

Anchorage, AK National Compensation Survey Private Industry November 2006



U.S. Department of Labor
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This summary provides results of a November 2006 survey of occupational pay in the Anchorage, AK, Metropolitan Statistical Area (MSA). The MSA consists of Anchorage Borough. Tabulations in this publication are limited to private industry; data were not collected for State and local government.

Data shown in this summary were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The NCS provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. This summary is limited to data on occupational wages and salaries.

Table 1 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Work level is a ranking based on knowledge, job controls and complexity, contacts, and physical environment. Separate data are also shown for full-time and part-time workers.

Table 2 presents hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations.

Table 3 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers.

The survey could not have been conducted without the cooperation of the many private establishments that pro-

vided pay data included in this summary. 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.

Where to find more information

The data contained in this summary are available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file, and in an ASCII file containing the published table formats.

For additional information regarding this survey, including a list of occupational classifications, please contact any BLS regional office at the address and telephone number listed on the back cover of this summary. 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, telephone (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

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Table 1. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Anchorage, AK, November 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$19.81	3.1	\$20.94	3.2	\$11.69	5.8
Management occupations	40.37	10.6	40.37	10.6	—	—
Level 9	33.34	10.4	33.34	10.4	—	—
Level 11	46.97	4.5	46.97	4.5	—	—
Not able to be leveled	34.31	9.3	34.31	9.3	—	—
General and operations managers	55.26	10.4	55.26	10.4	—	—
Financial managers	33.70	16.0	33.70	16.0	—	—
Medical and health services managers	50.97	14.9	50.97	14.9	—	—
Business and financial operations occupations	30.42	7.1	30.42	7.1	—	—
Level 7	24.34	3.5	24.34	3.5	—	—
Level 8	32.02	10.5	32.02	10.5	—	—
Level 9	29.78	3.4	29.78	3.4	—	—
Accountants and auditors	26.02	5.7	26.02	5.7	—	—
Computer and mathematical science occupations	27.83	10.8	27.83	10.8	—	—
Level 9	34.07	8.5	34.07	8.5	—	—
Architecture and engineering occupations	30.70	2.5	30.70	2.5	—	—
Engineers	31.42	19.0	31.42	19.0	—	—
Level 11	55.97	8.4	55.97	8.4	—	—
Petroleum engineers	50.79	7.1	50.79	7.1	—	—
Community and social services occupations	—	—	15.50	9.0	—	—
Legal occupations	46.45	28.3	48.74	33.6	—	—
Lawyers	65.18	19.7	—	—	—	—
Education, training, and library occupations	25.09	10.7	—	—	—	—
Arts, design, entertainment, sports, and media occupations	25.43	6.8	26.52	10.8	—	—
Healthcare practitioner and technical occupations	32.25	14.0	32.36	15.1	31.36	8.4
Level 5	20.60	3.2	—	—	—	—
Level 8	27.44	6.6	—	—	—	—
Level 9	31.97	7.5	31.52	8.7	—	—
Registered nurses	29.30	7.8	28.51	9.0	—	—
Level 8	27.43	7.2	—	—	—	—
Level 9	30.28	7.3	29.36	9.7	—	—
Healthcare support occupations	13.51	2.1	13.66	1.6	—	—
Level 4	13.72	1.6	13.71	1.6	—	—
Nursing, psychiatric, and home health aides	13.93	.6	—	—	—	—
Nursing aides, orderlies, and attendants	13.87	1.0	—	—	—	—
Protective service occupations	12.86	10.0	—	—	—	—
Security guards and gaming surveillance officers	13.03	11.2	—	—	—	—
Security guards	13.03	11.2	—	—	—	—
Food preparation and serving related occupations	10.16	2.7	10.41	2.5	9.71	8.3
Level 1	9.04	2.5	9.41	6.1	8.14	4.7
Level 2	9.62	6.2	8.91	4.8	10.24	8.7
Level 3	10.20	7.0	10.99	2.8	—	—
Level 4	11.98	2.9	11.98	2.9	—	—
First-line supervisors/managers, food preparation and serving workers	15.93	17.2	15.93	17.2	—	—
Cooks	11.74	5.8	11.71	5.6	—	—
Cooks, institution and cafeteria	11.26	2.5	11.26	2.5	—	—
Food service, tipped	9.40	8.7	8.65	.8	10.11	12.9
Level 1	9.01	8.0	10.02	16.5	7.51	1.2
Level 2	9.66	12.4	—	—	—	—
Level 3	8.78	12.4	—	—	—	—
Waiters and waitresses	7.24	.4	—	—	7.29	1.1
Level 2	7.18	.3	—	—	7.22	.1

See footnotes at end of table.

Table 1. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Anchorage, AK, November 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Dining room and cafeteria attendants and bartender helpers	\$9.75	13.0	-	-	-	-
Level 1	9.75	13.0	-	-	-	-
Fast food and counter workers	8.98	3.4	-	-	\$9.19	4.2
Level 2	9.02	3.4	-	-	9.26	4.2
Combined food preparation and serving workers, including fast food	-	-	-	-	9.57	10.7
Level 2	9.36	10.8	-	-	9.80	10.6
Dishwashers	9.13	.7	\$9.12	0.7	-	-
Level 1	9.22	1.5	9.21	1.6	-	-
Building and grounds cleaning and maintenance occupations	11.88	5.3	12.07	5.9	10.16	4.5
Level 1	11.61	7.8	11.66	8.0	-	-
Building cleaning workers	11.82	5.4	12.01	5.9	10.17	4.4
Level 1	11.62	7.9	11.66	8.0	-	-
Janitors and cleaners, except maids and housekeeping cleaners	11.60	5.9	11.69	6.8	-	-
Maids and housekeeping cleaners	10.85	5.2	-	-	-	-
Personal care and service occupations	10.92	4.3	10.80	4.7	11.88	9.8
Level 3	9.52	8.2	-	-	-	-
Level 4	13.83	8.1	-	-	-	-
Sales and related occupations	15.81	5.7	16.82	5.3	10.67	9.2
Level 1	8.78	5.3	-	-	-	-
Level 2	9.27	8.3	-	-	9.33	10.6
Level 3	11.66	9.0	11.80	10.3	11.04	7.6
Level 4	17.91	3.6	17.86	4.1	-	-
Level 5	15.53	17.5	15.53	17.5	-	-
First-line supervisors/managers, sales workers	20.99	2.7	20.99	2.7	-	-
First-line supervisors/managers of retail sales workers	20.84	2.9	20.84	2.9	-	-
Retail sales workers	12.59	4.1	13.12	3.5	10.70	10.6
Level 2	9.17	8.5	-	-	9.22	10.9
Level 3	11.67	9.8	11.82	10.7	10.91	10.4
Level 4	17.90	4.8	17.81	6.0	-	-
Cashiers, all workers	12.56	5.8	13.35	6.1	11.24	5.0
Level 2	10.24	6.0	-	-	-	-
Level 3	13.54	9.1	-	-	-	-
Cashiers	12.56	5.8	13.35	6.1	11.24	5.0
Level 2	10.24	6.0	-	-	-	-
Level 3	13.54	9.1	-	-	-	-
Counter and rental clerks and parts salespersons	10.53	14.9	-	-	-	-
Retail salespersons	13.37	1.2	13.25	3.3	15.33	27.6
Level 4	20.70	9.5	20.80	10.4	-	-
Miscellaneous sales and related workers	14.26	8.8	-	-	-	-
Office and administrative support occupations	15.15	2.4	15.46	2.8	12.13	8.3
Level 2	11.59	7.7	12.40	9.4	9.39	9.9
Level 3	12.93	2.9	13.08	2.9	-	-
Level 4	15.40	2.6	15.41	2.6	-	-
Level 5	17.23	3.5	17.12	3.8	-	-
Level 6	21.18	5.1	21.18	5.1	-	-
Level 7	22.13	3.3	22.13	3.3	-	-
Not able to be leveled	16.12	15.4	16.38	15.7	-	-
First-line supervisors/managers of office and administrative support workers	20.81	6.5	20.81	6.5	-	-
Financial clerks	16.22	6.8	16.24	6.8	-	-
Level 3	13.25	4.7	13.27	4.6	-	-
Level 4	15.18	2.9	15.18	2.9	-	-
Bookkeeping, accounting, and auditing clerks	16.43	4.8	16.43	4.8	-	-
Level 4	15.20	1.8	15.20	1.8	-	-
Customer service representatives	17.69	8.6	17.68	8.6	-	-
Level 4	17.82	6.9	17.80	6.9	-	-
Receptionists and information clerks	12.19	4.9	12.66	4.3	-	-
Shipping, receiving, and traffic clerks	12.05	2.4	12.05	2.4	-	-

See footnotes at end of table.

Table 1. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Anchorage, AK, November 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Stock clerks and order fillers	\$12.63	3.1	—	—	—	—
Secretaries and administrative assistants	16.01	2.9	\$15.69	2.3	—	—
Level 4	15.33	3.7	15.33	3.7	—	—
Executive secretaries and administrative assistants	16.36	3.4	16.36	3.4	—	—
Secretaries, except legal, medical, and executive	16.19	3.9	15.69	2.9	—	—
Office clerks, general	14.04	4.4	14.14	4.9	—	—
Level 4	14.58	6.5	14.64	7.3	—	—
Construction and extraction occupations	26.80	11.7	26.80	11.7	—	—
Level 7	26.76	14.6	26.76	14.6	—	—
Carpenters	22.98	11.0	22.98	11.0	—	—
Installation, maintenance, and repair occupations	18.42	17.0	18.42	17.0	—	—
Level 5	18.67	4.0	18.67	4.0	—	—
Level 7	29.42	4.3	29.42	4.3	—	—
Miscellaneous installation, maintenance, and repair workers	16.12	12.9	16.12	12.9	—	—
Production occupations	18.91	10.2	21.10	9.4	—	—
Level 7	26.17	5.4	26.17	5.4	—	—
Transportation and material moving occupations	20.52	8.4	22.63	6.7	\$9.15	12.0
Level 1	9.04	7.5	10.06	1.8	7.75	6.7
Level 2	11.94	3.3	—	—	10.95	7.8
Level 3	14.98	4.0	15.13	3.8	—	—
Level 4	19.46	6.2	19.65	6.3	—	—
Level 5	18.14	7.3	18.14	7.4	—	—
Level 6	20.56	3.8	20.56	3.8	—	—
Aircraft pilots and flight engineers	101.77	8.9	101.77	8.9	—	—
Airline pilots, copilots, and flight engineers	101.77	8.9	101.77	8.9	—	—
Driver/sales workers and truck drivers	18.43	3.3	18.43	3.4	—	—
Level 3	15.21	5.6	15.21	5.6	—	—
Level 4	20.27	4.1	20.29	4.1	—	—
Truck drivers, heavy and tractor-trailer	19.87	2.4	19.87	2.4	—	—
Level 4	19.48	5.1	19.48	5.1	—	—
Truck drivers, light or delivery services	16.15	8.1	16.14	8.2	—	—
Laborers and material movers, hand	12.62	15.2	15.03	17.4	8.68	10.8
Level 1	8.98	7.8	—	—	—	—
Level 2	12.16	7.3	—	—	10.32	2.3
Level 3	14.62	4.6	—	—	—	—
Laborers and freight, stock, and material movers, hand	13.18	17.1	15.59	18.0	8.79	13.9
Level 1	9.07	9.6	—	—	—	—
Level 3	14.62	4.6	—	—	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. Private industry workers: Hourly wage percentiles¹, Anchorage, AK, November 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$9.00	\$11.00	\$16.00	\$23.08	\$34.36
Management occupations	21.63	27.40	34.36	48.11	65.00
General and operations managers	37.35	45.67	53.85	65.00	65.00
Financial managers	21.63	21.63	30.05	44.81	44.81
Medical and health services managers	32.51	34.36	37.80	91.35	91.35
Business and financial operations occupations	21.12	22.54	29.00	38.37	42.05
Accountants and auditors	20.46	22.12	26.20	30.45	30.45
Computer and mathematical science occupations	16.64	21.04	24.88	36.15	39.41
Architecture and engineering occupations	18.00	19.90	25.62	34.11	54.00
Engineers	18.00	19.00	27.71	40.39	54.07
Petroleum engineers	30.16	42.90	51.31	54.95	63.49
Legal occupations	17.31	17.31	39.39	73.13	97.27
Lawyers	39.39	39.39	73.13	79.73	97.27
Education, training, and library occupations	20.00	20.00	20.10	29.82	36.86
Arts, design, entertainment, sports, and media occupations	15.25	16.39	24.91	28.85	40.23
Healthcare practitioner and technical occupations	20.04	23.00	26.00	34.27	49.35
Registered nurses	23.45	25.00	28.65	33.40	37.52
Healthcare support occupations	11.96	12.39	13.55	14.25	15.60
Nursing, psychiatric, and home health aides	12.03	13.16	13.76	14.50	15.90
Nursing aides, orderlies, and attendants	12.03	13.14	13.76	14.25	15.40
Protective service occupations	10.00	11.00	12.50	15.00	15.00
Security guards and gaming surveillance officers	10.25	11.00	12.80	15.00	15.00
Security guards	10.25	11.00	12.80	15.00	15.00
Food preparation and serving related occupations	7.15	8.24	9.50	11.89	13.84
First-line supervisors/managers, food preparation and serving workers	12.50	12.50	12.50	19.30	31.81
Cooks	9.50	11.00	11.00	12.00	14.21
Cooks, institution and cafeteria	9.50	11.00	11.00	11.00	13.84
Food service, tipped	7.15	7.15	8.95	11.25	12.18
Waiters and waitresses	7.15	7.15	7.15	7.32	7.46
Dining room and cafeteria attendants and bartender helpers	7.45	7.45	8.95	12.18	12.18
Fast food and counter workers	7.50	8.24	8.89	8.89	11.02
Dishwashers	8.50	8.50	8.76	10.00	10.00
Building and grounds cleaning and maintenance occupations	9.00	10.50	11.00	12.37	16.39
Building cleaning workers	9.00	10.50	11.00	12.29	15.45
Janitors and cleaners, except maids and housekeeping cleaners	10.50	10.50	10.50	11.95	15.01
Maids and housekeeping cleaners	8.75	9.25	11.55	11.86	12.81
Personal care and service occupations	8.00	8.50	10.00	12.39	14.01
Sales and related occupations	8.50	10.00	12.72	18.87	25.00
First-line supervisors/managers, sales workers	13.50	16.03	19.54	21.80	40.45
First-line supervisors/managers of retail sales workers	13.39	16.03	19.30	21.80	40.45
Retail sales workers	8.01	9.25	10.75	14.55	18.87
Cashiers, all workers	8.24	9.38	11.15	17.29	18.78
Cashiers	8.24	9.38	11.15	17.29	18.78
Counter and rental clerks and parts salespersons	7.15	8.00	8.75	12.38	14.38
Retail salespersons	9.25	9.42	10.75	14.76	19.00
Miscellaneous sales and related workers	10.50	11.20	16.19	16.19	17.20
Office and administrative support occupations	10.30	12.27	14.87	17.31	21.15
First-line supervisors/managers of office and administrative support workers	17.50	17.50	21.00	21.64	27.76

See footnotes at end of table.

Table 2. Private industry workers: Hourly wage percentiles¹, Anchorage, AK, November 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Financial clerks	\$12.00	\$13.62	\$15.29	\$18.30	\$21.99
Bookkeeping, accounting, and auditing clerks	15.00	15.00	15.29	17.00	19.98
Customer service representatives	12.00	13.19	16.13	22.35	23.74
Receptionists and information clerks	10.00	11.00	12.00	13.10	14.50
Shipping, receiving, and traffic clerks	10.00	10.55	12.00	13.49	13.60
Stock clerks and order fillers	7.15	8.35	12.96	15.37	19.59
Secretaries and administrative assistants	14.05	15.07	16.55	17.10	18.75
Executive secretaries and administrative assistants	13.50	16.14	17.00	17.00	17.08
Secretaries, except legal, medical, and executive	15.10	15.10	16.55	17.12	18.75
Office clerks, general	10.00	11.22	14.22	15.00	18.00
Construction and extraction occupations	17.00	18.00	26.89	34.67	37.27
Carpenters	17.00	17.50	18.00	32.72	34.19
Installation, maintenance, and repair occupations	9.00	10.00	17.50	23.52	32.92
Miscellaneous installation, maintenance, and repair workers	10.00	10.00	14.00	19.00	19.80
Production occupations	10.00	10.00	19.01	23.04	28.00
Transportation and material moving occupations	8.00	10.30	15.92	21.36	28.13
Aircraft pilots and flight engineers	34.83	71.58	110.29	118.19	170.15
Airline pilots, copilots, and flight engineers	34.83	71.58	110.29	118.19	170.15
Driver/sales workers and truck drivers	13.50	15.00	17.75	21.00	24.61
Truck drivers, heavy and tractor-trailer	16.75	17.31	19.55	21.55	24.49
Truck drivers, light or delivery services	10.30	13.01	15.00	19.02	25.39
Laborers and material movers, hand	7.15	8.00	10.00	13.50	21.30
Laborers and freight, stock, and material movers, hand	7.15	9.00	10.00	14.87	22.99

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th 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, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Anchorage, AK, November 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.94	\$17.28	\$826	\$691	39.4	\$42,023	\$35,214	2,007
Management occupations	40.37	34.36	1,615	1,361	40.0	83,939	70,765	2,079
General and operations managers	55.26	53.85	2,189	2,154	39.6	113,835	112,008	2,060
Financial managers	33.70	30.05	1,377	1,202	40.8	71,583	62,500	2,124
Medical and health services managers	50.97	37.80	1,996	1,374	39.2	103,781	71,467	2,036
Business and financial operations occupations	30.42	29.00	1,207	1,160	39.7	62,769	60,320	2,064
Accountants and auditors	26.02	26.20	1,039	1,048	39.9	54,008	54,496	2,076
Computer and mathematical science occupations	27.83	24.88	1,096	1,038	39.4	56,981	54,001	2,047
Architecture and engineering occupations	30.70	25.62	1,263	1,035	41.1	65,352	54,080	2,129
Engineers	31.42	27.71	1,290	1,154	41.0	66,209	62,005	2,107
Petroleum engineers	50.79	51.31	2,032	2,052	40.0	100,757	104,000	1,984
Community and social services occupations	15.50	15.68	633	631	40.8	32,894	32,822	2,122
Legal occupations	48.74	17.31	1,950	692	40.0	101,241	36,003	2,077
Arts, design, entertainment, sports, and media occupations	26.52	24.91	1,061	996	40.0	55,169	51,813	2,080
Healthcare practitioner and technical occupations	32.36	25.96	1,269	1,038	39.2	65,993	53,988	2,039
Registered nurses	28.51	27.68	1,124	1,080	39.4	58,439	56,160	2,049
Healthcare support occupations	13.66	13.55	534	534	39.1	27,750	27,789	2,032
Food preparation and serving related occupations	10.41	9.50	405	377	38.9	19,732	19,200	1,895
First-line supervisors/managers, food preparation and serving workers ..	15.93	12.50	637	500	40.0	22,586	26,000	1,418
Cooks	11.71	11.00	468	440	40.0	23,869	22,880	2,039
Cooks, institution and cafeteria	11.26	11.00	450	440	40.0	22,683	22,880	2,015
Food service, tipped	8.65	8.00	326	293	37.7	16,018	15,226	1,851
Dishwashers	9.12	8.76	360	350	39.4	18,334	18,223	2,009
Building and grounds cleaning and maintenance occupations	12.07	11.26	481	449	39.8	24,992	23,358	2,070
Building cleaning workers	12.01	11.17	478	441	39.8	24,852	22,942	2,070
Janitors and cleaners, except maids and housekeeping cleaners	11.69	10.50	463	420	39.6	24,078	21,840	2,059
Personal care and service occupations	10.80	10.00	409	383	37.9	18,768	16,640	1,738
Sales and related occupations	16.82	14.61	671	581	39.9	34,890	30,187	2,075
First-line supervisors/managers, sales workers	20.99	19.54	839	782	40.0	43,625	40,643	2,078
First-line supervisors/managers of retail sales workers	20.84	19.30	833	772	40.0	43,304	40,144	2,078
Retail sales workers	13.12	10.78	523	431	39.8	27,191	22,422	2,072
Cashiers, all workers	13.35	11.76	534	470	40.0	27,769	24,461	2,080
Cashiers	13.35	11.76	534	470	40.0	27,769	24,461	2,080
Retail salespersons	13.25	10.75	527	430	39.7	27,396	22,360	2,067
Office and administrative support occupations	15.46	15.00	618	600	39.9	32,118	31,200	2,077

See footnotes at end of table.

Table 3. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Anchorage, AK, November 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers of office and administrative support workers	\$20.81	\$21.00	\$832	\$840	40.0	\$43,276	\$43,680	2,080
Financial clerks	16.24	15.29	649	612	39.9	33,730	31,803	2,077
Bookkeeping, accounting, and auditing clerks	16.43	15.29	656	612	39.9	34,125	31,803	2,077
Customer service representatives	17.68	16.13	707	645	40.0	36,766	33,548	2,080
Receptionists and information clerks ..	12.66	13.00	507	520	40.0	26,339	27,040	2,080
Shipping, receiving, and traffic clerks	12.05	12.00	481	480	40.0	25,032	24,960	2,078
Secretaries and administrative assistants	15.69	16.10	628	644	40.0	32,639	33,490	2,080
Executive secretaries and administrative assistants	16.36	17.00	655	680	40.0	34,039	35,360	2,080
Secretaries, except legal, medical, and executive	15.69	16.55	628	662	40.0	32,641	34,422	2,080
Office clerks, general	14.14	14.69	565	585	39.9	29,362	30,430	2,076
Construction and extraction occupations	26.80	26.89	1,072	1,076	40.0	48,755	52,458	1,819
Carpenters	22.98	18.00	919	720	40.0	44,359	37,440	1,930
Installation, maintenance, and repair occupations	18.42	17.50	737	700	40.0	38,125	36,400	2,070
Miscellaneous installation, maintenance, and repair workers	16.12	14.00	645	560	40.0	33,527	29,120	2,080
Production occupations	21.10	20.00	844	800	40.0	43,874	41,600	2,080
Transportation and material moving occupations	22.63	17.50	843	712	37.3	43,459	36,920	1,921
Aircraft pilots and flight engineers	101.77	110.29	1,940	1,742	19.1	100,875	90,582	991
Airline pilots, copilots, and flight engineers	101.77	110.29	1,940	1,742	19.1	100,875	90,582	991
Driver/sales workers and truck drivers	18.43	17.67	737	707	40.0	38,342	36,754	2,080
Truck drivers, heavy and tractor-trailer	19.87	19.55	795	782	40.0	41,329	40,664	2,080
Truck drivers, light or delivery services	16.14	15.00	646	600	40.0	33,582	31,200	2,080
Laborers and material movers, hand ..	15.03	11.00	595	440	39.6	30,924	22,880	2,057
Laborers and freight, stock, and material movers, hand	15.59	12.00	624	480	40.0	32,432	24,960	2,080

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix: Technical Note

Survey scope

This survey of the Anchorage, AK, Metropolitan Statistical Area (MSA) covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing) and private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services). Agriculture, forestry, fishing and hunting, private households, the Federal Government, and State and local governments 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.

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.

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-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

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 2000 Standard Occupational Classification (SOC) system

3. Characterization of jobs as full-time or part-time, union or nonunion, and time or incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. A complete list of all individual occupations, classified by the major group to which they belong, is available from BLS.

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 and also identified as being in a union or a nonunion job.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample

replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication “National Compensation Survey: Guide for Evaluating Your Firm’s Jobs and Pay,” available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Collection period

Survey data were collected over a 13-month period for the 86 largest areas in the NCS program. For 66 smaller 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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

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 data for the individual establishments or occupations into the various data series.

If data were not provided by a sample member during the initial interview, 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 data for the nonrespondents equals the mean value of data for the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model

that takes into account available establishment characteristics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	5,376
Total in sample	232
Responding	160
Refused or unable to provide data	45
Out of business or not in survey scope	27

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 sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

Data reliability

The data in this summary 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 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 summary 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 \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). 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. 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, computer edits of the data, and detailed data review.