

Orlando, FL National Compensation Survey March 2003



U.S. Department of Labor
Elaine L. Chao, Secretary

Bureau of Labor Statistics
Kathleen P. Utgoff, Commissioner

December 2003

Bulletin 3120-22

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://www.bls.gov/ncs/ocs/compub.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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	5
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	7
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	8
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	11
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	14
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	18
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	22
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	23
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	24
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	25
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	26
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	28
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	30
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	31
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	33
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
B. Occupational Classifications.....	B – 1
C. Occupational Leveling Criteria	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Orlando, FL, metropolitan area. Data were collected between September 2002 and October 2003; the average reference month is March 2003. 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 occupational 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). 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 within the private sector.

Tables 6-1 through 6-5 present 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 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.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003

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	\$14.14	3.2	37.0	\$13.31	3.8	36.6	\$18.35	2.4	38.8
Worker characteristics:⁴									
White-collar occupations ⁵	18.86	2.7	37.3	18.54	3.3	37.3	19.99	3.7	37.5
Professional specialty and technical	23.11	4.3	37.4	23.39	5.8	38.3	22.37	3.9	35.1
Executive, administrative, and managerial	29.98	11.3	41.3	30.20	14.6	41.8	29.34	13.0	39.8
Sales	11.98	7.5	32.0	12.00	7.6	31.9	—	—	—
Administrative support	13.03	2.9	39.1	12.86	4.0	39.1	13.51	2.8	39.1
Blue-collar occupations ⁵	12.67	8.2	37.8	12.44	8.9	37.6	15.05	6.8	39.2
Precision production, craft, and repair	16.23	6.7	40.1	16.01	8.0	40.1	17.45	3.9	40.1
Machine operators, assemblers, and inspectors	12.83	8.1	40.0	12.83	8.1	40.0	—	—	—
Transportation and material moving	13.26	7.5	37.7	13.34	8.3	37.8	12.54	5.6	37.1
Handlers, equipment cleaners, helpers, and laborers	8.67	13.5	35.0	8.57	14.0	34.8	10.86	6.7	40.0
Service occupations ⁵	9.25	6.3	35.9	7.83	7.3	35.1	16.80	1.8	41.3
Full time	14.92	3.3	40.0	14.13	4.0	40.0	18.44	2.5	40.4
Part time	7.63	10.7	22.4	7.43	10.8	22.9	13.77	6.6	13.3
Union	14.31	8.0	39.3	—	—	—	18.12	3.6	40.9
Nonunion	14.11	3.7	36.5	13.54	4.2	36.3	18.53	2.5	37.4
Time	13.98	3.4	36.9	13.07	4.0	36.5	18.35	2.4	38.8
Incentive	18.71	7.4	39.2	18.71	7.4	39.2	—	—	—
Establishment characteristics:⁶									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.52	4.6	37.0	12.51	4.7	37.1	—	—	—
100-499 workers	13.75	7.7	37.5	13.43	8.5	37.2	17.14	3.2	41.2
500 workers or more	15.12	3.2	36.5	13.67	5.1	35.8	18.64	2.7	38.5

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 earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003

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	\$14.14	3.2	\$13.31	3.8	\$18.35	2.4
All excluding sales	14.33	3.2	13.44	3.8	18.40	2.4
White collar	18.86	2.7	18.54	3.3	19.99	3.7
White collar excluding sales	20.41	3.1	20.52	4.0	20.10	3.6
Professional specialty and technical	23.11	4.3	23.39	5.8	22.37	3.9
Professional specialty	25.03	3.3	26.04	4.7	23.04	3.1
Engineers, architects, and surveyors	34.06	4.2	35.09	4.8	—	—
Mechanical engineers	37.37	7.2	37.37	7.2	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.86	2.0	22.90	2.0	—	—
Registered nurses	23.19	2.5	23.26	2.6	—	—
Teachers, college and university	33.38	6.7	—	—	32.96	7.1
Teachers, except college and university	19.78	7.0	17.59	4.1	20.68	9.6
Elementary school teachers	23.11	3.7	—	—	—	—
Teachers, n.e.c.	16.36	1.7	16.67	1.1	—	—
Librarians, archivists, and curators	18.72	10.1	—	—	18.72	10.1
Librarians	18.72	10.1	—	—	18.72	10.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.31	4.8	—	—	—	—
Social workers	15.31	4.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.18	9.3	19.20	9.5	—	—
Technical	17.90	8.4	18.14	9.3	15.43	10.3
Clinical laboratory technologists and technicians	13.22	3.0	13.22	3.0	—	—
Licensed practical nurses	15.13	3.5	15.13	3.5	—	—
Electrical and electronic technicians	18.99	4.0	—	—	—	—
Executive, administrative, and managerial	29.98	11.3	30.20	14.6	29.34	13.0
Executives, administrators, and managers	32.29	12.9	32.02	16.6	33.14	15.2
Administrators and officials, public administration	40.62	11.2	—	—	40.62	11.2
Financial managers	29.57	5.1	—	—	—	—
Managers, food servicing and lodging establishments	18.66	10.5	18.66	10.5	—	—
Managers and administrators, n.e.c.	28.27	11.9	28.43	12.4	—	—
Management related	21.02	7.8	22.80	7.6	16.44	12.2
Accountants and auditors	18.65	8.0	—	—	—	—
Sales	11.98	7.5	12.00	7.6	—	—
Supervisors, sales	14.03	6.0	14.03	6.0	—	—
Sales workers, other commodities	10.87	19.7	10.87	19.7	—	—
Cashiers	7.94	3.2	7.77	3.0	—	—
Administrative support, including clerical	13.03	2.9	12.86	4.0	13.51	2.8
Supervisors, general office	13.85	6.4	—	—	—	—
Secretaries	13.70	4.7	13.15	6.9	14.77	8.0
Hotel clerks	11.31	19.1	11.31	19.1	—	—
Transportation ticket and reservation agents	11.32	23.2	11.32	23.2	—	—
Receptionists	10.83	4.5	10.83	4.5	—	—
Library clerks	10.78	6.4	—	—	—	—
Records clerks, n.e.c.	13.91	10.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.84	6.4	12.52	7.5	—	—
Dispatchers	14.78	1.2	—	—	14.94	.2
General office clerks	12.95	4.9	13.34	5.6	—	—
Administrative support, n.e.c.	13.67	8.9	—	—	13.21	9.1
Blue collar	12.67	8.2	12.44	8.9	15.05	6.8
Precision production, craft, and repair	16.23	6.7	16.01	8.0	17.45	3.9
Mechanics and repairers, n.e.c.	14.19	5.2	13.14	6.4	—	—
Electricians	17.10	5.6	—	—	—	—
Machine operators, assemblers, and inspectors	12.83	8.1	12.83	8.1	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003 — 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)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Laundering and dry cleaning machine operators	\$8.47	9.2	\$8.47	9.2	—	—
Transportation and material moving	13.26	7.5	13.34	8.3	\$12.54	5.6
Truck drivers	16.25	10.8	16.41	11.5	—	—
Industrial truck and tractor equipment operators ..	14.49	4.9	14.49	4.9	—	—
Handlers, equipment cleaners, helpers, and laborers	8.67	13.5	8.57	14.0	10.86	6.7
Stock handlers and baggers	8.27	2.0	8.27	2.0	—	—
Service	9.25	6.3	7.83	7.3	16.80	1.8
Protective service	14.75	8.1	9.05	3.6	17.38	.6
Supervisors, firefighters and fire prevention	21.85	9.2	—	—	21.85	9.2
Supervisors, police and detectives	26.85	4.1	—	—	26.85	4.1
Firefighting	14.35	9.5	—	—	14.35	9.5
Police and detectives, public service	18.73	2.2	—	—	18.73	2.2
Correctional institution officers	15.20	.5	—	—	15.20	.5
Guards and police, except public service	9.06	4.1	—	—	—	—
Protective service, n.e.c.	9.16	14.6	—	—	—	—
Food service	6.38	13.8	6.37	13.8	—	—
Waiters, waitresses, and bartenders	3.39	15.2	3.39	15.2	—	—
Waiters and waitresses	2.58	8.6	2.58	8.6	—	—
Waiters'/Waitresses' assistants	6.35	8.6	6.35	8.6	—	—
Other food service	8.26	2.3	8.26	2.3	—	—
Cooks	10.54	2.0	10.54	2.0	—	—
Food preparation, n.e.c.	7.88	2.6	7.87	2.7	—	—
Health service	8.72	1.8	8.72	1.8	—	—
Health aides, except nursing	8.43	2.3	8.42	2.3	—	—
Nursing aides, orderlies and attendants	9.14	1.9	9.14	1.9	—	—
Cleaning and building service	8.84	4.2	8.60	3.9	13.56	15.4
Maids and housemen	8.04	3.9	8.04	3.9	—	—
Janitors and cleaners	9.12	6.7	9.08	7.3	—	—
Personal service	9.67	17.4	9.63	18.1	—	—
Attendants, amusement, and recreation facilities	8.41	.8	8.41	.8	—	—
Service, n.e.c.	7.66	24.6	7.66	24.6	—	—

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.

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 earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003

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	\$14.92	3.3	\$14.13	4.0	\$18.44	2.5
All excluding sales	14.95	3.3	14.11	4.1	18.49	2.4
White collar	19.66	2.5	19.56	3.1	19.98	3.7
White collar excluding sales	20.46	3.1	20.60	4.1	20.09	3.6
Professional specialty and technical	23.13	4.5	23.44	6.1	22.31	4.0
Professional specialty	25.10	3.6	26.30	5.2	22.86	3.3
Engineers, architects, and surveyors	34.06	4.2	35.09	4.8	—	—
Mechanical engineers	37.37	7.2	37.37	7.2	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.17	1.7	22.20	1.8	—	—
Registered nurses	22.30	2.8	22.34	2.9	—	—
Teachers, college and university	33.45	7.8	—	—	32.98	8.5
Teachers, except college and university	19.87	7.4	17.60	4.8	20.73	10.0
Elementary school teachers	23.11	3.7	—	—	—	—
Teachers, n.e.c.	16.27	2.4	16.49	2.5	—	—
Librarians, archivists, and curators	18.72	10.1	—	—	18.72	10.1
Librarians	18.72	10.1	—	—	18.72	10.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.31	4.8	—	—	—	—
Social workers	15.31	4.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.28	10.8	20.31	11.0	—	—
Technical	17.99	8.5	18.16	9.3	16.04	10.3
Clinical laboratory technologists and technicians	13.22	3.0	13.22	3.0	—	—
Licensed practical nurses	15.17	3.5	15.17	3.5	—	—
Electrical and electronic technicians	18.99	4.0	—	—	—	—
Executive, administrative, and managerial	29.98	11.3	30.20	14.6	29.34	13.0
Executives, administrators, and managers	32.29	12.9	32.02	16.6	33.14	15.2
Administrators and officials, public administration	40.62	11.2	—	—	40.62	11.2
Financial managers	29.57	5.1	—	—	—	—
Managers, food servicing and lodging establishments	18.66	10.5	18.66	10.5	—	—
Managers and administrators, n.e.c.	28.27	11.9	28.43	12.4	—	—
Management related	21.02	7.8	22.80	7.6	16.44	12.2
Accountants and auditors	18.65	8.0	—	—	—	—
Sales	14.37	10.5	14.45	10.7	—	—
Supervisors, sales	14.03	6.0	14.03	6.0	—	—
Sales workers, other commodities	11.17	22.2	11.17	22.2	—	—
Cashiers	8.98	7.2	8.59	8.7	—	—
Administrative support, including clerical	13.11	2.8	12.94	3.9	13.57	2.7
Supervisors, general office	13.85	6.4	—	—	—	—
Secretaries	13.70	4.7	13.15	6.9	14.77	8.0
Hotel clerks	11.31	19.1	11.31	19.1	—	—
Receptionists	10.83	4.5	10.83	4.5	—	—
Bookkeepers, accounting and auditing clerks	12.84	6.4	12.52	7.5	—	—
Dispatchers	14.78	1.2	—	—	14.94	.2
General office clerks	13.21	4.7	13.68	5.3	—	—
Administrative support, n.e.c.	13.67	8.9	—	—	13.21	9.1
Blue collar	13.01	8.3	12.79	9.0	15.12	6.8
Precision production, craft, and repair	16.23	6.7	16.00	8.0	17.45	3.9
Mechanics and repairers, n.e.c.	14.19	5.2	13.14	6.4	—	—
Electricians	17.10	5.6	—	—	—	—
Machine operators, assemblers, and inspectors	12.83	8.1	12.83	8.1	—	—
Laundering and dry cleaning machine operators	8.47	9.2	8.47	9.2	—	—
Transportation and material moving	13.89	5.9	14.03	6.4	12.66	5.7

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003 — 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)
Blue collar —Continued						
Transportation and material moving —Continued						
Truck drivers	\$16.25	10.8	\$16.41	11.5	—	—
Industrial truck and tractor equipment operators ..	14.49	4.9	14.49	4.9	—	—
Handlers, equipment cleaners, helpers, and laborers	8.53	15.7	8.39	16.2	\$10.86	6.7
Stock handlers and baggers	9.44	2.5	9.44	2.5	—	—
Service	9.95	6.0	8.38	7.0	17.06	1.9
Protective service	15.22	7.1	9.30	3.8	17.64	.3
Supervisors, firefighters and fire prevention	21.85	9.2	—	—	21.85	9.2
Supervisors, police and detectives	26.85	4.1	—	—	26.85	4.1
Firefighting	14.73	11.2	—	—	14.73	11.2
Police and detectives, public service	18.73	2.2	—	—	18.73	2.2
Correctional institution officers	15.20	.5	—	—	15.20	.5
Guards and police, except public service	9.22	3.6	9.22	3.6	—	—
Food service	7.23	13.7	7.23	13.8	—	—
Waiters, waitresses, and bartenders	3.92	21.3	3.92	21.3	—	—
Waiters/Waitresses' assistants	6.59	5.9	6.59	5.9	—	—
Other food service	9.08	3.5	9.08	3.5	—	—
Cooks	10.55	2.0	10.55	2.0	—	—
Food preparation, n.e.c.	8.24	4.7	8.24	4.7	—	—
Health service	8.82	1.3	8.82	1.3	—	—
Health aides, except nursing	8.61	1.7	8.60	1.7	—	—
Nursing aides, orderlies and attendants	9.10	2.3	9.10	2.3	—	—
Cleaning and building service	8.83	4.1	8.58	3.8	13.56	15.4
Maids and housemen	8.04	3.9	8.04	3.9	—	—
Janitors and cleaners	9.09	6.6	9.05	7.2	—	—
Personal service	9.87	17.1	9.83	17.8	—	—
Service, n.e.c.	7.66	24.6	7.66	24.6	—	—

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.

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 earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003

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	\$7.63	10.7	\$7.43	10.8	\$13.77	6.6
All excluding sales	7.70	14.6	7.43	15.1	13.77	6.6
White collar	10.23	6.2	9.81	5.7	20.54	10.1
White collar excluding sales	18.44	6.9	18.06	7.9	20.54	10.1
Professional specialty and technical	22.79	4.0	22.40	4.0	—	—
Professional specialty	23.76	3.6	22.66	3.9	—	—
Health related	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	7.42	3.0	7.42	3.0	—	—
Sales workers, other commodities	8.42	4.8	8.42	4.8	—	—
Cashiers	7.44	1.5	7.44	1.5	—	—
Administrative support, including clerical	9.72	13.1	9.97	14.2	—	—
Blue collar	8.81	9.4	8.78	9.5	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Transportation and material moving	7.45	5.9	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.31	11.2	9.31	11.2	—	—
Stock handlers and baggers	7.23	1.0	7.23	1.0	—	—
Service	5.31	19.0	5.20	19.5	8.67	1.7
Protective service	7.87	3.9	—	—	—	—
Food service	4.59	21.7	4.56	21.7	—	—
Waiters, waitresses, and bartenders	2.50	11.3	2.50	11.3	—	—
Waiters and waitresses	2.26	7.3	2.26	7.3	—	—
Other food service	6.27	6.5	6.24	6.6	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	6.94	9.1	6.94	9.1	—	—

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 earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003

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	\$597	3.3	40.0	\$565	3.9	40.0	\$746	3.4	40.4
All excluding sales	598	3.3	40.0	563	3.9	39.9	748	3.4	40.4
White collar	787	2.6	40.0	788	3.2	40.3	785	4.1	39.3
White collar excluding sales	819	3.0	40.0	830	3.9	40.3	789	4.0	39.3
Professional specialty and technical	918	4.7	39.7	937	6.3	40.0	870	4.2	39.0
Professional specialty	1,000	4.2	39.8	1,060	6.2	40.3	890	3.5	38.9
Engineers, architects, and surveyors	1,399	4.1	41.1	1,454	3.6	41.4	-	-	-
Mechanical engineers	1,568	7.0	41.9	1,568	7.0	41.9	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	884	2.2	39.9	885	2.3	39.9	-	-	-
Registered nurses	892	2.8	40.0	893	2.9	40.0	-	-	-
Teachers, college and university	1,225	7.6	36.6	-	-	-	1,201	8.4	36.4
Teachers, except college and university	760	6.5	38.3	682	4.5	38.7	789	8.8	38.1
Elementary school teachers	861	3.0	37.3	-	-	-	-	-	-
Teachers, n.e.c.	631	4.5	38.8	646	4.8	39.2	-	-	-
Librarians, archivists, and curators	748	10.1	39.9	-	-	-	748	10.1	39.9
Librarians	748	10.1	39.9	-	-	-	748	10.1	39.9
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	612	4.8	40.0	-	-	-	-	-	-
Social workers	612	4.8	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	810	10.8	40.0	813	11.0	40.0	-	-	-
Technical	709	7.5	39.4	715	8.2	39.4	642	10.3	40.0
Clinical laboratory technologists and technicians	529	3.0	40.0	529	3.0	40.0	-	-	-
Licensed practical nurses	607	3.5	40.0	607	3.5	40.0	-	-	-
Electrical and electronic technicians	759	4.0	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,238	10.0	41.3	1,263	12.6	41.8	1,168	14.9	39.8
Executives, administrators, and managers	1,345	11.2	41.7	1,354	13.9	42.3	1,320	17.7	39.8
Administrators and officials, public administration	1,659	11.9	40.8	-	-	-	1,659	11.9	40.8
Financial managers	1,231	6.6	41.6	-	-	-	-	-	-
Managers, food servicing and lodging establishments	773	12.7	41.4	773	12.7	41.4	-	-	-
Managers and administrators, n.e.c.	1,240	8.3	43.9	1,249	8.8	44.0	-	-	-
Management related	839	7.8	39.9	912	7.6	40.0	654	11.7	39.8
Accountants and auditors	745	8.0	40.0	-	-	-	-	-	-
Sales	577	10.5	40.2	580	10.7	40.2	-	-	-
Supervisors, sales	604	4.8	43.1	604	4.8	43.1	-	-	-
Sales workers, other commodities	444	21.9	39.7	444	21.9	39.7	-	-	-
Cashiers	359	7.2	40.0	343	8.7	40.0	-	-	-
Administrative support, including clerical	521	2.9	39.8	516	3.9	39.9	534	2.6	39.3

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003 — 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									
Administrative support, including clerical —Continued									
Supervisors, general office	\$562	6.2	40.6	—	—	—	—	—	—
Secretaries	545	4.9	39.7	\$525	7.0	40.0	\$581	8.5	39.3
Hotel clerks	452	19.1	40.0	452	19.1	40.0	—	—	—
Receptionists	431	4.6	39.8	431	4.6	39.8	—	—	—
Bookkeepers, accounting and auditing clerks	512	6.5	39.8	500	7.7	39.9	—	—	—
Dispatchers	589	1.6	39.9	—	—	—	597	.2	40.0
General office clerks	528	4.7	40.0	547	5.3	40.0	—	—	—
Administrative support, n.e.c.	551	9.2	40.3	—	—	—	528	9.1	40.0
Blue collar	523	8.5	40.2	515	9.3	40.3	606	7.0	40.1
Precision production, craft, and repair	652	6.9	40.2	643	8.2	40.2	700	4.1	40.1
Mechanics and repairers, n.e.c.	568	5.2	40.0	525	6.4	40.0	—	—	—
Electricians	684	5.6	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	513	8.1	40.0	513	8.1	40.0	—	—	—
Laundering and dry cleaning machine operators	339	9.2	40.0	339	9.2	40.0	—	—	—
Transportation and material moving	567	7.5	40.8	574	8.2	40.9	506	5.7	40.0
Truck drivers	680	13.8	41.8	688	14.7	41.9	—	—	—
Industrial truck and tractor equipment operators	580	4.9	40.0	580	4.9	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	341	15.6	39.9	335	16.2	39.9	434	6.7	40.0
Stock handlers and baggers ..	373	2.3	39.5	373	2.3	39.5	—	—	—
Service	397	6.1	39.9	329	6.9	39.3	730	3.6	42.8
Protective service	643	8.4	42.2	372	3.7	40.0	763	1.7	43.3
Supervisors, firefighters and fire prevention	1,067	7.4	48.8	—	—	—	1,067	7.4	48.8
Supervisors, police and detectives	1,086	3.5	40.4	—	—	—	1,086	3.5	40.4
Firefighting	766	10.2	52.0	—	—	—	766	10.2	52.0
Police and detectives, public service	755	2.5	40.3	—	—	—	755	2.5	40.3
Correctional institution officers	617	.4	40.6	—	—	—	617	.4	40.6
Guards and police, except public service	369	3.5	40.0	369	3.5	40.0	—	—	—
Food service	282	13.8	39.0	282	13.8	39.0	—	—	—
Waiters, waitresses, and bartenders	153	20.2	39.1	153	20.2	39.1	—	—	—
Waiters'/Waitresses' assistants	243	12.4	36.9	243	12.4	36.9	—	—	—
Other food service	354	3.0	39.0	354	3.0	39.0	—	—	—
Cooks	410	4.2	38.8	410	4.2	38.8	—	—	—
Food preparation, n.e.c.	313	6.9	37.9	313	6.9	37.9	—	—	—
Health service	345	2.1	39.1	345	2.1	39.1	—	—	—
Health aides, except nursing ..	335	3.7	38.9	334	3.8	38.9	—	—	—
Nursing aides, orderlies and attendants	359	1.5	39.5	359	1.5	39.5	—	—	—
Cleaning and building service	351	4.4	39.7	341	4.1	39.7	532	16.3	39.2
Maids and housemen	318	3.4	39.6	318	3.5	39.6	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003 — 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									
Cleaning and building service									
—Continued									
Janitors and cleaners	\$363	6.6	39.9	\$362	7.2	40.0	—	—	—
Personal service	382	14.0	38.7	379	14.4	38.6	—	—	—
Service, n.e.c.	306	24.6	40.0	306	24.6	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 earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003

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	\$30,902	3.3	2,072	\$29,294	3.9	2,073	\$38,112	3.4	2,067
All excluding sales	30,957	3.3	2,071	29,231	3.9	2,072	38,218	3.4	2,067
White collar	40,577	2.6	2,064	40,859	3.2	2,089	39,703	4.1	1,987
White collar excluding sales	42,166	3.0	2,061	43,032	3.9	2,089	39,905	4.0	1,986
Professional specialty and technical	46,820	4.7	2,024	48,409	6.3	2,066	42,879	4.2	1,922
Professional specialty	50,575	4.2	2,015	54,579	6.2	2,075	43,649	3.5	1,909
Engineers, architects, and surveyors	72,737	4.1	2,136	75,601	3.6	2,155	-	-	-
Mechanical engineers	81,521	7.0	2,181	81,521	7.0	2,181	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	45,971	2.2	2,073	46,016	2.3	2,073	-	-	-
Registered nurses	46,375	2.8	2,080	46,457	2.9	2,080	-	-	-
Teachers, college and university	54,149	7.6	1,619	-	-	-	53,292	8.4	1,616
Teachers, except college and university	34,995	6.5	1,761	31,129	4.5	1,769	36,440	8.8	1,758
Elementary school teachers	36,876	3.0	1,595	-	-	-	-	-	-
Teachers, n.e.c.	30,683	4.5	1,885	30,799	4.8	1,868	-	-	-
Librarians, archivists, and curators	38,690	10.1	2,067	-	-	-	38,690	10.1	2,067
Librarians	38,690	10.1	2,067	-	-	-	38,690	10.1	2,067
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	31,838	4.8	2,080	-	-	-	-	-	-
Social workers	31,838	4.8	2,080	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	42,070	10.8	2,075	42,251	11.0	2,080	-	-	-
Technical	36,887	7.5	2,050	37,186	8.2	2,048	33,370	10.3	2,080
Clinical laboratory technologists and technicians	27,501	3.0	2,080	27,501	3.0	2,080	-	-	-
Licensed practical nurses	31,563	3.5	2,080	31,563	3.5	2,080	-	-	-
Electrical and electronic technicians	39,492	4.0	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	64,379	10.0	2,147	65,659	12.6	2,174	60,762	14.9	2,071
Executives, administrators, and managers	69,946	11.2	2,166	70,389	13.9	2,198	68,661	17.7	2,072
Administrators and officials, public administration	86,269	11.9	2,124	-	-	-	86,269	11.9	2,124
Financial managers	64,020	6.6	2,165	-	-	-	-	-	-
Managers, food servicing and lodging establishments	40,210	12.7	2,155	40,210	12.7	2,155	-	-	-
Managers and administrators, n.e.c.	64,490	8.3	2,282	64,974	8.8	2,286	-	-	-
Management related	43,651	7.8	2,077	47,427	7.6	2,080	34,018	11.7	2,069
Accountants and auditors	38,749	8.0	2,078	-	-	-	-	-	-
Sales	29,998	10.5	2,088	30,162	10.7	2,088	-	-	-
Supervisors, sales	31,419	4.8	2,239	31,419	4.8	2,239	-	-	-
Sales workers, other commodities	23,095	21.9	2,067	23,095	21.9	2,067	-	-	-
Cashiers	18,672	7.2	2,080	17,860	8.7	2,080	-	-	-
Administrative support, including clerical	26,943	2.9	2,056	26,797	3.9	2,072	27,329	2.6	2,015

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003 — 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									
Administrative support, including clerical —Continued									
Supervisors, general office	\$29,236	6.2	2,111	—	—	—	—	—	—
Secretaries	28,325	4.9	2,067	\$27,323	7.0	2,078	\$30,212	8.5	2,046
Hotel clerks	23,516	19.1	2,080	23,516	19.1	2,080	—	—	—
Receptionists	22,418	4.6	2,071	22,418	4.6	2,071	—	—	—
Bookkeepers, accounting and auditing clerks	26,606	6.5	2,072	25,974	7.7	2,075	—	—	—
Dispatchers	30,643	1.6	2,073	—	—	—	31,070	.2	2,080
General office clerks	27,473	4.7	2,080	28,455	5.3	2,080	—	—	—
Administrative support, n.e.c.	28,645	9.2	2,095	—	—	—	27,473	9.1	2,080
Blue collar	27,111	8.5	2,084	26,664	9.3	2,085	31,486	7.0	2,082
Precision production, craft, and repair	33,902	6.9	2,089	33,453	8.2	2,090	36,352	4.1	2,084
Mechanics and repairers, n.e.c.	29,518	5.2	2,080	27,324	6.4	2,080	—	—	—
Electricians	35,559	5.6	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	26,690	8.1	2,080	26,690	8.1	2,080	—	—	—
Laundering and dry cleaning machine operators	17,617	9.2	2,080	17,617	9.2	2,080	—	—	—
Transportation and material moving	29,490	7.5	2,124	29,866	8.2	2,129	26,329	5.7	2,080
Truck drivers	35,343	13.8	2,175	35,801	14.7	2,181	—	—	—
Industrial truck and tractor equipment operators	30,144	4.9	2,080	30,144	4.9	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	17,489	15.6	2,051	17,202	16.2	2,049	22,587	6.7	2,080
Stock handlers and baggers ...	19,399	2.3	2,055	19,399	2.3	2,055	—	—	—
Service	20,621	6.1	2,072	17,128	6.9	2,043	37,825	3.6	2,217
Protective service	33,425	8.4	2,196	19,324	3.7	2,078	39,672	1.7	2,249
Supervisors, firefighters and fire prevention	55,458	7.4	2,538	—	—	—	55,458	7.4	2,538
Supervisors, police and detectives	56,448	3.5	2,102	—	—	—	56,448	3.5	2,102
Firefighting	39,828	10.2	2,704	—	—	—	39,828	10.2	2,704
Police and detectives, public service	39,275	2.5	2,097	—	—	—	39,275	2.5	2,097
Correctional institution officers	32,095	.4	2,111	—	—	—	32,095	.4	2,111
Guards and police, except public service	19,164	3.5	2,078	19,164	3.5	2,078	—	—	—
Food service	14,689	13.8	2,030	14,688	13.8	2,030	—	—	—
Waiters, waitresses, and bartenders	7,977	20.2	2,035	7,977	20.2	2,035	—	—	—
Waiters'/Waitresses' assistants	12,651	12.4	1,920	12,651	12.4	1,920	—	—	—
Other food service	18,411	3.0	2,028	18,417	3.0	2,028	—	—	—
Cooks	21,298	4.2	2,020	21,298	4.2	2,020	—	—	—
Food preparation, n.e.c.	16,252	6.9	1,973	16,252	6.9	1,973	—	—	—
Health service	17,953	2.1	2,036	17,947	2.1	2,035	—	—	—
Health aides, except nursing ..	17,410	3.7	2,023	17,391	3.8	2,022	—	—	—
Nursing aides, orderlies and attendants	18,680	1.5	2,052	18,680	1.5	2,052	—	—	—
Cleaning and building service	18,201	4.4	2,061	17,736	4.1	2,066	26,743	16.3	1,973
Maids and housemen	16,546	3.4	2,058	16,550	3.5	2,058	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2003 — 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									
Cleaning and building service									
—Continued									
Janitors and cleaners	\$18,785	6.6	2,066	\$18,805	7.2	2,079	—	—	—
Personal service	19,848	14.0	2,011	19,733	14.4	2,008	—	—	—
Service, n.e.c.	15,925	24.6	2,080	15,925	24.6	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, Orlando, FL, March 2003

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	\$14.14	3.2	\$13.31	3.8	\$18.35	2.4
All excluding sales	14.33	3.2	13.44	3.8	18.40	2.4
White collar	18.86	2.7	18.54	3.3	19.99	3.7
1	8.39	6.6	8.44	6.6	—	—
2	10.41	3.0	10.36	3.1	—	—
3	9.62	3.5	9.45	4.0	10.99	1.2
4	11.44	6.1	11.44	7.3	11.43	1.1
5	14.95	3.0	15.16	3.7	14.43	5.0
6	15.45	3.2	15.73	4.4	14.89	3.6
7	18.88	4.8	19.54	5.7	16.23	3.1
8	21.18	6.7	21.70	8.4	20.03	8.3
9	26.64	8.3	28.19	9.8	21.31	2.4
10	27.18	6.5	—	—	29.56	6.8
11	31.74	5.9	35.40	10.4	26.29	1.7
12	38.90	3.4	39.35	4.1	37.32	5.3
13	46.72	12.2	—	—	—	—
Not able to be leveled	18.22	16.0	18.75	16.9	13.43	22.5
White collar excluding sales	20.41	3.1	20.52	4.0	20.10	3.6
2	12.13	5.9	12.18	6.5	—	—
3	10.35	3.3	10.26	3.8	11.03	3.2
4	12.45	3.9	12.75	4.8	11.43	1.1
5	15.16	3.5	15.52	4.4	14.43	5.0
6	15.66	3.8	16.22	5.9	14.89	3.6
7	18.63	5.6	19.42	7.0	16.23	3.1
8	20.79	7.3	21.25	10.2	20.03	8.3
9	26.35	8.7	27.89	10.4	21.31	2.4
10	27.18	6.5	—	—	29.56	6.8
11	31.74	5.9	35.40	10.4	26.29	1.7
12	38.85	3.5	39.28	4.1	37.32	5.3
13	46.72	12.2	—	—	—	—
Not able to be leveled	21.08	16.4	22.27	16.6	13.43	22.5
Professional specialty and technical	23.11	4.3	23.39	5.8	22.37	3.9
Professional specialty	25.03	3.3	26.04	4.7	23.04	3.1
6	14.67	8.4	—	—	—	—
7	18.67	16.1	19.70	19.5	—	—
8	21.58	12.3	24.52	9.4	17.68	9.5
9	23.05	4.9	23.57	6.5	21.68	4.4
10	28.26	7.5	—	—	31.66	4.3
11	30.52	5.5	34.12	8.4	25.47	2.8
12	36.23	3.2	36.65	3.5	—	—
Not able to be leveled	19.11	11.2	19.11	11.2	—	—
Engineers, architects, and surveyors	34.06	4.2	35.09	4.8	—	—
9	33.87	10.0	—	—	—	—
11	33.50	10.1	34.72	12.7	—	—
Mechanical engineers	37.37	7.2	37.37	7.2	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.86	2.0	22.90	2.0	—	—
9	23.11	2.7	23.11	2.7	—	—
Registered nurses	23.19	2.5	23.26	2.6	—	—
9	23.06	1.3	23.06	1.3	—	—
Teachers, college and university	33.38	6.7	—	—	32.96	7.1
Teachers, except college and university	19.78	7.0	17.59	4.1	20.68	9.6
Elementary school teachers	23.11	3.7	—	—	—	—
Teachers, n.e.c.	16.36	1.7	16.67	1.1	—	—
Librarians, archivists, and curators	18.72	10.1	—	—	18.72	10.1
Librarians	18.72	10.1	—	—	18.72	10.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.31	4.8	—	—	—	—
Social workers	15.31	4.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.18	9.3	19.20	9.5	—	—
Technical	17.90	8.4	18.14	9.3	15.43	10.3

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, Orlando, FL, March 2003** — 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						
Technical —Continued						
4	\$11.78	3.6	\$11.66	3.4	—	—
5	16.41	8.7	16.41	8.7	—	—
6	15.67	8.7	15.49	9.4	—	—
7	16.64	2.4	16.80	2.9	—	—
8	20.19	14.3	—	—	—	—
Clinical laboratory technologists and technicians	13.22	3.0	13.22	3.0	—	—
Licensed practical nurses	15.13	3.5	15.13	3.5	—	—
Electrical and electronic technicians	18.99	4.0	—	—	—	—
Executive, administrative, and managerial	29.98	11.3	30.20	14.6	\$29.34	13.0
6	16.78	13.3	—	—	—	—
7	20.78	6.7	21.10	6.6	—	—
8	19.23	7.9	18.05	10.1	21.49	10.7
9	31.35	17.3	34.22	18.0	20.54	15.8
11	30.82	7.6	29.06	8.5	—	—
12	40.54	6.7	40.74	8.4	—	—
Not able to be leveled	39.80	29.8	40.99	30.4	—	—
Executives, administrators, and managers	32.29	12.9	32.02	16.6	33.14	15.2
8	17.73	9.8	—	—	—	—
9	32.70	19.9	36.19	20.0	—	—
11	30.82	7.6	29.06	8.5	—	—
12	40.54	6.7	40.74	8.4	—	—
Not able to be leveled	43.77	34.5	45.67	35.5	—	—
Administrators and officials, public administration	40.62	11.2	—	—	40.62	11.2
Financial managers	29.57	5.1	—	—	—	—
Managers, food servicing and lodging establishments	18.66	10.5	18.66	10.5	—	—
Managers and administrators, n.e.c.	28.27	11.9	28.43	12.4	—	—
Management related	21.02	7.8	22.80	7.6	16.44	12.2
8	23.13	13.1	—	—	—	—
9	26.23	11.9	—	—	—	—
Accountants and auditors	18.65	8.0	—	—	—	—
Sales	11.98	7.5	12.00	7.6	—	—
2	7.37	4.0	7.37	4.0	—	—
3	7.97	3.4	7.71	1.8	—	—
4	8.56	13.4	8.56	13.4	—	—
5	13.45	5.9	13.45	5.9	—	—
6	14.54	5.1	14.54	5.1	—	—
Supervisors, sales	14.03	6.0	14.03	6.0	—	—
Sales workers, other commodities	10.87	19.7	10.87	19.7	—	—
Cashiers	7.94	3.2	7.77	3.0	—	—
3	7.87	4.7	7.49	3.5	—	—
Administrative support, including clerical	13.03	2.9	12.86	4.0	13.51	2.8
2	12.13	5.9	12.18	6.5	—	—
3	10.23	3.6	10.15	4.0	10.93	.9
4	12.52	4.3	12.89	5.2	11.37	.9
5	15.10	4.2	15.82	5.6	14.43	5.2
6	15.69	2.7	—	—	15.62	1.1
7	18.55	5.5	20.20	9.4	16.98	2.2
Not able to be leveled	13.62	18.0	14.36	23.2	—	—
Supervisors, general office	13.85	6.4	—	—	—	—
Secretaries	13.70	4.7	13.15	6.9	14.77	8.0
4	12.29	6.4	12.45	7.3	—	—
5	13.68	5.0	—	—	—	—
7	18.44	3.7	—	—	—	—
Hotel clerks	11.31	19.1	11.31	19.1	—	—
3	7.84	3.1	7.84	3.1	—	—
Transportation ticket and reservation agents	11.32	23.2	11.32	23.2	—	—
Receptionists	10.83	4.5	10.83	4.5	—	—

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, Orlando, FL, March 2003 — 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						
Library clerks	\$10.78	6.4	—	—	—	—
Records clerks, n.e.c.	13.91	10.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.84	6.4	\$12.52	7.5	—	—
4	12.22	1.6	11.66	2.1	—	—
Dispatchers	14.78	1.2	—	—	\$14.94	0.2
General office clerks	12.95	4.9	13.34	5.6	—	—
4	13.12	7.2	13.74	8.8	—	—
Administrative support, n.e.c.	13.67	8.9	—	—	13.21	9.1
Blue collar	12.67	8.2	12.44	8.9	15.05	6.8
1	6.98	6.8	6.97	6.8	—	—
2	9.20	6.1	9.18	6.2	—	—
3	10.87	9.6	10.87	10.3	—	—
4	14.00	5.4	14.22	5.9	11.65	9.5
5	13.99	6.3	14.21	7.3	12.86	4.5
6	16.85	7.4	16.52	8.2	19.54	17.2
7	18.82	4.6	18.79	5.4	18.92	6.8
8	25.15	11.5	—	—	—	—
Precision production, craft, and repair	16.23	6.7	16.01	8.0	17.45	3.9
4	9.99	5.2	—	—	—	—
5	13.97	5.3	14.07	5.8	13.36	10.4
6	17.00	7.8	16.65	8.7	19.54	17.2
7	18.77	5.9	18.73	7.4	18.92	6.8
Mechanics and repairers, n.e.c.	14.19	5.2	13.14	6.4	—	—
5	12.54	5.2	12.54	5.2	—	—
Electricians	17.10	5.6	—	—	—	—
Machine operators, assemblers, and inspectors	12.83	8.1	12.83	8.1	—	—
4	12.15	8.9	12.15	8.9	—	—
Laundering and dry cleaning machine operators	8.47	9.2	8.47	9.2	—	—
Transportation and material moving	13.26	7.5	13.34	8.3	12.54	5.6
3	11.18	14.5	11.13	14.8	—	—
4	18.90	6.6	20.11	9.1	12.35	12.5
5	16.14	11.9	—	—	12.47	1.6
Truck drivers	16.25	10.8	16.41	11.5	—	—
Industrial truck and tractor equipment operators ..	14.49	4.9	14.49	4.9	—	—
Handlers, equipment cleaners, helpers, and laborers	8.67	13.5	8.57	14.0	10.86	6.7
1	6.85	8.0	6.84	8.0	—	—
2	9.07	4.0	8.97	4.1	—	—
3	10.31	1.7	10.34	1.9	—	—
4	12.51	10.0	12.72	10.9	—	—
Stock handlers and baggers	8.27	2.0	8.27	2.0	—	—
1	7.58	1.1	7.58	1.1	—	—
Service	9.25	6.3	7.83	7.3	16.80	1.8
1	7.53	3.5	7.46	3.6	—	—
2	7.12	6.8	7.12	6.9	—	—
3	7.17	10.7	7.08	11.2	10.09	8.6
4	9.71	2.7	9.33	2.0	—	—
5	9.17	27.1	—	—	—	—
6	14.68	5.6	—	—	14.93	5.8
7	17.23	10.5	20.57	27.1	15.88	2.5
8	19.70	2.4	—	—	19.57	2.1
9	22.21	3.4	—	—	21.49	1.9
10	24.57	.3	—	—	24.57	.3
Not able to be leveled	8.94	11.3	8.94	11.3	—	—
Protective service	14.75	8.1	9.05	3.6	17.38	.6
3	—	—	—	—	10.13	10.9
4	11.87	2.0	—	—	—	—

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, Orlando, FL, March 2003 — 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						
Protective service—Continued						
6	\$14.93	5.8	—	—	\$14.93	5.8
7	15.20	2.4	—	—	15.52	1.1
8	19.57	2.1	—	—	19.57	2.1
9	21.49	1.9	—	—	21.49	1.9
10	24.57	.3	—	—	24.57	.3
Supervisors, firefighters and fire prevention	21.85	9.2	—	—	21.85	9.2
Supervisors, police and detectives	26.85	4.1	—	—	26.85	4.1
Firefighting	14.35	9.5	—	—	14.35	9.5
7	13.22	5.6	—	—	13.22	5.6
Police and detectives, public service	18.73	2.2	—	—	18.73	2.2
Correctional institution officers	15.20	.5	—	—	15.20	.5
Guards and police, except public service	9.06	4.1	—	—	—	—
Protective service, n.e.c.	9.16	14.6	—	—	—	—
Food service	6.38	13.8	\$6.37	13.8	—	—
1	6.56	6.0	6.51	6.5	—	—
3	5.43	25.7	5.43	25.7	—	—
4	10.07	10.2	10.07	10.2	—	—
Waiters, waitresses, and bartenders	3.39	15.2	3.39	15.2	—	—
1	4.94	10.7	4.94	10.7	—	—
2	7.02	3.2	7.02	3.2	—	—
3	3.02	15.8	3.02	15.8	—	—
Waiters and waitresses	2.58	8.6	2.58	8.6	—	—
3	2.61	10.3	2.61	10.3	—	—
Waiters/Waitresses' assistants	6.35	8.6	6.35	8.6	—	—
Other food service	8.26	2.3	8.26	2.3	—	—
1	7.22	1.4	7.17	1.7	—	—
Cooks	10.54	2.0	10.54	2.0	—	—
Food preparation, n.e.c.	7.88	2.6	7.87	2.7	—	—
1	7.41	1.8	7.37	1.7	—	—
Health service	8.72	1.8	8.72	1.8	—	—
3	9.15	2.7	9.16	2.8	—	—
4	8.53	2.3	8.53	2.3	—	—
Health aides, except nursing	8.43	2.3	8.42	2.3	—	—
Nursing aides, orderlies and attendants	9.14	1.9	9.14	1.9	—	—
3	9.24	2.6	9.24	2.6	—	—
Cleaning and building service	8.84	4.2	8.60	3.9	13.56	15.4
1	7.91	4.0	7.83	3.9	—	—
2	7.91	5.5	7.92	5.5	—	—
Maids and housemen	8.04	3.9	8.04	3.9	—	—
1	7.80	2.8	7.80	2.8	—	—
2	7.47	5.2	7.47	5.3	—	—
Janitors and cleaners	9.12	6.7	9.08	7.3	—	—
1	8.21	10.5	—	—	—	—
Personal service	9.67	17.4	9.63	18.1	—	—
3	7.84	14.2	7.84	14.2	—	—
Not able to be leveled	8.88	10.4	8.88	10.4	—	—
Attendants, amusement, and recreation facilities	8.41	.8	8.41	.8	—	—
Service, n.e.c.	7.66	24.6	7.66	24.6	—	—
Not able to be leveled	10.37	3.5	10.37	3.5	—	—

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, Orlando, FL, March 2003

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	\$14.92	3.3	\$14.13	4.0	\$18.44	2.5
All excluding sales	14.95	3.3	14.11	4.1	18.49	2.4
White collar	19.66	2.5	19.56	3.1	19.98	3.7
2	11.82	3.1	11.86	3.3	—	—
3	10.05	3.4	9.90	3.9	11.12	2.8
4	11.95	6.8	12.06	8.2	11.43	1.1
5	15.03	3.1	15.27	3.8	14.45	5.0
6	15.45	3.2	15.73	4.4	14.89	3.6
7	18.89	4.8	19.55	5.7	16.23	3.1
8	21.23	6.9	21.79	8.7	20.03	8.3
9	26.57	8.8	28.19	10.4	21.31	2.4
10	26.27	6.9	—	—	—	—
11	31.70	5.9	35.34	10.5	26.29	1.7
12	38.90	3.4	39.35	4.1	37.32	5.3
13	46.72	12.2	—	—	—	—
Not able to be leveled	19.85	15.5	20.71	15.9	13.43	22.5
White collar excluding sales	20.46	3.1	20.60	4.1	20.09	3.6
2	12.26	6.0	12.32	6.7	—	—
3	10.33	3.4	10.23	3.9	11.21	4.8
4	12.45	3.9	12.74	4.8	11.43	1.1
5	15.17	3.5	15.53	4.4	14.45	5.0
6	15.66	3.8	16.22	5.9	14.89	3.6
7	18.64	5.6	19.44	7.1	16.23	3.1
8	20.84	7.5	21.35	10.7	20.03	8.3
9	26.25	9.3	27.86	11.1	21.31	2.4
10	26.27	6.9	—	—	—	—
11	31.70	5.9	35.34	10.5	26.29	1.7
12	38.85	3.5	39.28	4.1	37.32	5.3
13	46.72	12.2	—	—	—	—
Not able to be leveled	21.52	16.7	22.85	16.7	13.43	22.5
Professional specialty and technical	23.13	4.5	23.44	6.1	22.31	4.0
Professional specialty	25.10	3.6	26.30	5.2	22.86	3.3
6	14.67	8.4	—	—	—	—
7	18.69	16.7	19.78	20.3	—	—
8	21.62	13.1	24.94	9.6	17.68	9.5
9	22.57	5.5	22.95	7.6	21.68	4.4
10	27.41	8.1	—	—	—	—
11	30.47	5.5	34.05	8.5	25.47	2.8
12	36.23	3.2	36.65	3.5	—	—
Not able to be leveled	20.40	9.2	20.40	9.2	—	—
Engineers, architects, and surveyors	34.06	4.2	35.09	4.8	—	—
9	33.87	10.0	—	—	—	—
11	33.50	10.1	34.72	12.7	—	—
Mechanical engineers	37.37	7.2	37.37	7.2	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.17	1.7	22.20	1.8	—	—
9	22.01	3.1	22.01	3.1	—	—
Registered nurses	22.30	2.8	22.34	2.9	—	—
9	21.72	1.0	21.72	1.0	—	—
Teachers, college and university	33.45	7.8	—	—	32.98	8.5
Teachers, except college and university	19.87	7.4	17.60	4.8	20.73	10.0
Elementary school teachers	23.11	3.7	—	—	—	—
Teachers, n.e.c.	16.27	2.4	16.49	2.5	—	—
Librarians, archivists, and curators	18.72	10.1	—	—	18.72	10.1
Librarians	18.72	10.1	—	—	18.72	10.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.31	4.8	—	—	—	—
Social workers	15.31	4.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.28	10.8	20.31	11.0	—	—
Technical	17.99	8.5	18.16	9.3	16.04	10.3
4	11.78	3.6	11.66	3.4	—	—

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, Orlando, FL, March 2003 — 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						
Technical –Continued						
5	\$16.41	8.7	\$16.41	8.7	–	–
6	15.67	8.7	15.49	9.4	–	–
7	16.64	2.4	16.80	2.9	–	–
8	20.42	14.3	–	–	–	–
Clinical laboratory technologists and technicians	13.22	3.0	13.22	3.0	–	–
Licensed practical nurses	15.17	3.5	15.17	3.5	–	–
Electrical and electronic technicians	18.99	4.0	–	–	–	–
Executive, administrative, and managerial	29.98	11.3	30.20	14.6	\$29.34	13.0
6	16.78	13.3	–	–	–	–
7	20.78	6.7	21.10	6.6	–	–
8	19.23	7.9	18.05	10.1	21.49	10.7
9	31.35	17.3	34.22	18.0	20.54	15.8
11	30.82	7.6	29.06	8.5	–	–
12	40.54	6.7	40.74	8.4	–	–
Not able to be leveled	39.80	29.8	40.99	30.4	–	–
Executives, administrators, and managers	32.29	12.9	32.02	16.6	33.14	15.2
8	17.73	9.8	–	–	–	–
9	32.70	19.9	36.19	20.0	–	–
11	30.82	7.6	29.06	8.5	–	–
12	40.54	6.7	40.74	8.4	–	–
Not able to be leveled	43.77	34.5	45.67	35.5	–	–
Administrators and officials, public administration	40.62	11.2	–	–	40.62	11.2
Financial managers	29.57	5.1	–	–	–	–
Managers, food servicing and lodging establishments	18.66	10.5	18.66	10.5	–	–
Managers and administrators, n.e.c.	28.27	11.9	28.43	12.4	–	–
Management related	21.02	7.8	22.80	7.6	16.44	12.2
8	23.13	13.1	–	–	–	–
9	26.23	11.9	–	–	–	–
Accountants and auditors	18.65	8.0	–	–	–	–
Sales	14.37	10.5	14.45	10.7	–	–
3	8.68	6.8	–	–	–	–
6	14.54	5.1	14.54	5.1	–	–
Supervisors, sales	14.03	6.0	14.03	6.0	–	–
Sales workers, other commodities	11.17	22.2	11.17	22.2	–	–
Cashiers	8.98	7.2	8.59	8.7	–	–
Administrative support, including clerical	13.11	2.8	12.94	3.9	13.57	2.7
2	12.26	6.0	12.32	6.7	–	–
3	10.20	3.7	10.11	4.1	10.98	2.0
4	12.52	4.3	12.89	5.2	11.37	.9
5	15.10	4.2	15.82	5.6	14.43	5.2
6	15.69	2.7	–	–	15.62	1.1
7	18.55	5.5	20.20	9.4	16.98	2.2
Not able to be leveled	13.62	18.0	14.36	23.2	–	–
Supervisors, general office	13.85	6.4	–	–	–	–
Secretaries	13.70	4.7	13.15	6.9	14.77	8.0
4	12.29	6.4	12.45	7.3	–	–
5	13.68	5.0	–	–	–	–
7	18.44	3.7	–	–	–	–
Hotel clerks	11.31	19.1	11.31	19.1	–	–
3	7.84	3.1	7.84	3.1	–	–
Receptionists	10.83	4.5	10.83	4.5	–	–
Bookkeepers, accounting and auditing clerks	12.84	6.4	12.52	7.5	–	–
4	12.22	1.6	11.66	2.1	–	–
Dispatchers	14.78	1.2	–	–	14.94	.2
General office clerks	13.21	4.7	13.68	5.3	–	–
4	13.12	7.2	13.74	8.8	–	–
Administrative support, n.e.c.	13.67	8.9	–	–	13.21	9.1

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, Orlando, FL, March 2003 — 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	\$13.01	8.3	\$12.79	9.0	\$15.12	6.8
2	9.25	6.3	9.23	6.4	—	—
3	11.14	9.7	11.15	10.4	—	—
4	13.94	5.6	14.14	6.1	11.76	10.3
5	13.99	6.3	14.21	7.3	12.86	4.5
6	16.85	7.4	16.52	8.2	19.54	17.2
7	18.82	4.6	18.79	5.4	18.92	6.8
8	25.15	11.5	—	—	—	—
Precision production, craft, and repair	16.23	6.7	16.00	8.0	17.45	3.9
4	9.99	5.2	—	—	—	—
5	13.97	5.3	14.07	5.8	13.36	10.4
6	17.00	7.8	16.65	8.7	19.54	17.2
7	18.77	5.9	18.73	7.4	18.92	6.8
Mechanics and repairers, n.e.c.	14.19	5.2	13.14	6.4	—	—
5	12.54	5.2	12.54	5.2	—	—
Electricians	17.10	5.6	—	—	—	—
Machine operators, assemblers, and inspectors	12.83	8.1	12.83	8.1	—	—
4	12.15	8.9	12.15	8.9	—	—
Laundering and dry cleaning machine operators	8.47	9.2	8.47	9.2	—	—
Transportation and material moving	13.89	5.9	14.03	6.4	12.66	5.7
3	11.64	14.3	11.60	14.6	—	—
4	19.14	7.0	20.11	9.1	—	—
5	16.14	11.9	—	—	12.47	1.6
Truck drivers	16.25	10.8	16.41	11.5	—	—
Industrial truck and tractor equipment operators ..	14.49	4.9	14.49	4.9	—	—
Handlers, equipment cleaners, helpers, and laborers	8.53	15.7	8.39	16.2	10.86	6.7
2	9.27	4.3	9.18	4.5	—	—
3	10.27	2.0	10.29	2.4	—	—
4	11.62	9.5	11.83	10.8	—	—
Stock handlers and baggers	9.44	2.5	9.44	2.5	—	—
Service	9.95	6.0	8.38	7.0	17.06	1.9
1	7.60	3.5	7.54	3.5	—	—
2	7.70	4.3	7.70	4.3	—	—
3	7.68	10.8	7.59	11.3	10.22	8.7
4	9.85	3.8	9.44	2.9	—	—
5	13.07	5.3	—	—	—	—
6	14.68	5.6	—	—	14.93	5.8
7	17.60	10.7	20.57	27.1	16.32	4.6
8	19.70	2.4	—	—	19.57	2.1
9	22.21	3.4	—	—	21.49	1.9
10	24.57	.3	—	—	24.57	.3
Not able to be leveled	9.62	9.8	9.62	9.8	—	—
Protective service	15.22	7.1	9.30	3.8	17.64	.3
3	9.29	5.2	—	—	—	—
4	11.98	2.4	—	—	—	—
6	14.93	5.8	—	—	14.93	5.8
7	15.63	4.5	—	—	16.02	3.7
8	19.57	2.1	—	—	19.57	2.1
9	21.49	1.9	—	—	21.49	1.9
10	24.57	.3	—	—	24.57	.3
Supervisors, firefighters and fire prevention	21.85	9.2	—	—	21.85	9.2
Supervisors, police and detectives	26.85	4.1	—	—	26.85	4.1
Firefighting	14.73	11.2	—	—	14.73	11.2
7	14.15	11.8	—	—	14.15	11.8
Police and detectives, public service	18.73	2.2	—	—	18.73	2.2
Correctional institution officers	15.20	.5	—	—	15.20	.5
Guards and police, except public service	9.22	3.6	9.22	3.6	—	—
Food service	7.23	13.7	7.23	13.8	—	—
1	6.68	6.2	6.68	6.2	—	—
3	6.02	26.8	6.02	26.8	—	—

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, Orlando, FL, March 2003 — 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						
4	\$10.23	9.0	\$10.23	9.0	—	—
Waiters, waitresses, and bartenders	3.92	21.3	3.92	21.3	—	—
3	3.32	24.9	3.32	24.9	—	—
Waiters/Waitresses' assistants	6.59	5.9	6.59	5.9	—	—
Other food service	9.08	3.5	9.08	3.5	—	—
1	7.25	.2	7.25	.2	—	—
3	8.37	7.8	8.37	7.8	—	—
Cooks	10.55	2.0	10.55	2.0	—	—
Food preparation, n.e.c.	8.24	4.7	8.24	4.7	—	—
1	7.40	1.7	7.40	1.7	—	—
Health service	8.82	1.3	8.82	1.3	—	—
3	9.23	2.5	9.24	2.6	—	—
4	8.58	1.8	8.58	1.8	—	—
Health aides, except nursing	8.61	1.7	8.60	1.7	—	—
4	8.58	1.9	8.58	1.9	—	—
Nursing aides, orderlies and attendants	9.10	2.3	9.10	2.3	—	—
3	9.24	2.6	9.24	2.6	—	—
Cleaning and building service	8.83	4.1	8.58	3.8	\$13.56	15.4
1	7.91	4.0	7.83	3.9	—	—
2	7.91	5.5	7.92	5.5	—	—
Maids and housemen	8.04	3.9	8.04	3.9	—	—
1	7.80	2.8	7.80	2.8	—	—
2	7.47	5.2	7.47	5.3	—	—
Janitors and cleaners	9.09	6.6	9.05	7.2	—	—
1	8.21	10.5	—	—	—	—
Personal service	9.87	17.1	9.83	17.8	—	—
Not able to be leveled	8.88	10.4	8.88	10.4	—	—
Service, n.e.c.	7.66	24.6	7.66	24.6	—	—
Not able to be leveled	10.37	3.5	10.37	3.5	—	—

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, Orlando, FL, March 2003

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	\$7.63	10.7	\$7.43	10.8	\$13.77	6.6
All excluding sales	7.70	14.6	7.43	15.1	13.77	6.6
White collar	10.23	6.2	9.81	5.7	20.54	10.1
2	7.43	4.1	7.43	4.1	-	-
3	7.87	4.8	7.76	5.0	-	-
White collar excluding sales	18.44	6.9	18.06	7.9	20.54	10.1
Professional specialty and technical	22.79	4.0	22.40	4.0	-	-
Professional specialty	23.76	3.6	22.66	3.9	-	-
Health related	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Sales	7.42	3.0	7.42	3.0	-	-
2	7.45	4.2	7.45	4.2	-	-
3	7.42	2.5	7.42	2.5	-	-
Sales workers, other commodities	8.42	4.8	8.42	4.8	-	-
Cashiers	7.44	1.5	7.44	1.5	-	-
3	7.28	2.1	7.28	2.1	-	-
Administrative support, including clerical	9.72	13.1	9.97	14.2	-	-
Blue collar	8.81	9.4	8.78	9.5	-	-
1	7.36	3.2	7.36	3.2	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Transportation and material moving	7.45	5.9	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.31	11.2	9.31	11.2	-	-
1	7.27	3.7	7.27	3.7	-	-
Stock handlers and baggers	7.23	1.0	7.23	1.0	-	-
1	6.91	2.4	6.91	2.4	-	-
Service	5.31	19.0	5.20	19.5	8.67	1.7
1	5.94	10.9	-	-	-	-
3	4.63	23.6	4.53	23.8	-	-
4	8.25	3.3	-	-	-	-
Protective service	7.87	3.9	-	-	-	-
Food service	4.59	21.7	4.56	21.7	-	-
1	5.94	10.9	-	-	-	-
3	3.67	30.5	3.67	30.5	-	-
Waiters, waitresses, and bartenders	2.50	11.3	2.50	11.3	-	-
3	2.43	9.1	2.43	9.1	-	-
Waiters and waitresses	2.26	7.3	2.26	7.3	-	-
Other food service	6.27	6.5	6.24	6.6	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	6.94	9.1	6.94	9.1	-	-

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, Orlando, FL, March 2003**

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	\$14.92	\$7.63	\$14.31	\$14.11	\$13.98	\$18.71
All excluding sales	14.95	7.70	14.28	14.34	14.27	17.26
White collar	19.66	10.23	20.13	18.66	18.82	19.64
White-collar excluding sales	20.46	18.44	20.33	20.42	20.44	—
Professional specialty and technical	23.13	22.79	22.79	23.19	23.11	—
Professional specialty	25.10	23.76	20.95	26.23	25.03	—
Technical	17.99	—	—	16.15	17.90	—
Executive, administrative, and managerial	29.98	—	—	30.00	29.99	—
Sales	14.37	7.42	—	11.80	9.59	20.13
Administrative support, including clerical	13.11	9.72	14.50	12.77	13.06	—
Blue collar	13.01	8.81	17.66	12.06	12.32	19.63
Precision production, craft, and repair	16.23	—	18.74	15.84	15.88	—
Machine operators, assemblers, and inspectors	12.83	—	—	12.56	12.83	—
Transportation and material moving	13.89	7.45	—	11.98	12.44	17.71
Handlers, equipment cleaners, helpers, and laborers	8.53	9.31	—	8.46	8.65	—
Service	9.95	5.31	—	8.70	9.28	—
	Relative error ⁶ (percent)					
All occupations	3.3	10.7	8.0	3.7	3.4	7.4
All excluding sales	3.3	14.6	8.2	3.8	3.4	11.4
White collar	2.5	6.2	7.2	2.9	2.9	6.6
White-collar excluding sales	3.1	6.9	7.5	3.4	3.1	—
Professional specialty and technical	4.5	4.0	8.0	4.7	4.3	—
Professional specialty	3.6	3.6	5.0	3.6	3.3	—
Technical	8.5	—	—	4.5	8.4	—
Executive, administrative, and managerial	11.3	—	—	12.2	11.7	—
Sales	10.5	3.0	—	7.7	6.1	8.6
Administrative support, including clerical	2.8	13.1	3.8	3.0	2.9	—
Blue collar	8.3	9.4	5.4	8.7	8.2	10.3
Precision production, craft, and repair	6.7	—	9.3	7.5	6.6	—
Machine operators, assemblers, and inspectors	8.1	—	—	8.4	8.1	—
Transportation and material moving	5.9	5.9	—	10.4	6.2	7.1
Handlers, equipment cleaners, helpers, and laborers	15.7	11.2	—	13.8	13.5	—
Service	6.0	19.0	—	6.0	6.1	—

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, Orlando, FL, March 2003

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	\$13.31	-	-	-	-	-	\$21.39	-	-	-
All excluding sales	13.44	-	-	-	-	-	21.43	-	-	-
White collar	18.54	-	-	-	-	-	22.26	-	-	-
White-collar excluding sales	20.52	-	-	-	-	-	22.44	-	-	-
Professional specialty and technical	23.39	-	-	-	-	-	53.03	-	-	-
Professional specialty	26.04	-	-	-	-	-	-	-	-	-
Technical	18.14	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	30.20	-	-	-	-	-	-	-	-	-
Sales	12.00	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.86	-	-	-	-	-	-	-	-	-
Blue collar	12.44	-	-	-	-	-	19.81	-	-	-
Precision production, craft, and repair	16.01	-	-	-	-	-	22.99	-	-	-
Machine operators, assemblers, and inspectors	12.83	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.34	-	-	-	-	-	19.98	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.57	-	-	-	-	-	-	-	-	-
Service	7.83	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.8	-	-	-	-	-	6.8	-	-	-
All excluding sales	3.8	-	-	-	-	-	6.8	-	-	-
White collar	3.3	-	-	-	-	-	17.0	-	-	-
White-collar excluding sales	4.0	-	-	-	-	-	17.6	-	-	-
Professional specialty and technical	5.8	-	-	-	-	-	32.1	-	-	-
Professional specialty	4.7	-	-	-	-	-	-	-	-	-
Technical	9.3	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	14.6	-	-	-	-	-	-	-	-	-
Sales	7.6	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	4.0	-	-	-	-	-	-	-	-	-
Blue collar	8.9	-	-	-	-	-	3.4	-	-	-
Precision production, craft, and repair	8.0	-	-	-	-	-	4.7	-	-	-
Machine operators, assemblers, and inspectors	8.1	-	-	-	-	-	-	-	-	-
Transportation and material moving	8.3	-	-	-	-	-	6.8	-	-	-
Handlers, equipment cleaners, helpers, and laborers	14.0	-	-	-	-	-	-	-	-	-
Service	7.3	-	-	-	-	-	-	-	-	-

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 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, Orlando, FL, March 2003

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	\$13.31	\$12.51	\$13.55	\$13.43	\$13.67
All excluding sales	13.44	12.32	13.77	13.45	14.08
White collar	18.54	15.46	19.56	20.17	19.07
White-collar excluding sales	20.52	16.08	21.86	21.74	21.97
Professional specialty and technical	23.39	17.60	24.88	24.89	24.87
Professional specialty	26.04	20.03	26.93	27.94	26.07
Technical	18.14	–	19.40	16.98	21.58
Executive, administrative, and managerial	30.20	19.15	36.53	34.82	38.16
Sales	12.00	13.90	11.18	13.09	10.04
Administrative support, including clerical	12.86	11.60	13.16	13.08	13.22
Blue collar	12.44	13.29	12.12	11.15	14.88
Precision production, craft, and repair	16.01	16.41	15.88	15.22	20.09
Machine operators, assemblers, and inspectors	12.83	14.62	11.81	11.34	–
Transportation and material moving	13.34	12.90	13.52	12.04	14.34
Handlers, equipment cleaners, helpers, and laborers	8.57	10.45	7.89	7.16	–
Service	7.83	6.88	8.05	7.46	8.36
Relative error ⁴ (percent)					
All occupations	3.8	4.7	4.6	8.5	5.1
All excluding sales	3.8	5.5	4.9	8.7	5.4
White collar	3.3	4.1	3.5	6.2	5.0
White-collar excluding sales	4.0	3.6	3.7	5.6	4.6
Professional specialty and technical	5.8	4.6	4.5	8.9	8.2
Professional specialty	4.7	10.4	2.9	6.6	7.2
Technical	9.3	–	12.0	10.0	21.2
Executive, administrative, and managerial	14.6	4.6	8.4	10.2	13.2
Sales	7.6	13.4	10.4	12.1	13.2
Administrative support, including clerical	4.0	5.9	4.5	4.8	6.1
Blue collar	8.9	8.2	11.3	12.4	9.9
Precision production, craft, and repair	8.0	16.1	8.4	8.8	13.0
Machine operators, assemblers, and inspectors	8.1	11.0	6.4	6.6	–
Transportation and material moving	8.3	19.7	8.8	11.3	13.1
Handlers, equipment cleaners, helpers, and laborers	14.0	7.5	14.5	11.0	–
Service	7.3	10.7	7.4	4.0	10.6

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.

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 jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Orlando, FL, March 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.45	\$8.00	\$11.14	\$17.31	\$25.43
All excluding sales	6.48	8.00	11.42	17.58	25.90
White collar	8.00	10.98	15.95	23.08	32.65
White collar excluding sales	9.97	12.30	16.98	24.32	34.10
Professional specialty and technical	12.50	16.26	21.24	28.15	35.00
Professional specialty	14.88	18.21	22.75	30.19	37.74
Engineers, architects, and surveyors	26.57	28.15	32.73	38.34	44.38
Mechanical engineers	31.50	34.69	37.74	41.01	44.88
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.00	20.15	22.15	24.32	30.00
Registered nurses	18.83	20.85	22.34	25.14	30.00
Teachers, college and university	19.51	26.90	30.76	37.88	51.41
Teachers, except college and university	11.85	15.52	20.41	22.40	27.74
Elementary school teachers	20.41	20.43	22.04	24.42	28.42
Teachers, n.e.c.	12.37	15.52	16.83	16.83	19.73
Librarians, archivists, and curators	14.28	15.41	16.96	21.31	26.63
Librarians	14.28	15.41	16.96	21.31	26.63
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.58	14.04	15.30	17.27	18.09
Social workers	11.58	14.04	15.30	17.27	18.09
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.04	14.21	16.83	24.00	29.24
Technical	10.69	12.50	15.91	19.64	23.28
Clinical laboratory technologists and technicians	9.57	10.30	11.36	15.60	19.64
Licensed practical nurses	13.00	13.78	15.00	16.15	17.47
Electrical and electronic technicians	16.23	17.06	19.64	20.22	20.83
Executive, administrative, and managerial	14.06	18.27	24.50	37.02	55.00
Executives, administrators, and managers	14.70	19.86	27.36	39.94	55.00
Administrators and officials, public administration	23.43	24.35	39.00	56.82	56.82
Financial managers	23.25	24.50	29.55	33.84	36.07
Managers, food servicing and lodging establishments	15.39	15.39	15.39	19.35	26.40
Managers and administrators, n.e.c.	13.56	18.80	24.80	38.54	47.16
Management related	12.65	16.35	19.98	25.01	29.93
Accountants and auditors	16.00	16.59	17.81	20.20	22.45
Sales	6.40	7.25	8.82	14.20	22.44
Supervisors, sales	11.10	11.87	13.46	15.63	17.04
Sales workers, other commodities	7.25	7.25	8.00	12.23	19.23
Cashiers	6.25	6.65	7.50	8.75	10.65
Administrative support, including clerical	8.50	10.00	12.00	15.79	18.31
Supervisors, general office	11.76	12.36	12.63	15.04	17.65
Secretaries	9.88	10.62	12.99	16.29	17.85
Hotel clerks	7.05	8.00	8.51	16.41	16.41
Transportation ticket and reservation agents	7.05	7.05	8.06	17.30	21.78
Receptionists	9.25	9.75	10.95	12.39	13.03
Library clerks	6.29	9.43	11.30	12.41	13.54
Records clerks, n.e.c.	9.00	10.52	11.20	18.08	19.06
Bookkeepers, accounting and auditing clerks	9.72	10.50	12.01	14.45	18.38
Dispatchers	11.22	11.97	14.40	17.42	19.88
General office clerks	9.90	10.44	12.13	15.95	19.08
Administrative support, n.e.c.	9.40	10.77	13.21	15.58	19.95
Blue collar	6.00	8.25	11.50	15.92	20.34
Precision production, craft, and repair	9.90	12.00	15.50	19.25	25.87
Mechanics and repairers, n.e.c.	10.50	11.73	13.00	16.00	19.72
Electricians	12.97	15.00	16.00	18.00	25.40
Machine operators, assemblers, and inspectors	7.71	9.31	11.58	16.93	19.86
Laundering and dry cleaning machine operators	6.75	7.16	8.16	9.71	11.25
Transportation and material moving	7.25	9.00	12.50	15.65	23.92
Truck drivers	9.25	10.25	15.89	23.82	23.92

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Orlando, FL, March 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Industrial truck and tractor equipment operators ..	\$11.75	\$13.82	\$15.20	\$15.20	\$15.70
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.00	6.00	8.00	10.16	12.34
	6.15	6.80	8.05	9.65	10.82
Service					
Protective service	2.50	6.65	8.04	11.12	15.35
Supervisors, firefighters and fire prevention	8.00	9.85	13.68	18.32	24.28
Supervisors, police and detectives	12.69	16.50	21.52	27.95	31.09
Firefighting	22.02	23.65	26.72	30.69	31.44
Police and detectives, public service	9.54	10.88	13.26	17.85	20.63
Correctional institution officers	14.33	15.34	17.53	22.38	25.14
Guards and police, except public service	12.75	13.62	14.26	16.51	19.73
Protective service, n.e.c.	7.00	8.00	8.50	10.00	11.50
Food service	6.25	7.46	9.08	10.71	12.10
Waiters, waitresses, and bartenders	2.13	2.50	6.60	8.50	11.09
Waiters and waitresses	2.13	2.13	2.50	3.50	7.08
Waiters/Waitresses' assistants	2.13	2.13	2.50	2.50	3.00
Other food service	4.25	5.15	6.70	7.61	8.21
Cooks	2.13	6.60	8.00	9.91	11.12
Food preparation, n.e.c.	8.36	9.00	10.00	11.25	13.00
Health service	6.43	7.25	7.88	8.50	9.00
Health aides, except nursing	7.50	8.00	8.40	9.55	10.16
Nursing aides, orderlies and attendants	7.42	7.85	8.16	9.04	9.87
Cleaning and building service	7.99	8.33	9.07	9.88	10.55
Maids and housemen	6.60	7.00	7.79	10.76	11.12
Janitors and cleaners	6.56	6.87	7.43	9.03	11.12
Personal service	6.75	7.22	8.68	11.12	11.12
Attendants, amusement, and recreation facilities	6.60	6.90	8.00	11.12	11.74
Service, n.e.c.	6.70	7.05	7.37	11.13	11.74
	3.00	3.00	9.66	10.58	11.12

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, 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 jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Orlando, FL, March 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.15	\$7.50	\$10.55	\$16.41	\$23.92
All excluding sales	6.00	7.50	10.76	16.69	24.00
White collar	7.61	10.19	15.90	22.88	32.21
White collar excluding sales	9.46	12.02	16.98	24.50	34.95
Professional specialty and technical	12.06	16.46	21.55	28.83	36.88
Professional specialty	15.87	19.49	23.93	31.73	38.56
Engineers, architects, and surveyors	26.83	28.85	34.71	39.43	45.00
Mechanical engineers	31.50	34.69	37.74	41.01	44.88
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.00	20.13	22.23	24.46	30.00
Registered nurses	18.76	20.85	22.43	25.40	30.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	12.90	16.72	16.83	18.21	23.47
Teachers, n.e.c.	11.35	15.91	16.83	16.83	20.67
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.00	14.21	16.83	24.21	29.24
Technical	10.75	12.50	15.91	19.98	23.28
Clinical laboratory technologists and technicians	9.57	10.30	11.36	15.60	19.64
Licensed practical nurses	13.00	13.78	15.00	16.15	17.47
Executive, administrative, and managerial	15.39	18.80	25.64	37.02	55.00
Executives, administrators, and managers	15.39	19.35	28.13	40.18	55.00
Managers, food servicing and lodging establishments	15.39	15.39	15.39	19.35	26.40
Managers and administrators, n.e.c.	13.56	18.80	24.80	38.54	47.16
Management related	16.82	17.63	23.02	26.01	31.50
Sales	6.40	7.25	8.76	14.42	22.44
Supervisors, sales	11.10	11.87	13.46	15.63	17.04
Sales workers, other commodities	7.25	7.25	8.00	12.23	19.23
Cashiers	6.25	6.60	7.50	8.30	10.40
Administrative support, including clerical	8.24	9.60	11.78	15.95	18.31
Secretaries	9.68	10.55	12.62	16.29	16.84
Hotel clerks	7.05	8.00	8.51	16.41	16.41
Transportation ticket and reservation agents	7.05	7.05	8.06	17.30	21.78
Receptionists	9.25	9.75	10.95	12.39	13.03
Bookkeepers, accounting and auditing clerks	9.00	10.40	11.76	14.45	17.31
General office clerks	9.91	10.46	13.00	15.95	19.08
Blue collar	6.00	7.91	11.09	15.70	20.30
Precision production, craft, and repair	9.00	12.00	15.49	19.25	25.87
Mechanics and repairers, n.e.c.	10.25	11.73	12.00	14.05	19.72
Machine operators, assemblers, and inspectors	7.71	9.31	11.58	16.93	19.86
Laundering and dry cleaning machine operators	6.75	7.16	8.16	9.71	11.25
Transportation and material moving	7.25	8.48	12.50	15.70	23.92
Truck drivers	9.25	10.15	16.19	23.92	23.92
Industrial truck and tractor equipment operators ..	11.75	13.82	15.20	15.20	15.70
Handlers, equipment cleaners, helpers, and laborers	6.00	6.00	7.65	10.00	12.30
Stock handlers and baggers	6.15	6.80	8.05	9.65	10.82
Service	2.50	6.60	7.55	9.58	11.12
Protective service	7.00	8.00	8.50	10.35	11.50
Food service	2.13	2.50	6.60	8.50	11.09
Waiters, waitresses, and bartenders	2.13	2.13	2.50	3.50	7.08
Waiters and waitresses	2.13	2.13	2.50	2.50	3.00
Waiters/Waitresses' assistants	4.25	5.15	6.70	7.61	8.21
Other food service	2.13	6.60	8.00	9.95	11.12
Cooks	8.36	9.00	10.00	11.25	13.00
Food preparation, n.e.c.	6.43	7.25	7.88	8.50	9.00

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Orlando, FL, March 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Health service	\$7.50	\$8.00	\$8.40	\$9.55	\$10.16
Health aides, except nursing	7.42	7.83	8.16	9.04	9.87
Nursing aides, orderlies and attendants	7.99	8.33	9.07	9.88	10.55
Cleaning and building service	6.60	6.95	7.64	10.50	11.12
Maids and housemen	6.56	6.87	7.44	9.03	11.12
Janitors and cleaners	6.75	7.22	8.50	11.12	11.12
Personal service	6.52	6.90	8.00	11.12	11.74
Attendants, amusement, and recreation facilities	6.70	7.05	7.37	11.13	11.74
Service, n.e.c.	3.00	3.00	9.66	10.58	11.12

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, 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 jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Orlando, FL, March 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.30	\$12.26	\$15.70	\$21.31	\$29.10
All excluding sales	10.30	12.36	15.77	21.31	29.10
White collar	10.52	12.39	16.48	23.94	33.20
White collar excluding sales	10.69	12.63	16.52	24.06	33.20
Professional specialty and technical	14.06	15.80	20.65	27.02	33.20
Professional specialty	14.44	16.76	21.16	27.25	33.59
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	19.51	27.02	30.47	36.40	50.09
Teachers, except college and university	11.85	15.52	20.44	23.74	32.65
Librarians, archivists, and curators	14.28	15.41	16.96	21.31	26.63
Librarians	14.28	15.41	16.96	21.31	26.63
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	10.69	14.00	15.26	17.22	19.34
Executive, administrative, and managerial	13.52	15.06	24.06	37.12	56.82
Executives, administrators, and managers	14.06	19.86	27.36	39.94	56.82
Administrators and officials, public administration	23.43	24.35	39.00	56.82	56.82
Management related	11.55	11.81	14.55	17.64	23.94
Sales	-	-	-	-	-
Administrative support, including clerical	9.80	10.74	12.36	15.03	18.73
Secretaries	10.26	11.39	13.66	16.31	22.78
Dispatchers	11.25	12.13	14.68	17.42	19.88
Administrative support, n.e.c.	10.04	11.02	12.76	15.15	16.89
Blue collar	9.70	10.99	13.90	17.81	21.75
Precision production, craft, and repair	11.55	13.69	16.71	19.83	25.90
Transportation and material moving	9.50	10.52	11.80	14.34	16.09
Handlers, equipment cleaners, helpers, and laborers	8.68	9.23	9.88	11.01	12.83
Service	10.30	12.73	15.87	20.20	25.30
Protective service	10.71	13.54	16.27	20.52	25.95
Supervisors, firefighters and fire prevention	12.69	16.50	21.52	27.95	31.09
Supervisors, police and detectives	22.02	23.65	26.72	30.69	31.44
Firefighting	9.54	10.88	13.26	17.85	20.63
Police and detectives, public service	14.33	15.34	17.53	22.38	25.14
Correctional institution officers	12.75	13.62	14.26	16.51	19.73
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	8.44	9.21	14.45	16.64	20.02
Personal service	-	-	-	-	-

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, 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 jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Orlando, FL, March 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.76	\$8.55	\$12.00	\$18.27	\$26.30
All excluding sales	6.75	8.60	12.00	18.27	26.61
White collar	9.15	11.66	16.50	23.56	33.75
White collar excluding sales	10.00	12.35	16.95	24.32	34.20
Professional specialty and technical	12.85	16.26	21.16	27.51	35.27
Professional specialty	15.13	18.34	22.66	30.19	37.91
Engineers, architects, and surveyors	26.57	28.15	32.73	38.34	44.38
Mechanical engineers	31.50	34.69	37.74	41.01	44.88
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	17.70	19.81	21.82	23.38	26.97
Registered nurses	18.54	20.37	22.00	23.69	26.40
Teachers, college and university	19.51	25.62	29.85	40.04	53.21
Teachers, except college and university	11.85	15.52	20.41	22.70	28.38
Elementary school teachers	20.41	20.43	22.04	24.42	28.42
Teachers, n.e.c.	12.58	15.52	16.83	16.83	19.23
Librarians, archivists, and curators	14.28	15.41	16.96	21.31	26.63
Librarians	14.28	15.41	16.96	21.31	26.63
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.58	14.04	15.30	17.27	18.09
Social workers	11.58	14.04	15.30	17.27	18.09
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.63	15.39	16.83	25.00	30.00
Technical	10.84	12.85	15.91	19.64	23.28
Clinical laboratory technologists and technicians	9.57	10.30	11.36	15.60	19.64
Licensed practical nurses	13.00	13.78	15.45	16.15	17.60
Electrical and electronic technicians	16.23	17.06	19.64	20.22	20.83
Executive, administrative, and managerial	14.06	18.27	24.50	37.02	55.00
Executives, administrators, and managers	14.70	19.86	27.36	39.94	55.00
Administrators and officials, public administration	23.43	24.35	39.00	56.82	56.82
Financial managers	23.25	24.50	29.55	33.84	36.07
Managers, food servicing and lodging establishments	15.39	15.39	15.39	19.35	26.40
Managers and administrators, n.e.c.	13.56	18.80	24.80	38.54	47.16
Management related	12.65	16.35	19.98	25.01	29.93
Accountants and auditors	16.00	16.59	17.81	20.20	22.45
Sales	7.25	7.75	12.13	18.38	24.53
Supervisors, sales	11.10	11.87	13.46	15.63	17.04
Sales workers, other commodities	7.25	7.25	7.61	12.69	20.19
Cashiers	6.60	7.20	8.85	10.65	11.60
Administrative support, including clerical	8.65	10.00	12.01	15.95	18.31
Supervisors, general office	11.76	12.36	12.63	15.04	17.65
Secretaries	9.88	10.62	12.99	16.29	17.85
Hotel clerks	7.05	8.00	8.51	16.41	16.41
Receptionists	9.25	9.75	10.95	12.39	13.03
Bookkeepers, accounting and auditing clerks	9.72	10.50	12.01	14.45	18.38
Dispatchers	11.22	11.97	14.40	17.42	19.88
General office clerks	10.00	10.74	12.64	15.95	19.08
Administrative support, n.e.c.	9.40	10.77	13.21	15.58	19.95
Blue collar	6.00	8.67	12.00	16.25	21.00
Precision production, craft, and repair	9.90	12.00	15.50	19.25	25.87
Mechanics and repairers, n.e.c.	10.50	11.73	13.00	16.00	19.72
Electricians	12.97	15.00	16.00	18.00	25.40
Machine operators, assemblers, and inspectors	7.71	9.31	11.58	16.93	19.86
Laundering and dry cleaning machine operators	6.75	7.16	8.16	9.71	11.25
Transportation and material moving	7.45	9.50	13.16	16.16	23.92
Truck drivers	9.25	10.25	15.89	23.82	23.92
Industrial truck and tractor equipment operators ..	11.75	13.82	15.20	15.20	15.70
Handlers, equipment cleaners, helpers, and laborers	6.00	6.00	8.00	10.00	12.30

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Orlando, FL, March 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers					
—Continued					
Stock handlers and baggers	\$8.25	\$8.50	\$9.40	\$10.25	\$11.00
Service					
Protective service	5.15	7.02	8.54	11.12	16.50
Supervisors, firefighters and fire prevention	8.25	10.35	13.87	19.27	24.28
Supervisors, police and detectives	12.69	16.50	21.52	27.95	31.09
Firefighting	22.02	23.65	26.72	30.69	31.44
Police and detectives, public service	10.30	11.04	13.67	18.85	20.63
Correctional institution officers	14.33	15.34	17.53	22.38	25.14
Guards and police, except public service	12.75	13.62	14.26	16.51	19.73
Food service	7.25	8.00	8.55	10.35	11.68
Waiters, waitresses, and bartenders	2.50	3.02	7.25	9.50	11.12
Waiters/Waitresses' assistants	2.13	2.50	2.50	5.15	7.71
Other food service	5.15	5.15	6.75	7.71	8.30
Cooks	6.50	7.22	8.50	10.75	11.75
Food preparation, n.e.c.	8.50	9.01	10.00	11.08	12.50
Health service	6.50	7.25	8.00	8.50	9.00
Health aides, except nursing	7.67	8.00	8.68	9.55	10.21
Nursing aides, orderlies and attendants	7.42	8.00	8.20	9.38	10.00
Cleaning and building service	8.00	8.50	9.07	9.72	10.28
Maids and housemen	6.60	7.00	7.79	10.76	11.12
Janitors and cleaners	6.56	6.87	7.43	9.03	11.12
Personal service	6.75	7.22	8.68	11.12	11.12
Service, n.e.c.	6.60	7.05	8.20	11.12	11.74
	3.00	3.00	9.66	10.58	11.12

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, 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 jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Orlando, FL, March 2003

Occupation ³	10	25	Median 50	75	90
All	\$2.13	\$6.10	\$6.94	\$8.15	\$11.00
All excluding sales	2.13	2.95	6.84	8.25	12.85
White collar	6.35	6.48	7.50	9.35	21.00
White collar excluding sales	6.50	8.85	18.07	30.00	30.00
Professional specialty and technical	9.74	15.48	22.63	30.00	30.47
Professional specialty	6.50	18.07	30.00	30.00	30.47
Health related	—	—	—	—	—
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	—	—	—	—	—
Sales	6.30	6.40	7.15	8.05	9.01
Sales workers, other commodities	6.45	8.00	8.00	9.50	9.50
Cashiers	6.10	6.50	7.40	8.05	9.00
Administrative support, including clerical	6.25	7.02	8.66	10.19	15.16
Blue collar	6.10	6.50	7.50	9.35	12.25
Precision production, craft, and repair	—	—	—	—	—
Transportation and material moving	6.10	6.45	7.00	7.75	9.74
Handlers, equipment cleaners, helpers, and laborers	6.15	6.50	7.90	10.35	18.04
Stock handlers and baggers	6.10	6.15	7.00	8.00	8.80
Service	2.13	2.13	6.35	7.50	8.50
Protective service	6.75	7.00	8.00	8.50	9.30
Food service	2.13	2.13	2.75	6.75	8.05
Waiters, waitresses, and bartenders	2.13	2.13	2.13	2.40	3.25
Waiters and waitresses	2.13	2.13	2.13	2.13	2.70
Other food service	2.13	5.15	6.55	7.75	8.50
Health service	—	—	—	—	—
Cleaning and building service	—	—	—	—	—
Personal service	6.35	6.35	6.60	6.92	7.47

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, 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 Orlando, FL, Metropolitan Statistical Area includes Lake, Orange, Osceola, and Seminole Counties.

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. Approximately one-fifth of the sample is reselected each year.

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. 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 for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

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. For cases in which 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.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational 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. 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 occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling 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.

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, tips, 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 considers to be full time.

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational 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.

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 data for 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 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 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 sampling frame	2,196
Total in sample	314
Responding	184
Out of business or not in survey scope	32
Unable or refused to provide data	98

In this survey, the nonresponse rates for all industries, private industry, and State and local government exceeded regular survey standards.

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.

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.

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.

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. For example, at the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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 the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. 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, Orlando, FL, March 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	353,200	296,800	56,400
All excluding sales	321,900	265,900	56,000
White collar	147,200	114,400	32,800
White-collar excluding sales	115,900	83,400	32,400
Professional specialty and technical	49,200	34,500	14,700
Professional specialty	36,800	23,200	13,500
Technical	12,500	11,300	1,200
Executive, administrative, and managerial	20,900	15,500	5,500
Sales	31,300	30,900	–
Administrative support, including clerical	45,700	33,500	12,300
Blue collar	83,400	76,500	7,000
Precision production, craft, and repair	24,900	21,100	3,900
Machine operators, assemblers, and inspectors	10,000	10,000	–
Transportation and material moving	19,200	17,200	2,000
Handlers, equipment cleaners, helpers, and laborers	29,200	28,100	–
Service	122,600	106,000	16,600

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.