrial machinery repairers	5	5	—
Mechanics and repairers, n.e.c.	7	7	—
Electricians	6	6	—
Construction trades, n.e.c.	3	3	—
Supervisors, production	7	7	—
Machinists	8	8	—
Electrical and electronic equipment assemblers	2	2	—
Butchers and meat cutters	1	1	—
Inspectors, testers, and graders	7	7	—
Machine operators, assemblers, and inspectors			
Fabricating machine operators, n.e.c.	4	4	—
Winding and twisting machine operators	2	2	—
Mixing and blending machine operators	3	3	—
Miscellaneous machine operators, n.e.c.	3	3	—
Assemblers	2	2	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving			
Truck drivers	4	4	2
Bus drivers	2	—	2
Industrial truck and tractor equipment operators	3	3	—
Handlers, equipment cleaners, helpers, and laborers			
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	5	5	—
Helpers, construction trades	2	2	—
Construction laborers	1	1	—
Production helpers	2	2	—
Stock handlers and baggers	1	4	1
Machine feeders and offbearers	1	1	—
Freight, stock, and material handlers, n.e.c.	2	2	—
Hand packers and packagers	2	1	—
Laborers, except construction, n.e.c.	1	1	1
Service			
Protective service	6	8	3
Supervisors, police and detectives	10	10	—
Police and detectives, public service	8	8	—
Correctional institution officers	4	4	—
Food service	3	3	2
Waiters, waitresses, and bartenders	3	3	3
Waiters and waitresses	3	3	—
Other food service	2	3	1
Cooks	3	3	—
Food counter, fountain, and related	1	—	—
Kitchen workers, food preparation	3	—	—
Food preparation, n.e.c.	1	1	3
Health service	3	3	3
Health aides, except nursing	3	3	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, July 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Service —Continued			
Health service —Continued			
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	1	1	1
Maids and housemen	1	—	—
Janitors and cleaners	1	1	1
Personal service	4	—	3

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.