

Denver–Boulder–Greeley, CO National Compensation Survey June 2003



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

Bureau of Labor Statistics
Kathleen P. Utgoff, Commissioner

March 2004

Bulletin 3120–50

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	6
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government	9
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government	11
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government	15
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government	19
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government	26
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government	32
5–1. Selected worker characteristics: Mean hourly earnings by occupational group	34
5–2. Major industry division: Mean hourly earnings by occupational group, private industry	35
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry	36
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	37
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry	40
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	42
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	44
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	47
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 Denver–Boulder–Greeley, CO, metropolitan area. Data were collected between December 2002 and January 2004; the average reference month is June 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, Denver-Boulder-Greeley, CO, June 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	\$21.56	1.9	36.7	\$20.57	2.5	36.8	\$26.43	0.7	36.0
Worker characteristics:⁴									
White-collar occupations ⁵	25.23	2.2	37.2	24.23	2.8	37.7	29.78	1.5	35.1
Professional specialty and technical	30.78	2.7	36.7	29.42	3.6	37.8	34.79	1.4	33.6
Executive, administrative, and managerial	33.11	3.7	40.5	33.00	4.4	40.6	33.63	5.4	40.4
Sales	20.33	11.5	34.2	20.34	11.6	34.3	-	-	-
Administrative support	14.85	1.6	37.8	14.60	1.7	38.1	16.12	2.9	35.9
Blue-collar occupations ⁵	15.55	4.0	38.3	15.22	4.4	38.3	18.94	4.6	38.2
Precision production, craft, and repair	19.81	4.7	39.8	19.61	5.2	39.7	21.50	1.6	40.0
Machine operators, assemblers, and inspectors	12.95	7.3	39.6	12.95	7.3	39.6	-	-	-
Transportation and material moving	15.38	11.4	39.3	14.98	13.6	39.9	17.58	2.1	36.6
Handlers, equipment cleaners, helpers, and laborers	11.63	5.1	34.6	11.34	5.3	34.4	16.52	2.1	39.5
Service occupations ⁵	12.68	5.3	31.6	10.57	4.6	29.8	18.57	7.4	37.8
Full time	22.45	2.1	39.8	21.46	2.7	40.0	27.26	.8	38.8
Part time	12.15	4.1	20.2	11.43	4.0	20.4	16.26	7.0	18.9
Union	21.20	2.5	35.9	19.57	3.7	35.9	25.33	1.3	35.8
Nonunion	21.63	2.1	36.8	20.73	2.6	37.0	26.81	.9	36.0
Time	21.15	1.9	36.7	20.02	2.4	36.8	26.43	.7	36.0
Incentive	30.23	12.9	37.0	30.23	12.9	37.0	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	22.60	4.9	40.2	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	20.04	2.7	36.1	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	17.56	6.4	37.3	17.47	6.5	37.3	-	-	-
100-499 workers	19.77	3.1	35.7	19.79	3.2	35.9	18.84	2.9	28.5
500 workers or more	24.81	2.6	37.3	23.72	4.2	37.8	26.73	.8	36.3

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, 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, Denver-Boulder-Greeley, CO, June 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	\$21.56	1.9	\$20.57	2.5	\$26.43	0.7
All excluding sales	21.69	1.7	20.60	2.3	26.45	.6
White collar	25.23	2.2	24.23	2.8	29.78	1.5
White collar excluding sales	26.01	2.0	25.01	2.6	29.84	1.4
Professional specialty and technical	30.78	2.7	29.42	3.6	34.79	1.4
Professional specialty	32.34	2.8	30.87	4.0	36.09	2.1
Engineers, architects, and surveyors	35.96	4.8	36.04	4.8	—	—
Civil engineers	36.95	3.2	37.34	2.6	—	—
Electrical and electronic engineers	38.71	4.6	38.71	4.6	—	—
Mechanical engineers	37.89	5.7	37.89	5.7	—	—
Mathematical and computer scientists	32.00	5.4	32.04	5.7	—	—
Computer systems analysts and scientists	32.85	3.9	32.94	4.0	—	—
Operations and systems researchers and analysts	26.63	10.1	26.63	10.1	—	—
Natural scientists	34.91	15.0	—	—	—	—
Health related	29.71	2.6	29.73	2.5	29.42	14.6
Registered nurses	28.32	5.9	28.72	5.8	—	—
Pharmacists	38.37	9.1	38.37	9.1	—	—
Respiratory therapists	20.55	3.7	20.55	3.7	—	—
Teachers, college and university	48.59	3.8	—	—	—	—
Health specialties teachers	59.99	16.2	—	—	—	—
Teachers, except college and university	29.68	1.9	21.03	9.7	30.75	.4
Elementary school teachers	30.75	2.7	—	—	31.13	2.6
Secondary school teachers	31.06	2.8	—	—	31.12	2.8
Teachers, n.e.c.	18.59	26.1	19.77	28.5	—	—
Substitute teachers	14.12	9.0	—	—	14.12	9.0
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	21.62	14.5	18.23	6.8	—	—
Social, recreation, and religious workers	17.60	4.8	14.56	9.5	23.35	6.2
Social workers	17.36	5.5	13.94	9.7	23.44	6.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	29.85	12.9	27.17	11.9	—	—
Designers	19.58	31.5	19.58	31.5	—	—
Editors and reporters	30.88	1.0	30.88	1.0	—	—
Athletes	50.69	22.5	—	—	—	—
Professional, n.e.c.	28.49	17.5	—	—	—	—
Technical	24.29	7.5	24.44	8.6	23.29	8.3
Clinical laboratory technologists and technicians	21.25	5.1	21.68	4.7	—	—
Radiological technicians	24.20	6.5	24.32	7.1	—	—
Licensed practical nurses	18.09	3.3	17.71	4.8	—	—
Electrical and electronic technicians	21.74	7.2	21.62	7.4	—	—
Engineering technicians, n.e.c.	26.30	2.7	25.26	3.6	—	—
Computer programmers	33.81	4.1	33.88	4.2	—	—
Executive, administrative, and managerial	33.11	3.7	33.00	4.4	33.63	5.4
Executives, administrators, and managers	39.00	3.3	38.64	3.7	40.71	7.0
Administrators and officials, public administration	39.43	8.5	—	—	39.43	8.5
Financial managers	42.05	11.0	41.59	11.7	—	—
Personnel and labor relations managers	37.60	19.6	—	—	—	—
Managers, marketing, advertising, and public relations	45.85	8.1	45.85	8.1	—	—
Administrators, education and related fields	33.60	8.6	—	—	33.86	10.5
Managers, medicine and health	33.94	13.6	32.94	15.6	—	—
Managers and administrators, n.e.c.	37.28	3.3	37.33	3.3	—	—
Management related	25.43	6.8	25.61	8.0	24.57	10.5
Accountants and auditors	22.47	6.4	22.36	6.9	—	—
Other financial officers	28.14	13.2	28.13	14.4	—	—
Management analysts	30.59	9.1	—	—	—	—
Personnel, training, and labor relations specialists	22.95	6.3	21.72	10.2	—	—
Purchasing agents and buyers, n.e.c.	20.99	8.1	20.99	8.1	—	—
Management related, n.e.c.	25.25	11.0	25.86	12.2	—	—

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, Denver-Boulder-Greeley, CO, June 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)
White collar –Continued						
Sales	\$20.33	11.5	\$20.34	11.6	–	–
Supervisors, sales	27.67	17.7	27.67	17.7	–	–
Sales, other business services	17.62	6.6	17.62	6.6	–	–
Sales representatives, mining, manufacturing, and wholesale	38.80	7.7	38.80	7.7	–	–
Sales workers, other commodities	13.37	25.0	13.37	25.0	–	–
Cashiers	10.17	8.3	10.18	8.3	–	–
Administrative support, including clerical	14.85	1.6	14.60	1.7	\$16.12	2.9
Supervisors, general office	20.32	5.2	18.95	5.8	–	–
Supervisors, financial records processing	21.33	6.0	–	–	–	–
Computer operators	19.59	2.1	–	–	–	–
Secretaries	16.03	3.7	16.26	4.2	15.08	3.8
Interviewers	12.32	1.3	12.32	1.3	–	–
Receptionists	11.53	3.6	11.52	4.0	–	–
Information clerks, n.e.c.	12.29	4.6	12.29	4.6	–	–
Order clerks	17.34	22.0	17.34	22.0	–	–
Library clerks	15.80	6.2	–	–	15.80	6.2
Records clerks, n.e.c.	14.79	6.8	14.58	8.8	–	–
Bookkeepers, accounting and auditing clerks	15.54	4.0	15.56	4.9	–	–
Dispatchers	19.03	8.0	–	–	–	–
Traffic, shipping and receiving clerks	11.75	13.9	11.75	13.9	–	–
Stock and inventory clerks	16.16	10.9	–	–	–	–
Investigators and adjusters, except insurance	13.42	10.4	13.36	10.3	–	–
General office clerks	13.94	5.5	13.56	7.5	14.88	2.4
Teachers' aides	9.95	2.5	–	–	9.95	2.6
Administrative support, n.e.c.	14.97	5.8	14.46	4.7	–	–
Blue collar	15.55	4.0	15.22	4.4	18.94	4.6
Precision production, craft, and repair	19.81	4.7	19.61	5.2	21.50	1.6
Supervisors, mechanics and repairers	28.33	7.2	28.32	7.8	–	–
Bus, truck, and stationary engine mechanics	19.77	3.8	–	–	–	–
Heavy equipment mechanics	21.40	5.0	–	–	–	–
Mechanics and repairers, n.e.c.	20.83	5.4	21.33	6.6	–	–
Electrical and electronic equipment assemblers ..	13.01	24.8	13.01	24.8	–	–
Butchers and meat cutters	13.86	2.1	13.86	2.1	–	–
Machine operators, assemblers, and inspectors	12.95	7.3	12.95	7.3	–	–
Miscellaneous machine operators, n.e.c.	12.90	14.5	12.90	14.5	–	–
Assemblers	11.99	9.3	11.99	9.3	–	–
Production inspectors, checkers and examiners ..	14.37	3.9	14.37	3.9	–	–
Transportation and material moving	15.38	11.4	14.98	13.6	17.58	2.1
Truck drivers	15.45	7.0	15.45	7.0	–	–
Bus drivers	15.52	2.0	–	–	15.54	2.1
Grader, dozer, and scrapper operators	16.50	7.8	–	–	–	–
Industrial truck and tractor equipment operators ..	12.37	3.7	12.37	3.7	–	–
Handlers, equipment cleaners, helpers, and laborers	11.63	5.1	11.34	5.3	16.52	2.1
Groundskeepers and gardeners, except farm	14.58	12.6	–	–	17.69	8.5
Construction laborers	9.79	9.4	–	–	–	–
Stock handlers and baggers	9.97	5.1	9.97	5.1	–	–
Freight, stock, and material handlers, n.e.c.	14.29	8.7	14.31	8.9	–	–
Vehicle washers and equipment cleaners	11.56	14.0	–	–	–	–
Laborers, except construction, n.e.c.	9.45	6.2	9.45	6.2	–	–
Service	12.68	5.3	10.57	4.6	18.57	7.4
Protective service	23.59	5.0	–	–	23.70	5.4
Police and detectives, public service	27.05	4.1	–	–	27.05	4.1
Sheriffs, bailiffs, and other law enforcement officers	22.07	6.1	–	–	22.07	6.1

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, Denver-Boulder-Greeley, CO, June 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)
Service –Continued						
Protective service –Continued						
Protective service, n.e.c.	\$13.62	22.5	–	–	–	–
Food service	9.06	5.8	\$9.05	6.1	\$9.40	1.9
Waiters, waitresses, and bartenders	5.63	30.7	5.63	30.7	–	–
Waiters and waitresses	4.81	38.4	4.81	38.4	–	–
Waiters/Waitresses' assistants	8.04	1.4	8.04	1.4	–	–
Other food service	10.26	4.7	10.33	5.1	9.40	1.9
Supervisors, food preparation and service	11.65	22.9	11.65	22.9	–	–
Cooks	11.37	9.7	11.37	9.7	–	–
Kitchen workers, food preparation	10.20	7.5	10.25	7.9	–	–
Food preparation, n.e.c.	8.68	5.9	8.53	7.5	9.41	2.1
Health service	12.49	3.4	12.06	4.5	–	–
Health aides, except nursing	12.32	6.9	12.15	7.3	–	–
Nursing aides, orderlies and attendants	12.23	4.5	12.04	4.9	–	–
Cleaning and building service	10.66	4.0	9.78	3.9	12.28	2.0
Maids and housemen	8.10	1.0	8.10	1.0	–	–
Janitors and cleaners	11.37	6.0	10.61	9.7	12.28	2.0
Personal service	13.20	14.0	13.47	17.1	12.14	10.7
Child care workers, n.e.c.	12.15	13.4	–	–	–	–

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, Denver-Boulder-Greeley, CO, June 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	\$22.45	2.1	\$21.46	2.7	\$27.26	0.8
All excluding sales	22.39	2.0	21.28	2.6	27.27	.8
White collar	26.06	2.4	25.04	3.1	30.74	1.7
White collar excluding sales	26.46	2.3	25.37	2.9	30.76	1.8
Professional specialty and technical	31.17	2.9	29.70	3.8	35.66	1.3
Professional specialty	32.89	2.8	31.27	4.0	37.17	1.9
Engineers, architects, and surveyors	35.96	4.8	36.04	4.8	—	—
Civil engineers	36.95	3.2	37.34	2.6	—	—
Electrical and electronic engineers	38.71	4.6	38.71	4.6	—	—
Mechanical engineers	37.89	5.7	37.89	5.7	—	—
Mathematical and computer scientists	32.16	5.1	32.20	5.3	—	—
Computer systems analysts and scientists	33.04	3.5	33.13	3.6	—	—
Operations and systems researchers and analysts	26.63	10.1	26.63	10.1	—	—
Natural scientists	35.97	14.7	—	—	—	—
Health related	30.45	2.3	30.64	2.3	—	—
Registered nurses	29.18	6.3	29.39	6.2	—	—
Pharmacists	41.94	2.8	41.94	2.8	—	—
Respiratory therapists	20.51	3.9	20.51	3.9	—	—
Teachers, college and university	49.03	4.0	—	—	—	—
Teachers, except college and university	30.43	2.0	20.98	10.0	31.61	.1
Elementary school teachers	30.88	2.2	—	—	31.26	2.0
Secondary school teachers	31.19	2.5	—	—	31.26	2.6
Teachers, n.e.c.	20.09	29.4	20.09	29.4	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	21.86	15.0	—	—	—	—
Social, recreation, and religious workers	17.82	4.8	14.49	10.7	23.48	6.1
Social workers	17.46	4.8	14.12	9.4	23.60	6.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.02	13.4	27.12	12.3	—	—
Designers	19.58	31.5	19.58	31.5	—	—
Editors and reporters	30.97	1.3	30.97	1.3	—	—
Professional, n.e.c.	28.49	17.5	—	—	—	—
Technical	24.39	7.6	24.55	8.8	23.34	8.3
Clinical laboratory technologists and technicians	21.31	5.2	21.76	4.6	—	—
Radiological technicians	24.58	6.7	24.58	6.7	—	—
Licensed practical nurses	18.10	3.3	17.71	4.8	—	—
Electrical and electronic technicians	21.74	7.2	21.62	7.4	—	—
Engineering technicians, n.e.c.	26.30	2.7	25.26	3.6	—	—
Computer programmers	33.81	4.1	33.88	4.2	—	—
Executive, administrative, and managerial	33.30	3.7	33.21	4.3	33.71	5.4
Executives, administrators, and managers	39.25	3.4	38.94	3.8	40.71	7.0
Administrators and officials, public administration	39.43	8.5	—	—	39.43	8.5
Financial managers	42.05	11.0	41.59	11.7	—	—
Personnel and labor relations managers	37.60	19.6	—	—	—	—
Managers, marketing, advertising, and public relations	47.72	7.1	47.72	7.1	—	—
Administrators, education and related fields	33.60	8.6	—	—	33.86	10.5
Managers, medicine and health	34.09	14.3	33.03	16.6	—	—
Managers and administrators, n.e.c.	37.28	3.3	37.33	3.3	—	—
Management related	25.53	6.8	25.74	7.9	24.55	10.8
Accountants and auditors	22.47	6.5	22.36	6.9	—	—
Other financial officers	28.49	12.8	28.51	14.0	—	—
Management analysts	30.59	9.1	—	—	—	—
Personnel, training, and labor relations specialists	22.80	6.6	21.72	10.2	—	—
Purchasing agents and buyers, n.e.c.	20.99	8.1	20.99	8.1	—	—
Management related, n.e.c.	25.25	11.0	25.86	12.2	—	—
Sales	23.11	11.7	23.10	11.8	—	—
Supervisors, sales	27.67	17.7	27.67	17.7	—	—
Sales, other business services	18.03	6.7	18.03	6.7	—	—

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, Denver-Boulder-Greeley, CO, June 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)
White collar —Continued						
Sales —Continued						
Sales representatives, mining, manufacturing, and wholesale	\$38.80	7.7	\$38.80	7.7	—	—
Sales workers, other commodities	16.07	23.9	16.07	23.9	—	—
Cashiers	10.92	9.1	10.92	9.1	—	—
Administrative support, including clerical	15.12	1.7	14.79	1.7	\$16.94	3.5
Supervisors, general office	20.32	5.2	18.95	5.8	—	—
Supervisors, financial records processing	21.33	6.0	—	—	—	—
Computer operators	19.59	2.1	—	—	—	—
Secretaries	16.15	3.7	16.36	4.3	15.28	4.4
Receptionists	11.74	3.4	11.65	3.5	—	—
Information clerks, n.e.c.	12.28	4.7	12.28	4.7	—	—
Order clerks	19.41	20.2	19.41	20.2	—	—
Records clerks, n.e.c.	14.79	6.8	14.58	8.8	—	—
Bookkeepers, accounting and auditing clerks	15.54	4.0	15.56	4.9	—	—
Dispatchers	19.03	8.0	—	—	—	—
Traffic, shipping and receiving clerks	11.75	14.0	11.75	14.0	—	—
Investigators and adjusters, except insurance	13.50	10.8	13.43	10.7	—	—
General office clerks	14.18	5.4	13.82	7.5	15.04	2.9
Administrative support, n.e.c.	15.18	5.5	14.68	4.3	—	—
Blue collar	15.92	4.0	15.58	4.4	19.32	4.4
Precision production, craft, and repair	20.03	4.7	19.85	5.2	21.50	1.6
Supervisors, mechanics and repairers	28.33	7.2	28.32	7.8	—	—
Bus, truck, and stationary engine mechanics	19.77	3.8	—	—	—	—
Heavy equipment mechanics	21.40	5.0	—	—	—	—
Mechanics and repairers, n.e.c.	20.83	5.4	21.33	6.6	—	—
Electrical and electronic equipment assemblers ..	13.01	24.8	13.01	24.8	—	—
Butchers and meat cutters	13.86	2.1	13.86	2.1	—	—
Machine operators, assemblers, and inspectors	13.05	7.4	13.05	7.4	—	—
Miscellaneous machine operators, n.e.c.	12.98	14.4	12.98	14.4	—	—
Assemblers	12.00	9.6	12.00	9.6	—	—
Production inspectors, checkers and examiners ..	14.37	3.9	14.37	3.9	—	—
Transportation and material moving	15.51	11.7	15.09	13.7	18.08	3.3
Truck drivers	15.45	7.0	15.45	7.0	—	—
Bus drivers	16.11	2.8	—	—	16.15	2.9
Grader, dozer, and scrapper operators	16.50	7.8	—	—	—	—
Industrial truck and tractor equipment operators ..	12.37	3.7	12.37	3.7	—	—
Handlers, equipment cleaners, helpers, and laborers	12.13	6.1	11.80	6.3	16.94	2.5
Groundskeepers and gardeners, except farm	14.87	13.5	—	—	—	—
Construction laborers	9.79	9.4	—	—	—	—
Stock handlers and baggers	11.24	6.2	11.24	6.2	—	—
Freight, stock, and material handlers, n.e.c.	15.01	11.5	15.06	11.9	—	—
Laborers, except construction, n.e.c.	9.55	8.7	9.55	8.7	—	—
Service	13.69	6.0	11.15	4.7	19.35	7.7
Protective service	23.86	5.5	—	—	23.92	6.0
Police and detectives, public service	27.05	4.1	—	—	27.05	4.1
Sheriffs, bailiffs, and other law enforcement officers	22.07	6.1	—	—	22.07	6.1
Food service	9.09	3.2	9.09	3.2	—	—
Waiters, waitresses, and bartenders	5.68	33.5	5.68	33.5	—	—
Other food service	10.47	8.7	10.49	8.8	—	—
Supervisors, food preparation and service	11.82	25.3	11.82	25.3	—	—
Cooks	11.37	9.7	11.37	9.7	—	—
Kitchen workers, food preparation	9.97	5.9	10.02	6.3	—	—
Food preparation, n.e.c.	8.72	4.1	8.72	4.1	—	—

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, Denver-Boulder-Greeley, CO, June 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)
Service —Continued						
Health service	\$12.56	3.3	\$12.11	4.4	—	—
Health aides, except nursing	12.31	7.1	12.14	7.5	—	—
Nursing aides, orderlies and attendants	12.31	4.4	12.10	4.8	—	—
Cleaning and building service	10.93	3.0	10.04	2.6	\$12.28	2.0
Maids and housemen	8.10	1.0	8.10	1.0	—	—
Janitors and cleaners	11.79	5.3	11.25	10.5	12.28	2.0
Personal service	17.43	13.6	—	—	12.41	9.5
Child care workers, n.e.c.	12.29	13.5	—	—	—	—

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, 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, Denver-Boulder-Greeley, CO, June 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	\$12.15	4.1	\$11.43	4.0	\$16.26	7.0
All excluding sales	13.02	3.8	12.25	3.3	16.39	7.5
White collar	14.50	6.5	13.53	6.9	18.51	6.5
White collar excluding sales	17.92	4.6	17.57	5.4	18.74	7.2
Professional specialty and technical	23.85	3.9	23.54	4.8	24.40	5.9
Professional specialty	24.22	3.5	24.07	4.2	24.47	5.9
Mathematical and computer scientists	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-
Health related	27.28	4.8	26.13	3.5	-	-
Registered nurses	25.48	4.1	26.28	3.6	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	20.67	7.1	21.71	13.8	20.57	7.6
Elementary school teachers	28.91	8.3	-	-	-	-
Teachers, n.e.c.	13.37	11.3	-	-	-	-
Substitute teachers	14.12	9.0	-	-	14.12	9.0
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.35	19.0	-	-	-	-
Technical	15.47	13.1	15.32	14.4	-	-
Executive, administrative, and managerial	20.77	11.7	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	8.77	6.1	8.78	6.2	-	-
Sales workers, other commodities	9.20	13.2	9.20	13.2	-	-
Cashiers	8.82	9.1	8.84	9.4	-	-
Administrative support, including clerical	11.32	3.0	11.75	4.5	10.13	2.1
Secretaries	13.11	9.4	13.86	10.0	-	-
General office clerks	11.70	4.8	11.15	3.9	-	-
Teachers' aides	9.47	.3	-	-	9.47	.3
Blue collar	9.92	3.8	9.59	3.0	13.17	9.4
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	11.53	17.2	-	-	13.81	5.0
Bus drivers	13.81	5.0	-	-	13.81	5.0
Handlers, equipment cleaners, helpers, and laborers	9.20	3.2	9.23	3.3	-	-
Stock handlers and baggers	8.11	5.4	8.11	5.4	-	-
Laborers, except construction, n.e.c.	9.01	13.4	9.01	13.4	-	-
Service	8.96	8.6	8.92	9.6	9.30	2.9
Protective service	-	-	-	-	-	-
Food service	9.02	11.8	8.96	13.8	9.43	2.1
Waiters, waitresses, and bartenders	5.52	26.4	5.52	26.4	-	-
Waiters and waitresses	5.55	36.8	5.55	36.8	-	-
Other food service	9.95	3.3	10.05	3.5	9.43	2.1
Food preparation, n.e.c.	8.64	9.0	8.29	13.4	9.41	2.1
Health service	11.22	2.8	11.22	2.8	-	-
Nursing aides, orderlies and attendants	11.15	2.8	11.15	2.8	-	-

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Denver-Boulder-Greeley, CO, June 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)
Service —Continued						
Cleaning and building service	—	—	—	—	—	—
Personal service	\$8.11	9.6	\$8.09	9.9	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Denver-Boulder-Greeley, CO, June 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	\$893	2.2	39.8	\$857	2.8	40.0	\$1,059	0.7	38.8
All excluding sales	889	2.1	39.7	849	2.7	39.9	1,059	.7	38.8
White collar	1,036	2.5	39.8	1,004	3.1	40.1	1,176	1.6	38.3
White collar excluding sales	1,049	2.3	39.6	1,015	3.0	40.0	1,177	1.6	38.3
Professional specialty and technical	1,214	2.9	38.9	1,177	3.8	39.6	1,319	1.5	37.0
Professional specialty	1,280	3.0	38.9	1,247	4.2	39.9	1,360	2.1	36.6
Engineers, architects, and surveyors	1,464	5.3	40.7	1,468	5.4	40.7	-	-	-
Civil engineers	1,480	3.1	40.1	1,493	2.6	40.0	-	-	-
Electrical and electronic engineers	1,624	5.0	42.0	1,624	5.0	42.0	-	-	-
Mechanical engineers	1,554	7.0	41.0	1,554	7.0	41.0	-	-	-
Mathematical and computer scientists	1,300	5.6	40.4	1,302	5.8	40.4	-	-	-
Computer systems analysts and scientists	1,335	3.9	40.4	1,340	4.0	40.4	-	-	-
Operations and systems researchers and analysts	1,078	11.3	40.5	1,078	11.3	40.5	-	-	-
Natural scientists	1,444	14.7	40.1	-	-	-	-	-	-
Health related	1,193	2.4	39.2	1,200	2.3	39.2	-	-	-
Registered nurses	1,139	7.1	39.0	1,146	7.1	39.0	-	-	-
Pharmacists	1,678	2.8	40.0	1,678	2.8	40.0	-	-	-
Respiratory therapists	800	3.0	39.0	800	3.0	39.0	-	-	-
Teachers, college and university	1,533	3.7	31.3	-	-	-	-	-	-
Teachers, except college and university	1,180	2.3	38.8	793	11.9	37.8	1,230	.1	38.9
Elementary school teachers	1,201	1.9	38.9	-	-	-	1,215	1.6	38.9
Secondary school teachers	1,226	2.1	39.3	-	-	-	1,227	2.1	39.3
Teachers, n.e.c.	763	32.7	38.0	763	32.7	38.0	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	873	14.8	39.9	-	-	-	-	-	-
Social, recreation, and religious workers	693	7.0	38.9	555	13.1	38.3	939	6.1	40.0
Social workers	678	7.2	38.8	539	11.9	38.2	944	6.3	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,159	13.6	38.6	1,040	12.0	38.3	-	-	-
Designers	783	31.5	40.0	783	31.5	40.0	-	-	-
Editors and reporters	1,239	1.3	40.0	1,239	1.3	40.0	-	-	-
Professional, n.e.c.	1,140	17.5	40.0	-	-	-	-	-	-
Technical	952	7.2	39.0	952	8.1	38.8	951	9.3	40.7
Clinical laboratory technologists and technicians	852	5.2	40.0	870	4.6	40.0	-	-	-
Radiological technicians	983	6.7	40.0	983	6.7	40.0	-	-	-
Licensed practical nurses	707	3.5	39.1	680	3.8	38.4	-	-	-
Electrical and electronic technicians	865	7.3	39.8	860	7.5	39.8	-	-	-
Engineering technicians, n.e.c.	1,053	2.7	40.1	1,011	3.6	40.0	-	-	-
Computer programmers	1,353	4.1	40.0	1,355	4.2	40.0	-	-	-
Executive, administrative, and managerial	1,365	3.5	41.0	1,364	4.1	41.1	1,367	5.0	40.5
Executives, administrators, and managers	1,635	3.6	41.6	1,627	4.2	41.8	1,668	6.0	41.0
Administrators and officials, public administration	1,636	6.3	41.5	-	-	-	1,636	6.3	41.5
Financial managers	1,761	10.3	41.9	1,745	11.0	42.0	-	-	-

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, Denver-Boulder-Greeley, CO, June 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									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Personnel and labor relations managers	\$1,613	17.7	42.9	—	—	—	—	—	—
Managers, marketing, advertising, and public relations	2,031	8.3	42.6	\$2,031	8.3	42.6	—	—	—
Administrators, education and related fields	1,345	8.5	40.0	—	—	—	\$1,354	10.5	40.0
Managers, medicine and health	1,363	14.3	40.0	1,321	16.6	40.0	—	—	—
Managers and administrators, n.e.c.	1,561	3.5	41.9	1,563	3.5	41.9	—	—	—
Management related	1,025	6.8	40.2	1,034	8.0	40.2	982	10.8	40.0
Accountants and auditors	909	7.3	40.5	906	7.8	40.5	—	—	—
Other financial officers	1,141	12.8	40.0	1,142	14.1	40.1	—	—	—
Management analysts	1,223	9.1	40.0	—	—	—	—	—	—
Personnel, training, and labor relations specialists	912	6.6	40.0	869	10.2	40.0	—	—	—
Purchasing agents and buyers, n.e.c.	840	8.1	40.0	840	8.1	40.0	—	—	—
Management related, n.e.c.	1,019	11.0	40.3	1,044	12.2	40.4	—	—	—
Sales	939	12.1	40.6	938	12.2	40.6	—	—	—
Supervisors, sales	1,173	20.8	42.4	1,173	20.8	42.4	—	—	—
Sales, other business services	721	6.7	40.0	721	6.7	40.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,609	8.7	41.5	1,609	8.7	41.5	—	—	—
Sales workers, other commodities	629	23.7	39.1	629	23.7	39.1	—	—	—
Cashiers	427	9.8	39.1	427	9.8	39.1	—	—	—
Administrative support, including clerical	603	1.8	39.9	590	1.8	39.9	674	3.5	39.8
Supervisors, general office	847	4.9	41.7	812	8.0	42.9	—	—	—
Supervisors, financial records processing	853	6.0	40.0	—	—	—	—	—	—
Computer operators	784	2.1	40.0	—	—	—	—	—	—
Secretaries	645	3.8	39.9	653	4.3	39.9	610	4.4	40.0
Receptionists	459	2.9	39.1	455	2.8	39.1	—	—	—
Information clerks, n.e.c.	486	5.5	39.6	486	5.5	39.6	—	—	—
Order clerks	808	24.1	41.6	808	24.1	41.6	—	—	—
Records clerks, n.e.c.	590	6.8	39.9	582	8.8	39.9	—	—	—
Bookkeepers, accounting and auditing clerks	613	4.1	39.5	612	5.2	39.3	—	—	—
Dispatchers	823	13.3	43.3	—	—	—	—	—	—
Traffic, shipping and receiving clerks	446	17.2	37.9	446	17.2	37.9	—	—	—
Investigators and adjusters, except insurance	540	10.8	40.0	537	10.7	40.0	—	—	—
General office clerks	566	5.4	39.9	552	7.4	39.9	602	2.9	40.0
Administrative support, n.e.c.	601	5.7	39.6	580	4.4	39.5	—	—	—
Blue collar	637	4.1	40.0	624	4.6	40.1	768	4.5	39.7
Precision production, craft, and repair	801	4.3	40.0	794	4.9	40.0	860	1.6	40.0

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, Denver-Boulder-Greeley, CO, June 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)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Supervisors, mechanics and repairers	\$1,212	10.6	42.8	\$1,218	11.4	43.0	—	—	—
Bus, truck, and stationary engine mechanics	791	3.8	40.0	—	—	—	—	—	—
Heavy equipment mechanics	856	5.0	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	833	5.4	40.0	853	6.6	40.0	—	—	—
Electrical and electronic equipment assemblers	520	24.8	40.0	520	24.8	40.0	—	—	—
Butchers and meat cutters	555	2.1	40.0	555	2.1	40.0	—	—	—
Machine operators, assemblers, and inspectors	522	7.4	40.0	522	7.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	519	14.4	40.0	519	14.4	40.0	—	—	—
Assemblers	480	9.6	40.0	480	9.6	40.0	—	—	—
Production inspectors, checkers and examiners ...	575	3.9	40.0	575	3.9	40.0	—	—	—
Transportation and material moving	622	12.1	40.1	607	14.2	40.2	\$713	2.6	39.4
Truck drivers	624	7.5	40.4	624	7.5	40.4	—	—	—
Bus drivers	621	5.2	38.6	—	—	—	622	5.4	38.5
Grader, dozer, and scrapper operators	675	6.4	40.9	—	—	—	—	—	—
Industrial truck and tractor equipment operators	495	3.7	40.0	495	3.7	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	485	6.1	40.0	471	6.3	40.0	678	2.5	40.0
Groundskeepers and gardeners, except farm	595	13.5	40.0	—	—	—	—	—	—
Construction laborers	392	9.4	40.0	—	—	—	—	—	—
Stock handlers and baggers ...	448	6.4	39.8	448	6.4	39.8	—	—	—
Freight, stock, and material handlers, n.e.c.	598	11.6	39.8	599	12.1	39.8	—	—	—
Laborers, except construction, n.e.c.	382	8.7	40.0	382	8.7	40.0	—	—	—
Service	536	6.2	39.1	430	3.8	38.6	784	8.8	40.5
Protective service	985	7.0	41.3	—	—	—	991	7.5	41.4
Police and detectives, public service	1,081	4.1	40.0	—	—	—	1,081	4.1	40.0
Sheriffs, bailiffs, and other law enforcement officers	891	5.4	40.4	—	—	—	891	5.4	40.4
Food service	359	2.9	39.4	360	2.9	39.6	—	—	—
Waiters, waitresses, and bartenders	225	33.7	39.7	225	33.7	39.7	—	—	—
Other food service	412	10.6	39.4	415	10.6	39.6	—	—	—
Supervisors, food preparation and service	497	29.7	42.0	497	29.7	42.0	—	—	—
Cooks	443	12.9	39.0	443	12.9	39.0	—	—	—
Kitchen workers, food preparation	381	6.9	38.3	397	6.8	39.6	—	—	—
Food preparation, n.e.c.	340	5.2	39.0	340	5.2	39.0	—	—	—
Health service	491	2.3	39.1	472	3.2	39.0	—	—	—
Health aides, except nursing ..	486	6.8	39.5	479	7.2	39.5	—	—	—

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, Denver-Boulder-Greeley, CO, June 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									
Health service—Continued									
Nursing aides, orderlies and attendants	\$479	3.5	39.0	\$471	3.5	38.9	—	—	—
Cleaning and building service	437	3.0	40.0	401	2.6	40.0	\$491	2.0	40.0
Maids and housemen	324	1.0	40.0	324	1.0	40.0	—	—	—
Janitors and cleaners	472	5.3	40.0	450	10.5	40.0	491	2.0	40.0
Personal service	521	6.4	29.9	—	—	—	468	6.1	37.7
Child care workers, n.e.c.	460	10.4	37.4	—	—	—	—	—	—

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, Denver-Boulder-Greeley, CO, June 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	\$45,416	2.2	2,023	\$44,455	2.8	2,072	\$49,504	0.7	1,816
All excluding sales	45,135	2.1	2,016	44,004	2.7	2,068	49,500	.7	1,815
White collar	52,315	2.5	2,008	52,092	3.1	2,080	53,170	1.6	1,730
White collar excluding sales	52,768	2.3	1,994	52,643	3.0	2,075	53,178	1.6	1,729
Professional specialty and technical	59,285	2.9	1,902	60,826	3.8	2,048	55,696	1.5	1,562
Professional specialty	61,586	3.0	1,872	64,349	4.2	2,058	56,246	2.1	1,513
Engineers, architects, and surveyors	76,151	5.3	2,118	76,327	5.4	2,118	-	-	-
Civil engineers	76,956	3.1	2,083	77,659	2.6	2,080	-	-	-
Electrical and electronic engineers	84,465	5.0	2,182	84,465	5.0	2,182	-	-	-
Mechanical engineers	80,786	7.0	2,132	80,786	7.0	2,132	-	-	-
Mathematical and computer scientists	67,579	5.6	2,101	67,701	5.8	2,102	-	-	-
Computer systems analysts and scientists	69,436	3.9	2,102	69,663	4.0	2,103	-	-	-
Operations and systems researchers and analysts	56,066	11.3	2,105	56,066	11.3	2,105	-	-	-
Natural scientists	75,090	14.7	2,088	-	-	-	-	-	-
Health related	61,983	2.4	2,035	62,379	2.3	2,036	-	-	-
Registered nurses	59,125	7.1	2,026	59,584	7.1	2,027	-	-	-
Pharmacists	87,243	2.8	2,080	87,243	2.8	2,080	-	-	-
Respiratory therapists	41,602	3.0	2,028	41,602	3.0	2,028	-	-	-
Teachers, college and university	66,594	3.7	1,358	-	-	-	-	-	-
Teachers, except college and university	45,368	2.3	1,491	37,945	11.9	1,808	46,121	.1	1,459
Elementary school teachers	44,884	1.9	1,453	-	-	-	45,076	1.6	1,442
Secondary school teachers	46,547	2.1	1,492	-	-	-	46,627	2.1	1,492
Teachers, n.e.c.	37,590	32.7	1,871	37,590	32.7	1,871	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	44,517	14.8	2,036	-	-	-	-	-	-
Social, recreation, and religious workers	36,035	7.0	2,023	28,838	13.1	1,991	48,848	6.1	2,080
Social workers	35,238	7.2	2,018	28,033	11.9	1,986	49,097	6.3	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	58,783	13.6	1,958	53,143	12.0	1,959	-	-	-
Designers	40,722	31.5	2,080	40,722	31.5	2,080	-	-	-
Editors and reporters	64,412	1.3	2,080	64,412	1.3	2,080	-	-	-
Professional, n.e.c.	59,267	17.5	2,080	-	-	-	-	-	-
Technical	49,501	7.2	2,030	49,512	8.1	2,017	49,429	9.3	2,118
Clinical laboratory technologists and technicians	44,315	5.2	2,080	45,260	4.6	2,080	-	-	-
Radiological technicians	51,133	6.7	2,080	51,133	6.7	2,080	-	-	-
Licensed practical nurses	36,776	3.5	2,031	35,371	3.8	1,997	-	-	-
Electrical and electronic technicians	44,995	7.3	2,070	44,738	7.5	2,069	-	-	-
Engineering technicians, n.e.c.	54,780	2.7	2,083	52,549	3.6	2,080	-	-	-
Computer programmers	70,331	4.1	2,080	70,463	4.2	2,080	-	-	-
Executive, administrative, and managerial	70,629	3.5	2,121	70,930	4.1	2,136	69,275	5.0	2,055
Executives, administrators, and managers	84,264	3.6	2,147	84,579	4.2	2,172	82,887	6.0	2,036
Administrators and officials, public administration	85,054	6.3	2,157	-	-	-	85,054	6.3	2,157
Financial managers	91,593	10.3	2,178	90,732	11.0	2,182	-	-	-

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, Denver-Boulder-Greeley, CO, June 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									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Personnel and labor relations managers	\$80,043	17.7	2,129	—	—	—	—	—	—
Managers, marketing, advertising, and public relations	105,603	8.3	2,213	\$105,603	8.3	2,213	—	—	—
Administrators, education and related fields	60,413	8.5	1,798	—	—	—	\$59,793	10.5	1,766
Managers, medicine and health	70,897	14.3	2,080	68,712	16.6	2,080	—	—	—
Managers and administrators, n.e.c.	81,193	3.5	2,178	81,301	3.5	2,178	—	—	—
Management related	53,304	6.8	2,088	53,787	8.0	2,090	51,054	10.8	2,080
Accountants and auditors	47,268	7.3	2,104	47,091	7.8	2,106	—	—	—
Other financial officers	59,329	12.8	2,082	59,380	14.1	2,083	—	—	—
Management analysts	63,619	9.1	2,080	—	—	—	—	—	—
Personnel, training, and labor relations specialists	47,423	6.6	2,080	45,177	10.2	2,080	—	—	—
Purchasing agents and buyers, n.e.c.	43,661	8.1	2,080	43,661	8.1	2,080	—	—	—
Management related, n.e.c.	52,974	11.0	2,098	54,296	12.2	2,100	—	—	—
Sales	48,806	12.1	2,112	48,792	12.2	2,112	—	—	—
Supervisors, sales	60,985	20.8	2,204	60,985	20.8	2,204	—	—	—
Sales, other business services	37,507	6.7	2,080	37,507	6.7	2,080	—	—	—
Sales representatives, mining, manufacturing, and wholesale	83,653	8.7	2,156	83,653	8.7	2,156	—	—	—
Sales workers, other commodities	32,688	23.7	2,034	32,688	23.7	2,034	—	—	—
Cashiers	22,185	9.8	2,032	22,185	9.8	2,032	—	—	—
Administrative support, including clerical	31,167	1.8	2,061	30,669	1.8	2,073	33,833	3.5	1,997
Supervisors, general office	44,023	4.9	2,167	42,235	8.0	2,229	—	—	—
Supervisors, financial records processing	44,367	6.0	2,080	—	—	—	—	—	—
Computer operators	40,750	2.1	2,080	—	—	—	—	—	—
Secretaries	32,964	3.8	2,041	33,962	4.3	2,075	29,121	4.4	1,906
Receptionists	23,820	2.9	2,029	23,685	2.8	2,033	—	—	—
Information clerks, n.e.c.	25,296	5.5	2,060	25,296	5.5	2,060	—	—	—
Order clerks	42,031	24.1	2,165	42,031	24.1	2,165	—	—	—
Records clerks, n.e.c.	30,706	6.8	2,075	30,249	8.8	2,074	—	—	—
Bookkeepers, accounting and auditing clerks	31,888	4.1	2,052	31,807	5.2	2,044	—	—	—
Dispatchers	42,795	13.3	2,249	—	—	—	—	—	—
Traffic, shipping and receiving clerks	23,190	17.2	1,973	23,190	17.2	1,973	—	—	—
Investigators and adjusters, except insurance	28,070	10.8	2,080	27,939	10.7	2,080	—	—	—
General office clerks	29,232	5.4	2,062	28,681	7.4	2,075	30,529	2.9	2,030
Administrative support, n.e.c.	31,145	5.7	2,051	30,145	4.4	2,053	—	—	—
Blue collar	32,966	4.1	2,071	32,305	4.6	2,073	39,652	4.5	2,052
Precision production, craft, and repair	41,336	4.3	2,064	40,927	4.9	2,062	44,727	1.6	2,080

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, Denver-Boulder-Greeley, CO, June 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)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Supervisors, mechanics and repairers	\$63,018	10.6	2,225	\$63,350	11.4	2,237	—	—	—
Bus, truck, and stationary engine mechanics	41,121	3.8	2,080	—	—	—	—	—	—
Heavy equipment mechanics	44,504	5.0	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	43,319	5.4	2,080	44,357	6.6	2,080	—	—	—
Electrical and electronic equipment assemblers	27,061	24.8	2,080	27,061	24.8	2,080	—	—	—
Butchers and meat cutters	28,838	2.1	2,080	28,838	2.1	2,080	—	—	—
Machine operators, assemblers, and inspectors	27,153	7.4	2,080	27,153	7.4	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	26,992	14.4	2,080	26,992	14.4	2,080	—	—	—
Assemblers	24,955	9.6	2,080	24,955	9.6	2,080	—	—	—
Production inspectors, checkers and examiners ...	29,888	3.9	2,080	29,888	3.9	2,080	—	—	—
Transportation and material moving	32,216	12.1	2,078	31,493	14.2	2,087	\$36,506	2.6	2,019
Truck drivers	32,305	7.5	2,091	32,305	7.5	2,091	—	—	—
Bus drivers	31,038	5.2	1,927	—	—	—	31,115	5.4	1,927
Grader, dozer, and scrapper operators	35,082	6.4	2,126	—	—	—	—	—	—
Industrial truck and tractor equipment operators	25,727	3.7	2,080	25,727	3.7	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,079	6.1	2,067	24,376	6.3	2,066	35,230	2.5	2,080
Groundskeepers and gardeners, except farm	30,925	13.5	2,080	—	—	—	—	—	—
Construction laborers	19,638	9.4	2,005	—	—	—	—	—	—
Stock handlers and baggers ...	23,290	6.4	2,072	23,290	6.4	2,072	—	—	—
Freight, stock, and material handlers, n.e.c.	31,071	11.6	2,070	31,167	12.1	2,069	—	—	—
Laborers, except construction, n.e.c.	19,860	8.7	2,080	19,860	8.7	2,080	—	—	—
Service	27,618	6.2	2,017	22,365	3.8	2,005	39,578	8.8	2,045
Protective service	49,698	7.0	2,083	—	—	—	49,832	7.5	2,084
Police and detectives, public service	56,217	4.1	2,078	—	—	—	56,217	4.1	2,078
Sheriffs, bailiffs, and other law enforcement officers	46,320	5.4	2,099	—	—	—	46,320	5.4	2,099
Food service	18,565	2.9	2,042	18,727	2.9	2,060	—	—	—
Waiters, waitresses, and bartenders	11,711	33.7	2,062	11,711	33.7	2,062	—	—	—
Other food service	21,298	10.6	2,034	21,587	10.6	2,059	—	—	—
Supervisors, food preparation and service	25,840	29.7	2,185	25,840	29.7	2,185	—	—	—
Cooks	23,040	12.9	2,026	23,040	12.9	2,026	—	—	—
Kitchen workers, food preparation	19,130	6.9	1,919	20,637	6.8	2,059	—	—	—
Food preparation, n.e.c.	17,675	5.2	2,028	17,675	5.2	2,028	—	—	—
Health service	25,542	2.3	2,033	24,538	3.2	2,026	—	—	—
Health aides, except nursing ..	25,272	6.8	2,053	24,922	7.2	2,052	—	—	—

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, Denver-Boulder-Greeley, CO, June 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									
Health service—Continued									
Nursing aides, orderlies and attendants	\$24,930	3.5	2,026	\$24,469	3.5	2,022	—	—	—
Cleaning and building service	22,689	3.0	2,076	20,874	2.6	2,080	\$25,410	2.0	2,069
Maids and housemen	16,847	1.0	2,080	16,847	1.0	2,080	—	—	—
Janitors and cleaners	24,464	5.3	2,074	23,410	10.5	2,080	25,410	2.0	2,069
Personal service	26,546	6.4	1,523	—	—	—	22,759	6.1	1,834
Child care workers, n.e.c.	22,229	10.4	1,808	—	—	—	—	—	—

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, Denver-Boulder-Greeley, CO, June 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	\$21.56	1.9	\$20.57	2.5	\$26.43	0.7
All excluding sales	21.69	1.7	20.60	2.3	26.45	.6
White collar	25.23	2.2	24.23	2.8	29.78	1.5
1	8.03	6.4	7.99	6.7	—	—
2	9.81	4.5	9.76	5.1	10.18	2.3
3	11.11	1.9	11.00	2.1	12.70	3.3
4	14.75	2.4	14.53	2.8	15.99	2.3
5	16.90	3.5	16.94	4.4	16.78	3.4
6	17.42	3.4	17.34	3.6	18.62	4.6
7	23.07	1.8	21.17	2.9	26.45	1.6
8	26.41	2.0	25.33	2.6	29.48	3.6
9	31.45	6.1	31.89	7.9	30.10	1.9
10	32.30	2.9	33.09	4.2	30.98	3.0
11	42.72	4.8	44.74	5.8	37.07	6.6
12	44.46	5.6	46.15	5.4	34.47	20.6
13	57.60	2.5	58.58	2.4	—	—
14	63.61	12.8	54.15	5.7	—	—
Not able to be leveled	25.98	10.1	26.05	10.2	16.53	10.2
White collar excluding sales	26.01	2.0	25.01	2.6	29.84	1.4
1	8.82	12.9	8.78	13.7	—	—
2	10.80	5.6	10.97	7.4	10.21	2.1
3	11.63	2.2	11.55	2.2	12.70	3.3
4	14.46	2.2	14.08	2.7	15.99	2.3
5	15.87	2.4	15.52	2.9	16.78	3.4
6	17.51	3.9	17.41	4.1	18.81	3.5
7	23.27	1.5	21.30	2.8	26.45	1.6
8	25.55	2.2	23.98	3.2	29.48	3.6
9	29.70	2.2	29.55	3.1	30.10	1.9
10	32.48	3.0	33.46	4.3	31.03	3.0
11	40.67	4.3	42.18	5.2	37.07	6.6
12	44.46	5.6	46.15	5.4	34.47	20.6
13	57.60	2.5	58.58	2.4	—	—
14	63.61	12.8	54.15	5.7	—	—
Not able to be leveled	26.91	9.7	26.99	9.8	16.53	10.2
Professional specialty and technical	30.78	2.7	29.42	3.6	34.79	1.4
Professional specialty	32.34	2.8	30.87	4.0	36.09	2.1
5	13.74	7.3	13.53	7.4	—	—
6	18.39	11.0	18.11	11.9	—	—
7	26.09	3.3	22.09	5.8	28.67	1.7
8	27.96	2.8	25.39	4.8	32.58	1.7
9	30.36	3.2	30.24	4.7	30.61	2.8
10	32.62	4.0	32.79	4.4	—	—
11	37.97	4.1	38.26	2.2	—	—
12	38.32	6.1	40.27	1.8	—	—
13	55.85	2.8	53.86	2.0	—	—
14	64.02	13.6	52.16	3.5	—	—
Not able to be leveled	31.74	6.5	31.93	6.5	18.19	19.3
Engineers, architects, and surveyors	35.96	4.8	36.04	4.8	—	—
9	30.17	4.2	30.29	4.4	—	—
10	34.64	5.7	34.79	6.3	—	—
11	38.65	3.0	38.65	3.0	—	—
12	37.72	2.6	37.72	2.6	—	—
Not able to be leveled	33.83	16.5	33.83	16.5	—	—
Civil engineers	36.95	3.2	37.34	2.6	—	—
Electrical and electronic engineers	38.71	4.6	38.71	4.6	—	—
Mechanical engineers	37.89	5.7	37.89	5.7	—	—
Mathematical and computer scientists	32.00	5.4	32.04	5.7	—	—
8	24.05	7.3	23.71	8.1	—	—
9	31.63	6.9	31.62	7.4	—	—
10	36.97	5.2	36.97	5.2	—	—
11	37.03	4.5	38.06	5.0	—	—
12	42.56	3.9	42.56	3.9	—	—
13	54.00	.4	54.00	.4	—	—
Not able to be leveled	30.32	9.9	30.32	9.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Denver-Boulder-Greeley, CO, June 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						
Professional specialty –Continued						
Mathematical and computer scientists –Continued						
Computer systems analysts and scientists	\$32.85	3.9	\$32.94	4.0	–	–
9	32.32	7.2	32.34	7.6	–	–
10	36.97	5.2	36.97	5.2	–	–
11	36.66	4.3	37.96	5.2	–	–
12	42.56	3.9	42.56	3.9	–	–
13	54.00	.4	54.00	.4	–	–
Not able to be leveled	31.59	8.5	31.59	8.5	–	–
Operations and systems researchers and analysts						
Natural scientists	26.63	10.1	26.63	10.1	–	–
Health related	34.91	15.0	–	–	–	–
7	29.71	2.6	29.73	2.5	\$29.42	14.6
8	25.62	11.2	25.62	11.2	–	–
9	26.56	3.4	26.77	3.4	–	–
11	31.52	10.6	32.90	9.1	–	–
Not able to be leveled	39.61	5.4	39.61	5.4	–	–
Registered nurses	34.00	12.0	34.00	12.0	–	–
7	28.32	5.9	28.72	5.8	–	–
8	24.81	5.5	24.81	5.5	–	–
9	26.73	3.4	26.95	3.3	–	–
Not able to be leveled	31.18	12.1	32.72	10.7	–	–
Pharmacists	30.83	5.4	30.83	5.4	–	–
11	38.37	9.1	38.37	9.1	–	–
Respiratory therapists	40.88	4.1	40.88	4.1	–	–
Teachers, college and university	20.55	3.7	20.55	3.7	–	–
9	48.59	3.8	–	–	–	–
Health specialties teachers	33.89	6.7	–	–	–	–
Teachers, except college and university	59.99	16.2	–	–	–	–
5	29.68	1.9	21.03	9.7	30.75	.4
6	16.73	3.6	–	–	–	–
7	18.01	21.8	18.27	22.1	–	–
8	29.13	.3	–	–	29.17	.3
9	33.24	2.0	–	–	33.56	1.9
Elementary school teachers	31.50	2.8	–	–	–	–
7	30.75	2.7	–	–	31.13	2.6
8	28.99	1.1	–	–	28.99	1.1
9	33.31	.3	–	–	33.31	.3
Secondary school teachers	31.77	1.4	–	–	–	–
7	31.06	2.8	–	–	31.12	2.8
8	30.16	1.2	–	–	30.22	1.3
Teachers, n.e.c.	32.61	5.0	–	–	32.61	5.0
Substitute teachers	18.59	26.1	19.77	28.5	–	–
Librarians, archivists, and curators	14.12	9.0	–	–	14.12	9.0
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	21.62	14.5	18.23	6.8	–	–
Social workers	17.60	4.8	14.56	9.5	23.35	6.2
Lawyers and judges	17.36	5.5	13.94	9.7	23.44	6.5
Writers, authors, entertainers, athletes, and professionals, n.e.c.	–	–	–	–	–	–
Not able to be leveled	29.85	12.9	27.17	11.9	–	–
Designers	38.96	5.7	39.76	5.3	–	–
Editors and reporters	19.58	31.5	19.58	31.5	–	–
Athletes	30.88	1.0	30.88	1.0	–	–
Not able to be leveled	50.69	22.5	–	–	–	–
Professional, n.e.c.	50.69	22.5	–	–	–	–
Technical	28.49	17.5	–	–	–	–
3	24.29	7.5	24.44	8.6	23.29	8.3
4	13.26	.3	13.26	.3	–	–
5	14.67	7.4	14.67	7.4	–	–
6	18.05	3.8	17.46	5.7	–	–
	21.03	7.3	21.12	7.5	–	–

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, Denver-Boulder-Greeley, CO, June 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						
7	\$18.74	11.8	\$14.23	17.6	–	–
8	22.62	3.9	22.66	4.7	–	–
9	26.69	2.6	26.69	2.6	–	–
11	61.25	20.0	61.25	20.0	–	–
Not able to be leveled	23.13	13.2	23.13	13.2	–	–
Clinical laboratory technologists and technicians	21.25	5.1	21.68	4.7	–	–
3	13.55	1.2	13.55	1.2	–	–
8	20.00	5.0	20.00	5.0	–	–
Radiological technicians	24.20	6.5	24.32	7.1	–	–
Licensed practical nurses	18.09	3.3	17.71	4.8	–	–
Electrical and electronic technicians	21.74	7.2	21.62	7.4	–	–
Engineering technicians, n.e.c.	26.30	2.7	25.26	3.6	–	–
Computer programmers	33.81	4.1	33.88	4.2	–	–
Executive, administrative, and managerial	33.11	3.7	33.00	4.4	\$33.63	5.4
5	16.99	12.6	17.49	16.1	–	–
6	18.44	6.8	18.52	7.7	–	–
7	21.73	4.2	21.83	4.6	–	–
8	22.59	4.5	22.61	5.1	–	–
9	28.98	4.0	29.15	4.5	28.21	7.7
10	33.39	8.0	–	–	29.41	5.0
11	41.43	7.3	43.52	10.0	36.85	3.2
12	52.42	5.4	53.55	5.8	44.89	5.1
13	56.06	4.4	60.07	6.5	–	–
Not able to be leveled	32.61	9.1	32.61	9.1	–	–
Executives, administrators, and managers	39.00	3.3	38.64	3.7	40.71	7.0
7	22.00	6.7	22.00	6.7	–	–
8	24.17	7.1	24.00	7.5	–	–
9	30.72	6.5	30.36	7.4	32.80	10.6
10	36.61	8.0	–	–	–	–
11	43.28	7.3	46.05	9.3	37.40	2.4
12	53.45	4.9	54.81	5.5	44.89	5.1
13	56.08	4.3	60.14	6.4	–	–
Not able to be leveled	37.36	9.9	37.36	9.9	–	–
Administrators and officials, public administration	39.43	8.5	–	–	39.43	8.5
11	35.96	3.9	–	–	35.96	3.9
Financial managers	42.05	11.0	41.59	11.7	–	–
Personnel and labor relations managers	37.60	19.6	–	–	–	–
Managers, marketing, advertising, and public relations	45.85	8.1	45.85	8.1	–	–
Administrators, education and related fields	33.60	8.6	–	–	33.86	10.5
Managers, medicine and health	33.94	13.6	32.94	15.6	–	–
Managers and administrators, n.e.c.	37.28	3.3	37.33	3.3	–	–
9	34.30	7.0	34.30	7.0	–	–
11	41.72	7.5	41.72	7.5	–	–
12	50.62	4.0	50.62	4.0	–	–
Not able to be leveled	27.44	17.7	27.44	17.7	–	–
Management related	25.43	6.8	25.61	8.0	24.57	10.5
5	15.19	2.5	15.13	3.3	–	–
7	21.49	5.5	21.65	6.3	–	–
8	21.34	3.2	21.33	3.8	–	–
9	27.15	4.6	27.76	5.6	–	–
11	35.90	17.8	36.25	24.1	–	–
Not able to be leveled	28.05	19.2	28.05	19.2	–	–
Accountants and auditors	22.47	6.4	22.36	6.9	–	–
Other financial officers	28.14	13.2	28.13	14.4	–	–
Management analysts	30.59	9.1	–	–	–	–
Personnel, training, and labor relations specialists	22.95	6.3	21.72	10.2	–	–
Purchasing agents and buyers, n.e.c.	20.99	8.1	20.99	8.1	–	–
Management related, n.e.c.	25.25	11.0	25.86	12.2	–	–

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, Denver-Boulder-Greeley, CO, June 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						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Management related, n.e.c. –Continued						
Not able to be leveled	\$28.50	16.2	\$28.50	16.2	–	–
Sales	20.33	11.5	20.34	11.6	–	–
1	7.56	7.6	7.56	7.7	–	–
2	8.74	4.3	8.73	4.4	–	–
3	8.55	3.3	8.55	3.3	–	–
4	15.70	4.0	15.70	4.0	–	–
5	21.60	11.3	21.60	11.3	–	–
6	16.71	8.0	16.73	8.4	–	–
7	20.06	9.2	20.06	9.2	–	–
8	34.02	11.3	34.11	11.5	–	–
9	49.87	28.2	49.87	28.2	–	–
11	59.79	17.2	59.79	17.2	–	–
Not able to be leveled	16.31	10.0	16.31	10.0	–	–
Supervisors, sales	27.67	17.7	27.67	17.7	–	–
8	32.29	26.2	32.29	26.2	–	–
Sales, other business services	17.62	6.6	17.62	6.6	–	–
Sales representatives, mining, manufacturing, and wholesale	38.80	7.7	38.80	7.7	–	–
Sales workers, other commodities	13.37	25.0	13.37	25.0	–	–
Cashiers	10.17	8.3	10.18	8.3	–	–
1	7.57	8.0	7.57	8.1	–	–
3	9.00	4.4	9.00	4.4	–	–
Administrative support, including clerical	14.85	1.6	14.60	1.7	\$16.12	2.9
1	8.82	12.9	8.78	13.7	–	–
2	10.83	5.8	11.02	7.7	10.21	2.1
3	11.59	2.3	11.50	2.2	12.80	2.7
4	14.45	2.3	14.04	2.8	15.99	2.3
5	16.19	2.4	15.88	2.8	16.78	4.7
6	15.76	2.8	15.61	3.0	–	–
7	21.12	7.7	21.36	8.7	–	–
Not able to be leveled	16.33	7.9	16.36	8.1	–	–
Supervisors, general office	20.32	5.2	18.95	5.8	–	–
Supervisors, financial records processing	21.33	6.0	–	–	–	–
Computer operators	19.59	2.1	–	–	–	–
Secretaries	16.03	3.7	16.26	4.2	15.08	3.8
3	12.14	7.7	12.36	9.9	–	–
4	15.89	3.9	15.64	5.1	–	–
5	14.77	5.0	–	–	14.42	4.1
6	15.57	6.9	15.57	6.9	–	–
7	19.58	5.5	19.57	5.8	–	–
Interviewers	12.32	1.3	12.32	1.3	–	–
Receptionists	11.53	3.6	11.52	4.0	–	–
Information clerks, n.e.c.	12.29	4.6	12.29	4.6	–	–
Order clerks	17.34	22.0	17.34	22.0	–	–
Library clerks	15.80	6.2	–	–	15.80	6.2
4	15.80	6.2	–	–	15.80	6.2
Records clerks, n.e.c.	14.79	6.8	14.58	8.8	–	–
Bookkeepers, accounting and auditing clerks	15.54	4.0	15.56	4.9	–	–
4	14.75	3.9	14.46	4.3	–	–
Dispatchers	19.03	8.0	–	–	–	–
Traffic, shipping and receiving clerks	11.75	13.9	11.75	13.9	–	–
Stock and inventory clerks	16.16	10.9	–	–	–	–
Investigators and adjusters, except insurance	13.42	10.4	13.36	10.3	–	–
4	15.23	6.2	14.84	5.7	–	–
General office clerks	13.94	5.5	13.56	7.5	14.88	2.4
3	12.16	5.7	–	–	–	–
4	13.82	7.2	13.40	9.0	–	–
5	15.63	5.7	–	–	–	–

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, Denver-Boulder-Greeley, CO, June 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						
Teachers' aides	\$9.95	2.5	–	–	\$9.95	2.6
2	9.40	.1	–	–	9.40	.1
Administrative support, n.e.c.	14.97	5.8	\$14.46	4.7	–	–
4	13.67	5.3	13.56	5.7	–	–
Blue collar						
1	15.55	4.0	15.22	4.4	18.94	4.6
2	8.93	3.8	8.93	3.8	–	–
3	11.00	3.9	10.96	4.0	–	–
4	13.26	3.9	13.26	4.1	13.13	3.6
5	14.33	4.4	14.06	5.0	16.48	2.8
6	15.33	4.6	14.94	5.5	17.23	3.0
7	19.24	7.1	18.84	8.8	20.96	4.9
8	21.51	3.7	21.60	4.2	21.07	6.0
9	24.40	6.4	24.70	9.3	–	–
Not able to be leveled	27.84	6.7	27.66	6.8	–	–
Not able to be leveled	20.62	10.0	20.62	10.0	–	–
Precision production, craft, and repair						
3	19.81	4.7	19.61	5.2	21.50	1.6
4	12.25	10.7	12.25	10.7	–	–
5	12.48	5.6	12.48	5.6	–	–
6	15.84	4.6	15.42	5.6	–	–
7	19.89	6.5	–	–	–	–
8	21.68	4.2	21.63	4.6	22.13	3.7
9	25.20	5.8	26.15	5.1	–	–
Not able to be leveled	26.80	7.2	26.52	7.2	–	–
Not able to be leveled	23.39	7.2	23.39	7.2	–	–
Supervisors, mechanics and repairers	28.33	7.2	28.32	7.8	–	–
Bus, truck, and stationary engine mechanics	19.77	3.8	–	–	–	–
7	20.20	3.6	–	–	–	–
Heavy equipment mechanics	21.40	5.0	–	–	–	–
Mechanics and repairers, n.e.c.	20.83	5.4	21.33	6.6	–	–
Electrical and electronic equipment assemblers ..	13.01	24.8	13.01	24.8	–	–
Butchers and meat cutters	13.86	2.1	13.86	2.1	–	–
7	16.91	2.3	16.91	2.3	–	–
Machine operators, assemblers, and inspectors						
1	12.95	7.3	12.95	7.3	–	–
2	8.38	4.6	8.38	4.6	–	–
3	11.69	1.3	11.69	1.3	–	–
4	10.98	3.9	10.98	3.9	–	–
5	12.39	3.3	12.39	3.3	–	–
6	15.24	6.9	15.24	6.9	–	–
7	16.86	2.4	16.86	2.4	–	–
Miscellaneous machine operators, n.e.c.	19.19	3.5	19.19	3.5	–	–
1	12.90	14.5	12.90	14.5	–	–
Assemblers	8.24	10.2	8.24	10.2	–	–
4	11.99	9.3	11.99	9.3	–	–
Production inspectors, checkers and examiners ..	12.93	.0	12.93	.0	–	–
4	14.37	3.9	14.37	3.9	–	–
Transportation and material moving						
2	15.38	11.4	14.98	13.6	17.58	2.1
3	10.85	8.4	10.76	8.7	–	–
4	12.63	7.7	12.58	8.3	13.29	7.9
5	16.54	5.3	16.62	6.8	–	–
6	15.88	3.7	15.81	4.6	–	–
7	21.95	8.0	–	–	–	–
Truck drivers	15.45	7.0	15.45	7.0	–	–
3	13.14	9.4	13.14	9.4	–	–
4	17.77	8.3	17.77	8.3	–	–
5	16.04	4.4	16.04	4.4	–	–
Bus drivers	15.52	2.0	–	–	15.54	2.1
3	13.29	7.9	–	–	13.29	7.9
Grader, dozer, and scrapper operators	16.50	7.8	–	–	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Denver-Boulder-Greeley, CO, June 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 —Continued						
Transportation and material moving —Continued						
Industrial truck and tractor equipment operators ..	\$12.37	3.7	\$12.37	3.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	11.63	5.1	11.34	5.3	\$16.52	2.1
2	8.95	5.2	8.96	5.3	—	—
3	11.12	6.5	11.12	6.5	—	—
4	15.48	6.0	15.74	6.7	—	—
.....	13.96	10.3	13.65	11.5	—	—
Groundskeepers and gardeners, except farm	14.58	12.6	—	—	17.69	8.5
Construction laborers	9.79	9.4	—	—	—	—
Stock handlers and baggers	9.97	5.1	9.97	5.1	—	—
1	8.30	6.1	8.30	6.1	—	—
4	13.11	7.8	13.11	7.8	—	—
Freight, stock, and material handlers, n.e.c.	14.29	8.7	14.31	8.9	—	—
2	10.92	10.6	10.92	10.6	—	—
Vehicle washers and equipment cleaners	11.56	14.0	—	—	—	—
Laborers, except construction, n.e.c.	9.45	6.2	9.45	6.2	—	—
1	8.40	3.7	8.40	3.7	—	—
2	10.62	1.9	10.62	1.9	—	—
Service	12.68	5.3	10.57	4.6	18.57	7.4
1	8.50	4.2	8.04	2.9	11.51	3.3
2	10.90	6.0	10.95	6.5	10.50	11.0
3	9.59	11.7	8.77	13.7	12.44	7.1
4	13.99	7.7	13.93	10.0	14.19	3.7
5	13.87	6.9	13.19	5.0	—	—
6	22.38	6.6	22.15	18.6	—	—
7	21.70	6.1	—	—	22.17	6.4
9	27.40	6.1	—	—	27.40	6.1
Not able to be leveled	12.69	18.9	12.69	18.9	—	—
Protective service	23.59	5.0	—	—	23.70	5.4
7	22.17	6.4	—	—	22.17	6.4
9	27.40	6.1	—	—	27.40	6.1
Police and detectives, public service	27.05	4.1	—	—	27.05	4.1
Sheriffs, bailiffs, and other law enforcement officers	22.07	6.1	—	—	22.07	6.1
Protective service, n.e.c.	13.62	22.5	—	—	—	—
Food service	9.06	5.8	9.05	6.1	9.40	1.9
1	7.98	4.7	7.96	4.8	—	—
2	10.17	5.1	10.30	5.4	—	—
3	6.97	24.4	6.92	25.0	—	—
4	9.40	7.8	9.40	7.8	—	—
Waiters, waitresses, and bartenders	5.63	30.7	5.63	30.7	—	—
1	6.33	19.5	6.33	19.5	—	—
Waiters and waitresses	4.81	38.4	4.81	38.4	—	—
Waiters'/Waitresses' assistants	8.04	1.4	8.04	1.4	—	—
Other food service	10.26	4.7	10.33	5.1	9.40	1.9
1	8.65	7.2	8.65	7.4	—	—
2	10.23	5.8	10.39	6.3	—	—
3	10.39	9.1	10.45	9.4	—	—
4	9.40	7.8	9.40	7.8	—	—
Supervisors, food preparation and service	11.65	22.9	11.65	22.9	—	—
Cooks	11.37	9.7	11.37	9.7	—	—
Kitchen workers, food preparation	10.20	7.5	10.25	7.9	—	—
Food preparation, n.e.c.	8.68	5.9	8.53	7.5	9.41	2.1
1	8.56	7.8	8.55	8.0	—	—
2	9.14	4.7	—	—	—	—
Health service	12.49	3.4	12.06	4.5	—	—
2	12.06	5.9	12.06	5.9	—	—
3	12.52	6.3	11.82	5.2	—	—
4	13.36	7.4	12.11	2.4	—	—
Health aides, except nursing	12.32	6.9	12.15	7.3	—	—

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, Denver-Boulder-Greeley, CO, June 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						
Health service—Continued						
Nursing aides, orderlies and attendants	\$12.23	4.5	\$12.04	4.9	—	—
2	12.13	6.5	12.13	6.5	—	—
3	12.52	6.3	11.82	5.2	—	—
4	12.14	2.5	12.14	2.5	—	—
Cleaning and building service	10.66	4.0	9.78	3.9	\$12.28	2.0
1	9.70	10.3	8.14	2.0	—	—
3	11.15	4.9	10.31	6.5	12.17	3.0
4	13.39	16.1	13.39	16.1	—	—
Maids and housemen	8.10	1.0	8.10	1.0	—	—
Janitors and cleaners	11.37	6.0	10.61	9.7	12.28	2.0
1	10.95	6.8	—	—	—	—
3	11.35	6.1	10.60	9.5	12.17	3.0
4	14.56	14.6	14.56	14.6	—	—
Personal service	13.20	14.0	13.47	17.1	12.14	10.7
3	8.84	14.4	8.01	13.0	—	—
Child care workers, n.e.c.	12.15	13.4	—	—	—	—

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, Denver-Boulder-Greeley, CO, June 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	\$22.45	2.1	\$21.46	2.7	\$27.26	0.8
All excluding sales	22.39	2.0	21.28	2.6	27.27	.8
White collar	26.06	2.4	25.04	3.1	30.74	1.7
1	8.18	13.1	8.18	13.1	—	—
2	10.24	6.2	10.16	6.3	—	—
3	11.50	1.6	11.36	1.6	—	—
4	14.93	2.2	14.70	2.6	16.17	3.0
5	17.01	3.6	17.07	4.5	16.81	3.5
6	17.53	3.1	17.44	3.2	18.84	4.2
7	23.12	1.9	21.12	3.0	26.77	1.8
8	26.49	2.1	25.42	2.7	29.36	3.6
9	31.83	6.3	32.09	8.1	30.96	2.8
10	32.50	2.9	33.28	4.4	31.19	2.8
11	42.74	4.8	44.77	5.8	37.07	6.6
12	44.46	5.6	46.15	5.4	34.47	20.6
13	57.60	2.5	58.58	2.4	—	—
14	65.72	13.3	54.15	5.7	—	—
Not able to be leveled	26.09	10.3	26.14	10.4	—	—
White collar excluding sales	26.46	2.3	25.37	2.9	30.76	1.8
2	11.05	7.3	10.98	7.7	—	—
3	11.74	2.3	11.60	2.2	—	—
4	14.61	2.0	14.22	2.5	16.17	3.0
5	15.94	2.5	15.62	3.0	16.81	3.5
6	17.64	3.6	17.54	3.8	19.05	2.9
7	23.33	1.6	21.24	2.9	26.77	1.8
8	25.57	2.3	23.94	3.4	29.35	3.7
9	30.01	2.3	29.68	3.0	30.96	2.8
10	32.71	3.0	33.70	4.5	31.26	2.9
11	40.70	4.4	42.22	5.2	37.07	6.6
12	44.46	5.6	46.15	5.4	34.47	20.6
13	57.60	2.5	58.58	2.4	—	—
14	65.72	13.3	54.15	5.7	—	—
Not able to be leveled	27.05	9.9	27.11	9.9	—	—
Professional specialty and technical	31.17	2.9	29.70	3.8	35.66	1.3
Professional specialty	32.89	2.8	31.27	4.0	37.17	1.9
5	13.51	7.6	13.51	7.6	—	—
6	18.83	9.4	18.51	10.3	—	—
7	26.60	3.3	22.03	5.8	29.32	1.9
8	28.03	3.0	25.27	5.4	32.49	1.9
9	30.92	2.9	30.54	4.5	31.74	1.8
10	33.06	4.0	33.11	4.5	—	—
11	38.01	4.1	38.32	2.2	—	—
12	38.32	6.1	40.27	1.8	—	—
13	55.85	2.8	53.86	2.0	—	—
14	66.44	14.1	52.16	3.5	—	—
Not able to be leveled	32.03	6.6	32.13	6.6	—	—
Engineers, architects, and surveyors	35.96	4.8	36.04	4.8	—	—
9	30.17	4.2	30.29	4.4	—	—
10	34.64	5.7	34.79	6.3	—	—
11	38.65	3.0	38.65	3.0	—	—
12	37.72	2.6	37.72	2.6	—	—
Not able to be leveled	33.83	16.5	33.83	16.5	—	—
Civil engineers	36.95	3.2	37.34	2.6	—	—
Electrical and electronic engineers	38.71	4.6	38.71	4.6	—	—
Mechanical engineers	37.89	5.7	37.89	5.7	—	—
Mathematical and computer scientists	32.16	5.1	32.20	5.3	—	—
8	24.05	7.3	23.71	8.1	—	—
9	31.63	6.9	31.62	7.4	—	—
11	37.03	4.5	38.06	5.0	—	—
12	42.56	3.9	42.56	3.9	—	—
13	54.00	.4	54.00	.4	—	—
Not able to be leveled	30.32	9.9	30.32	9.9	—	—
Computer systems analysts and scientists	33.04	3.5	33.13	3.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Denver-Boulder-Greeley, CO, June 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						
Professional specialty —Continued						
Mathematical and computer scientists —Continued						
Computer systems analysts and scientists —Continued						
9	\$32.32	7.2	\$32.34	7.6	—	—
11	36.66	4.3	37.96	5.2	—	—
12	42.56	3.9	42.56	3.9	—	—
13	54.00	.4	54.00	.4	—	—
Not able to be leveled	31.59	8.5	31.59	8.5	—	—
Operations and systems researchers and analysts						
	26.63	10.1	26.63	10.1	—	—
Natural scientists	35.97	14.7	—	—	—	—
Health related						
7	30.45	2.3	30.64	2.3	—	—
8	27.03	12.2	27.03	12.2	—	—
9	26.55	4.1	26.81	4.0	—	—
11	33.85	9.5	33.95	9.4	—	—
Not able to be leveled	40.45	5.8	40.45	5.8	—	—
Registered nurses	35.15	15.3	35.15	15.3	—	—
8	29.18	6.3	29.39	6.2	—	—
9	26.67	4.1	26.94	4.0	—	—
Pharmacists	33.99	10.6	34.11	10.5	—	—
Respiratory therapists	41.94	2.8	41.94	2.8	—	—
Teachers, college and university	20.51	3.9	20.51	3.9	—	—
Teachers, except college and university	49.03	4.0	—	—	—	—
7	30.43	2.0	20.98	10.0	\$31.61	0.1
8	29.85	.4	—	—	29.89	.4
9	33.16	2.3	—	—	33.48	2.2
Elementary school teachers	31.51	2.8	—	—	—	—
7	30.88	2.2	—	—	31.26	2.0
8	29.35	.0	—	—	29.35	.0
9	33.06	.4	—	—	33.06	.4
Secondary school teachers	31.77	1.4	29.95	6.9	—	—
7	31.19	2.5	—	—	31.26	2.6
8	30.16	1.2	—	—	30.22	1.3
8	32.74	5.6	—	—	32.74	5.6
Teachers, n.e.c.	20.09	29.4	20.09	29.4	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	21.86	15.0	—	—	—	—
Social, recreation, and religious workers	17.82	4.8	14.49	10.7	23.48	6.1
Social workers	17.46	4.8	14.12	9.4	23.60	6.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
Not able to be leveled	30.02	13.4	27.12	12.3	—	—
Designers	40.14	5.3	40.14	5.3	—	—
Editors and reporters	19.58	31.5	19.58	31.5	—	—
Professional, n.e.c.	30.97	1.3	30.97	1.3	—	—
Technical	28.49	17.5	—	—	—	—
3	24.39	7.6	24.55	8.8	23.34	8.3
4	13.30	.1	13.30	.1	—	—
5	14.98	8.1	14.98	8.1	—	—
6	18.05	3.8	17.46	5.7	—	—
7	21.06	7.4	21.12	7.5	—	—
8	18.74	11.8	14.23	17.6	—	—
9	22.59	3.9	22.62	4.8	—	—
11	26.69	2.6	26.69	2.6	—	—
Not able to be leveled	61.25	20.0	61.25	20.0	—	—
Clinical laboratory technologists and technicians	23.13	13.2	23.13	13.2	—	—
Radiological technicians	21.31	5.2	21.76	4.6	—	—
Licensed practical nurses	24.58	6.7	24.58	6.7	—	—
Electrical and electronic technicians	18.10	3.3	17.71	4.8	—	—
	21.74	7.2	21.62	7.4	—	—

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, Denver-Boulder-Greeley, CO, June 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						
Engineering technicians, n.e.c.	\$26.30	2.7	\$25.26	3.6	–	–
Computer programmers	33.81	4.1	33.88	4.2	–	–
Executive, administrative, and managerial	33.30	3.7	33.21	4.3	\$33.71	5.4
5	17.21	12.8	17.81	16.3	–	–
6	18.44	6.8	18.52	7.7	–	–
7	21.73	4.3	21.83	4.6	–	–
8	22.82	4.6	22.88	5.1	–	–
9	28.99	4.1	29.13	4.6	28.37	8.2
10	33.39	8.0	–	–	29.41	5.0
11	41.43	7.3	43.52	10.0	36.85	3.2
12	52.42	5.4	53.55	5.8	44.89	5.1
13	56.06	4.4	60.07	6.5	–	–
Not able to be leveled	32.61	9.1	32.61	9.1	–	–
Executives, administrators, and managers	39.25	3.4	38.94	3.8	40.71	7.0
7	22.00	6.7	22.00	6.7	–	–
8	24.80	7.5	24.62	7.8	–	–
9	30.70	6.6	30.33	7.6	32.80	10.6
10	36.61	8.0	–	–	–	–
11	43.28	7.3	46.05	9.3	37.40	2.4
12	53.45	4.9	54.81	5.5	44.89	5.1
13	56.08	4.3	60.14	6.4	–	–
Not able to be leveled	37.36	9.9	37.36	9.9	–	–
Administrators and officials, public administration	39.43	8.5	–	–	39.43	8.5
11	35.96	3.9	–	–	35.96	3.9
Financial managers	42.05	11.0	41.59	11.7	–	–
Personnel and labor relations managers	37.60	19.6	–	–	–	–
Managers, marketing, advertising, and public relations	47.72	7.1	47.72	7.1	–	–
Administrators, education and related fields	33.60	8.6	–	–	33.86	10.5
Managers, medicine and health	34.09	14.3	33.03	16.6	–	–
Managers and administrators, n.e.c.	37.28	3.3	37.33	3.3	–	–
9	34.30	7.0	34.30	7.0	–	–
11	41.72	7.5	41.72	7.5	–	–
12	50.62	4.0	50.62	4.0	–	–
Not able to be leveled	27.44	17.7	27.44	17.7	–	–
Management related	25.53	6.8	25.74	7.9	24.55	10.8
5	15.35	1.9	15.35	2.5	–	–
7	21.49	5.5	21.65	6.3	–	–
8	21.43	3.2	21.43	3.8	–	–
9	27.19	4.7	27.76	5.6	–	–
11	35.90	17.8	36.25	24.1	–	–
Not able to be leveled	28.05	19.2	28.05	19.2	–	–
Accountants and auditors	22.47	6.5	22.36	6.9	–	–
Other financial officers	28.49	12.8	28.51	14.0	–	–
Management analysts	30.59	9.1	–	–	–	–
Personnel, training, and labor relations specialists	22.80	6.6	21.72	10.2	–	–
Purchasing agents and buyers, n.e.c.	20.99	8.1	20.99	8.1	–	–
Management related, n.e.c.	25.25	11.0	25.86	12.2	–	–
Not able to be leveled	28.50	16.2	28.50	16.2	–	–
Sales	23.11	11.7	23.10	11.8	–	–
3	9.09	5.2	9.09	5.2	–	–
4	16.10	4.2	16.10	4.2	–	–
5	21.60	11.3	21.60	11.3	–	–
6	16.71	8.0	16.73	8.4	–	–
7	20.06	9.2	20.06	9.2	–	–
8	34.02	11.3	34.11	11.5	–	–
9	49.87	28.2	49.87	28.2	–	–

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, Denver-Boulder-Greeley, CO, June 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						
Sales —Continued						
11	\$59.79	17.2	\$59.79	17.2	—	—
Not able to be leveled	16.31	10.0	16.31	10.0	—	—
Supervisors, sales	27.67	17.7	27.67	17.7	—	—
8	32.29	26.2	32.29	26.2	—	—
Sales, other business services	18.03	6.7	18.03	6.7	—	—
Sales representatives, mining, manufacturing, and wholesale	38.80	7.7	38.80	7.7	—	—
Sales workers, other commodities	16.07	23.9	16.07	23.9	—	—
Cashiers	10.92	9.1	10.92	9.1	—	—
3	9.32	4.7	9.32	4.7	—	—
Administrative support, including clerical	15.12	1.7	14.79	1.7	\$16.94	3.5
2	11.10	7.7	11.03	8.1	—	—
3	11.69	2.3	11.54	2.1	—	—
4	14.59	2.1	14.16	2.6	16.17	3.0
5	16.27	2.4	15.99	2.9	16.78	4.7
6	15.81	2.8	15.66	3.0	—	—
7	21.12	7.7	21.36	8.7	—	—
Not able to be leveled	16.40	8.2	16.43	8.4	—	—
Supervisors, general office	20.32	5.2	18.95	5.8	—	—
Supervisors, financial records processing	21.33	6.0	—	—	—	—
Computer operators	19.59	2.1	—	—	—	—
Secretaries	16.15	3.7	16.36	4.3	15.28	4.4
3	12.49	10.2	12.38	11.5	—	—
4	15.99	3.7	15.76	5.0	—	—
5	14.77	5.0	—	—	14.42	4.1
6	15.73	7.5	15.73	7.5	—	—
7	19.58	5.5	19.57	5.8	—	—
Receptionists	11.74	3.4	11.65	3.5	—	—
Information clerks, n.e.c.	12.28	4.7	12.28	4.7	—	—
Order clerks	19.41	20.2	19.41	20.2	—	—
Records clerks, n.e.c.	14.79	6.8	14.58	8.8	—	—
Bookkeepers, accounting and auditing clerks	15.54	4.0	15.56	4.9	—	—
4	14.75	3.9	14.46	4.3	—	—
Dispatchers	19.03	8.0	—	—	—	—
Traffic, shipping and receiving clerks	11.75	14.0	11.75	14.0	—	—
Investigators and adjusters, except insurance	13.50	10.8	13.43	10.7	—	—
4	15.23	6.2	14.84	5.7	—	—
General office clerks	14.18	5.4	13.82	7.5	15.04	2.9
4	13.76	7.4	13.40	9.0	—	—
5	15.63	5.7	—	—	—	—
Administrative support, n.e.c.	15.18	5.5	14.68	4.3	—	—
4	14.02	5.4	13.91	6.0	—	—
Blue collar	15.92	4.0	15.58	4.4	19.32	4.4
1	9.05	4.5	9.05	4.5	—	—
2	11.07	4.0	11.03	4.1	—	—
3	13.32	4.1	13.29	4.2	—	—
4	14.66	4.2	14.40	4.8	17.02	1.1
5	15.33	4.7	14.93	5.5	17.23	3.0
6	19.24	7.1	18.84	8.8	20.96	4.9
7	21.51	3.7	21.60	4.2	21.07	6.0
8	24.40	6.4	24.70	9.3	—	—
9	27.84	6.7	27.66	6.8	—	—
Not able to be leveled	20.74	9.8	20.74	9.8	—	—
Precision production, craft, and repair	20.03	4.7	19.85	5.2	21.50	1.6
3	12.25	10.7	12.25	10.7	—	—
4	12.83	4.6	12.83	4.6	—	—
5	15.84	4.6	15.42	5.6	—	—
6	19.89	6.5	—	—	—	—

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, Denver-Boulder-Greeley, CO, June 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 —Continued						
Precision production, craft, and repair —Continued						
7	\$21.68	4.2	\$21.63	4.6	\$22.13	3.7
8	25.20	5.8	26.15	5.1	—	—
9	26.80	7.2	26.52	7.2	—	—
Not able to be leveled	23.68	6.4	23.68	6.4	—	—
Supervisors, mechanics and repairers	28.33	7.2	28.32	7.8	—	—
Bus, truck, and stationary engine mechanics	19.77	3.8	—	—	—	—
7	20.20	3.6	—	—	—	—
Heavy equipment mechanics	21.40	5.0	—	—	—	—
Mechanics and repairers, n.e.c.	20.83	5.4	21.33	6.6	—	—
Electrical and electronic equipment assemblers ..	13.01	24.8	13.01	24.8	—	—
Butchers and meat cutters	13.86	2.1	13.86	2.1	—	—
7	16.91	2.3	16.91	2.3	—	—
Machine operators, assemblers, and inspectors						
1	13.05	7.4	13.05	7.4	—	—
1	8.43	4.4	8.43	4.4	—	—
2	11.72	1.2	11.72	1.2	—	—
3	10.87	3.7	10.87	3.7	—	—
4	12.74	1.5	12.74	1.5	—	—
5	15.24	6.9	15.24	6.9	—	—
6	16.86	2.4	16.86	2.4	—	—
7	19.19	3.5	19.19	3.5	—	—
Miscellaneous machine operators, n.e.c.	12.98	14.4	12.98	14.4	—	—
Assemblers	12.00	9.6	12.00	9.6	—	—
4	12.93	.0	12.93	.0	—	—
Production inspectors, checkers and examiners ..	14.37	3.9	14.37	3.9	—	—
Transportation and material moving						
2	15.51	11.7	15.09	13.7	18.08	3.3
2	10.99	8.6	10.90	8.9	—	—
3	12.62	8.3	12.54	8.6	—	—
4	16.68	5.6	16.62	6.8	—	—
5	15.88	3.7	15.81	4.6	—	—
7	21.95	8.0	—	—	—	—
Truck drivers	15.45	7.0	15.45	7.0	—	—
3	13.10	9.7	13.10	9.7	—	—
4	17.77	8.3	17.77	8.3	—	—
5	16.04	4.4	16.04	4.4	—	—
Bus drivers	16.11	2.8	—	—	16.15	2.9
Grader, dozer, and scrapper operators	16.50	7.8	—	—	—	—
Industrial truck and tractor equipment operators ..	12.37	3.7	12.37	3.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	12.13	6.1	11.80	6.3	16.94	2.5
1	9.18	7.6	9.18	7.6	—	—
2	11.13	7.4	11.13	7.4	—	—
3	15.66	6.2	15.83	6.8	—	—
4	14.19	10.2	13.88	11.5	—	—
Groundskeepers and gardeners, except farm	14.87	13.5	—	—	—	—
Construction laborers	9.79	9.4	—	—	—	—
Stock handlers and baggers	11.24	6.2	11.24	6.2	—	—
Freight, stock, and material handlers, n.e.c.	15.01	11.5	15.06	11.9	—	—
2	10.87	13.2	10.87	13.2	—	—
Laborers, except construction, n.e.c.	9.55	8.7	9.55	8.7	—	—
Service						
1	13.69	6.0	11.15	4.7	19.35	7.7
1	9.25	5.7	8.65	3.9	—	—
2	11.24	7.4	11.15	8.1	—	—
3	9.83	12.1	8.86	14.8	12.52	7.0
4	14.52	8.2	14.64	11.2	14.19	3.7
5	13.87	6.9	13.19	5.0	—	—
6	22.70	6.1	23.23	18.0	—	—
7	21.70	6.1	—	—	22.17	6.4

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, Denver-Boulder-Greeley, CO, June 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						
9	\$27.40	6.1	—	—	\$27.40	6.1
Not able to be leveled	12.69	18.9	\$12.69	18.9	—	—
Protective service	23.86	5.5	—	—	23.92	6.0
7	22.17	6.4	—	—	22.17	6.4
9	27.40	6.1	—	—	27.40	6.1
Police and detectives, public service	27.05	4.1	—	—	27.05	4.1
Sheriffs, bailiffs, and other law enforcement officers	22.07	6.1	—	—	22.07	6.1
Food service	9.09	3.2	9.09	3.2	—	—
1	8.79	4.0	8.79	4.0	—	—
2	9.01	4.4	9.01	4.4	—	—
Waiters, waitresses, and bartenders	5.68	33.5	5.68	33.5	—	—
Other food service	10.47	8.7	10.49	8.8	—	—
1	8.95	4.4	8.95	4.4	—	—
2	8.52	3.4	8.52	3.4	—	—
3	10.33	10.6	10.39	10.9	—	—
Supervisors, food preparation and service	11.82	25.3	11.82	25.3	—	—
Cooks	11.37	9.7	11.37	9.7	—	—
Kitchen workers, food preparation	9.97	5.9	10.02	6.3	—	—
Food preparation, n.e.c.	8.72	4.1	8.72	4.1	—	—
1	8.74	4.4	8.74	4.4	—	—
Health service	12.56	3.3	12.11	4.4	—	—
2	12.07	6.0	12.07	6.0	—	—
3	12.70	5.7	11.99	4.5	—	—
4	13.57	7.9	12.20	3.0	—	—
Health aides, except nursing	12.31	7.1	12.14	7.5	—	—
Nursing aides, orderlies and attendants	12.31	4.4	12.10	4.8	—	—
2	12.14	6.6	12.14	6.6	—	—
3	12.70	5.7	11.99	4.5	—	—
4	12.25	3.3	12.25	3.3	—	—
Cleaning and building service	10.93	3.0	10.04	2.6	12.28	2.0
1	9.70	10.3	8.14	2.0	—	—
2	11.71	9.2	—	—	—	—
3	11.16	5.1	10.22	7.0	12.17	3.0
4	14.56	14.6	14.56	14.6	—	—
Maids and housemen	8.10	1.0	8.10	1.0	—	—
Janitors and cleaners	11.79	5.3	11.25	10.5	12.28	2.0
1	10.95	6.8	—	—	—	—
2	12.59	9.5	—	—	—	—
3	11.38	6.4	10.54	10.8	12.17	3.0
4	14.56	14.6	14.56	14.6	—	—
Personal service	17.43	13.6	—	—	12.41	9.5
Child care workers, n.e.c.	12.29	13.5	—	—	—	—

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, Denver-Boulder-Greeley, CO, June 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	\$12.15	4.1	\$11.43	4.0	\$16.26	7.0
All excluding sales	13.02	3.8	12.25	3.3	16.39	7.5
White collar	14.50	6.5	13.53	6.9	18.51	6.5
1	7.85	3.3	7.76	3.1	—	—
2	8.87	4.4	8.55	5.8	9.64	2.2
3	9.88	6.1	9.86	6.7	10.16	3.7
4	12.72	3.3	12.71	3.7	12.81	4.1
5	14.51	5.1	13.65	4.6	—	—
6	13.25	17.5	—	—	—	—
7	22.07	4.8	22.43	6.8	—	—
8	25.25	5.0	24.40	5.2	—	—
9	24.90	7.2	26.73	8.6	—	—
Not able to be leveled	20.38	17.7	21.10	18.3	—	—
White collar excluding sales	17.92	4.6	17.57	5.4	18.74	7.2
2	9.88	2.0	10.81	3.9	9.66	2.5
3	11.11	5.9	11.26	7.0	10.16	3.7
4	11.94	2.8	11.73	2.6	12.81	4.1
5	14.51	5.1	13.65	4.6	—	—
6	13.25	17.5	—	—	—	—
7	22.07	4.8	22.43	6.8	—	—
8	25.25	5.0	24.40	5.2	—	—
9	24.90	7.2	26.73	8.6	—	—
Not able to be leveled	20.38	17.7	21.10	18.3	—	—
Professional specialty and technical	23.85	3.9	23.54	4.8	24.40	5.9
Professional specialty	24.22	3.5	24.07	4.2	24.47	5.9
5	15.57	6.6	—	—	—	—
7	22.07	4.8	—	—	—	—
8	27.26	3.4	26.24	4.0	—	—
9	24.53	7.3	26.28	8.9	—	—
Not able to be leveled	23.92	12.7	25.73	10.3	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.28	4.8	26.13	3.5	—	—
8	26.60	.9	26.60	.9	—	—
9	25.45	11.6	—	—	—	—
Registered nurses	25.48	4.1	26.28	3.6	—	—
8	27.03	2.0	27.03	2.0	—	—
9	24.39	10.9	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.67	7.1	21.71	13.8	20.57	7.6
5	16.56	4.1	—	—	—	—
Elementary school teachers	28.91	8.3	—	—	—	—
Teachers, n.e.c.	13.37	11.3	—	—	—	—
Substitute teachers	14.12	9.0	—	—	14.12	9.0
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.35	19.0	—	—	—	—
Technical	15.47	13.1	15.32	14.4	—	—
Executive, administrative, and managerial	20.77	11.7	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.77	6.1	8.78	6.2	—	—
1	7.56	1.9	7.56	2.0	—	—
2	8.32	6.2	8.31	6.3	—	—
3	8.19	3.5	8.19	3.5	—	—
4	13.59	4.0	13.59	4.0	—	—
Sales workers, other commodities	9.20	13.2	9.20	13.2	—	—
Cashiers	8.82	9.1	8.84	9.4	—	—
1	7.58	2.1	7.58	2.2	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Denver-Boulder-Greeley, CO, June 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	\$11.32	3.0	\$11.75	4.5	\$10.13	2.1
2	9.88	2.0	10.81	3.9	9.66	2.5
3	11.10	6.3	11.27	7.2	—	—
4	11.95	3.1	11.72	2.9	12.81	4.1
Not able to be leveled	14.30	9.7	14.30	9.7	—	—
Secretaries	13.11	9.4	13.86	10.0	—	—
General office clerks	11.70	4.8	11.15	3.9	—	—
Teachers' aides	9.47	.3	—	—	9.47	.3
2	9.40	.1	—	—	9.40	.1
Blue collar	9.92	3.8	9.59	3.0	13.17	9.4
1	8.47	4.8	8.48	4.8	—	—
2	9.74	9.7	9.71	9.9	—	—
3	11.90	5.9	—	—	10.97	7.3
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.53	17.2	—	—	13.81	5.0
3	12.89	6.7	—	—	—	—
Bus drivers	13.81	5.0	—	—	13.81	5.0
Handlers, equipment cleaners, helpers, and laborers	9.20	3.2	9.23	3.3	—	—
1	8.53	4.6	8.54	4.6	—	—
Stock handlers and baggers	8.11	5.4	8.11	5.4	—	—
1	7.75	4.5	7.75	4.5	—	—
Laborers, except construction, n.e.c.	9.01	13.4	9.01	13.4	—	—
Service	8.96	8.6	8.92	9.6	9.30	2.9
1	7.17	5.2	7.12	5.5	8.30	5.8
2	10.30	7.8	10.51	8.8	—	—
3	8.53	12.7	8.48	13.1	—	—
4	11.00	5.5	11.00	5.5	—	—
Protective service	—	—	—	—	—	—
Food service	9.02	11.8	8.96	13.8	9.43	2.1
1	7.13	6.0	7.06	6.2	—	—
2	10.79	5.7	—	—	—	—
3	7.88	27.9	7.85	28.5	—	—
Waiters, waitresses, and bartenders	5.52	26.4	5.52	26.4	—	—
Waiters and waitresses	5.55	36.8	5.55	36.8	—	—
Other food service	9.95	3.3	10.05	3.5	9.43	2.1
1	8.32	12.1	8.29	12.9	—	—
2	10.86	5.7	—	—	—	—
Food preparation, n.e.c.	8.64	9.0	8.29	13.4	9.41	2.1
1	8.35	13.1	—	—	—	—
Health service	11.22	2.8	11.22	2.8	—	—
Nursing aides, orderlies and attendants	11.15	2.8	11.15	2.8	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.11	9.6	8.09	9.9	—	—
3	7.92	12.3	7.87	12.5	—	—

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 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Denver-Boulder-Greeley, CO, June 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	\$22.45	\$12.15	\$21.20	\$21.63	\$21.15	\$30.23
All excluding sales	22.39	13.02	21.64	21.69	21.60	26.26
White collar	26.06	14.50	25.52	25.20	24.82	31.64
White-collar excluding sales	26.46	17.92	27.49	25.85	25.95	29.26
Professional specialty and technical	31.17	23.85	31.38	30.67	31.02	—
Professional specialty	32.89	24.22	29.68	32.83	32.63	—
Technical	24.39	15.47	40.87	22.12	24.40	—
Executive, administrative, and managerial	33.30	20.77	—	33.11	32.60	46.72
Sales	23.11	8.77	15.05	21.03	14.67	32.50
Administrative support, including clerical	15.12	11.32	16.72	14.68	14.67	—
Blue collar	15.92	9.92	18.22	14.15	15.47	18.78
Precision production, craft, and repair	20.03	—	20.33	19.41	19.69	—
Machine operators, assemblers, and inspectors	13.05	—	12.89	12.97	12.95	—
Transportation and material moving	15.51	11.53	20.32	12.91	15.42	—
Handlers, equipment cleaners, helpers, and laborers	12.13	9.20	14.14	10.57	11.63	—
Service	13.69	8.96	16.31	12.29	12.52	—
	Relative error ⁶ (percent)					
All occupations	2.1	4.1	2.5	2.1	1.9	12.9
All excluding sales	2.0	3.8	2.0	1.9	1.8	25.4
White collar	2.4	6.5	4.6	2.3	2.0	12.7
White-collar excluding sales	2.3	4.6	4.7	2.1	2.0	27.4
Professional specialty and technical	2.9	3.9	4.0	3.0	2.7	—
Professional specialty	2.8	3.5	3.1	2.7	2.6	—
Technical	7.6	13.1	25.6	7.7	7.6	—
Executive, administrative, and managerial	3.7	11.7	—	3.8	4.1	25.9
Sales	11.7	6.1	.8	12.4	7.8	13.3
Administrative support, including clerical	1.7	3.0	5.6	1.6	2.1	—
Blue collar	4.0	3.8	6.1	4.2	3.9	14.4
Precision production, craft, and repair	4.7	—	5.8	4.8	4.9	—
Machine operators, assemblers, and inspectors	7.4	—	6.0	9.5	7.3	—
Transportation and material moving	11.7	17.2	10.5	8.0	11.5	—
Handlers, equipment cleaners, helpers, and laborers	6.1	3.2	5.8	5.1	5.1	—
Service	6.0	8.6	11.8	4.6	5.0	—

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, Denver-Boulder-Greeley, CO, June 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	\$20.57	\$22.60	\$29.59	\$19.93	\$22.96	\$20.04	\$21.39	\$15.11	–	\$22.13
All excluding sales	20.60	22.33	29.59	19.44	22.74	20.10	21.57	14.31	–	22.17
White collar	24.23	30.59	31.32	28.04	30.90	23.05	24.01	17.47	–	25.19
White-collar excluding sales	25.01	30.64	31.32	26.79	31.14	23.82	24.74	18.39	–	25.38
Professional specialty and technical	29.42	34.00	–	–	34.82	28.35	38.22	20.10	–	28.21
Professional specialty	30.87	36.51	–	–	37.49	29.50	30.65	21.60	–	30.05
Technical	24.44	24.10	–	–	23.78	24.51	43.31	–	–	21.51
Executive, administrative, and managerial	33.00	33.81	40.05	33.78	33.05	32.69	39.62	29.26	–	33.62
Sales	20.34	29.95	–	–	28.01	19.64	18.62	16.85	–	–
Administrative support, including clerical	14.60	16.62	–	–	16.27	14.39	13.95	14.81	–	14.00
Blue collar	15.22	14.97	–	16.76	14.09	15.40	18.28	13.89	–	13.96
Precision production, craft, and repair	19.61	17.82	–	19.45	16.06	21.66	25.46	19.70	–	–
Machine operators, assemblers, and inspectors	12.95	13.75	–	–	13.75	10.13	–	9.74	–	8.40
Transportation and material moving	14.98	14.44	–	–	13.37	15.06	17.23	13.33	–	–
Handlers, equipment cleaners, helpers, and laborers	11.34	10.73	–	–	11.41	11.59	15.70	9.53	–	10.16
Service	10.57	11.67	–	–	11.67	10.55	–	9.15	–	10.62
	Relative error ⁵ (percent)									
All occupations	2.5	4.9	12.0	9.0	5.9	2.7	6.9	3.7	–	2.4
All excluding sales	2.3	4.9	12.0	7.0	6.0	2.5	7.9	3.2	–	2.7
White collar	2.8	3.2	9.6	9.0	3.5	3.1	12.1	4.6	–	2.5
White-collar excluding sales	2.6	2.8	9.6	6.8	2.8	2.9	14.3	3.3	–	2.6
Professional specialty and technical	3.6	5.0	–	–	4.4	3.8	15.3	19.6	–	4.1
Professional specialty	4.0	4.6	–	–	3.7	4.4	3.2	33.4	–	4.5
Technical	8.6	1.5	–	–	1.6	10.5	28.6	–	–	11.4
Executive, administrative, and managerial	4.4	4.9	26.7	2.8	5.9	5.8	8.4	5.6	–	4.4
Sales	11.6	12.6	–	–	15.1	12.8	10.4	10.6	–	–
Administrative support, including clerical	1.7	3.8	–	–	5.2	1.7	6.8	1.4	–	2.2
Blue collar	4.4	2.9	–	6	5.0	7.3	17.4	4.2	–	11.5
Precision production, craft, and repair	5.2	7.6	–	17.0	3.7	4.7	2.9	5.5	–	–
Machine operators, assemblers, and inspectors	7.3	7.3	–	–	7.3	14.1	–	12.2	–	6.6
Transportation and material moving	13.6	10.4	–	–	16.1	15.6	28.3	5.5	–	–
Handlers, equipment cleaners, helpers, and laborers	5.3	8.1	–	–	7.0	6.4	5.6	5.1	–	1.1
Service	4.6	9.5	–	–	9.5	4.7	–	6.5	–	5.1

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 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, Denver-Boulder-Greeley, CO, June 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	\$20.57	\$17.47	\$21.55	\$19.79	\$23.72
All excluding sales	20.60	16.62	21.73	19.68	24.04
White collar	24.23	22.24	24.72	23.28	26.29
White-collar excluding sales	25.01	22.68	25.45	23.91	26.89
Professional specialty and technical	29.42	29.07	29.46	28.55	30.07
Professional specialty	30.87	31.82	30.76	29.19	32.03
Technical	24.44	23.99	24.54	23.17	24.89
Executive, administrative, and managerial	33.00	30.86	33.37	31.70	35.63
Sales	20.34	21.36	19.68	20.56	16.53
Administrative support, including clerical	14.60	14.25	14.69	14.02	15.52
Blue collar	15.22	13.70	15.87	14.44	17.94
Precision production, craft, and repair	19.61	17.58	20.35	19.91	20.81
Machine operators, assemblers, and inspectors	12.95	12.58	13.09	13.95	12.33
Transportation and material moving	14.98	14.29	15.30	12.52	24.77
Handlers, equipment cleaners, helpers, and laborers	11.34	9.85	12.15	10.55	14.81
Service	10.57	8.90	11.52	10.85	12.93
Relative error ⁴ (percent)					
All occupations	2.5	6.5	2.6	3.2	4.2
All excluding sales	2.3	2.5	2.6	3.2	4.0
White collar	2.8	8.1	3.0	3.1	5.2
White-collar excluding sales	2.6	4.7	2.9	2.8	4.8
Professional specialty and technical	3.6	3.9	4.1	4.0	5.1
Professional specialty	4.0	4.9	4.6	5.8	4.5
Technical	8.6	2.6	10.5	14.3	12.8
Executive, administrative, and managerial	4.4	9.0	4.2	6.1	7.2
Sales	11.6	23.8	12.2	14.8	7.0
Administrative support, including clerical	1.7	5.8	2.0	2.8	5.0
Blue collar	4.4	6.9	6.6	6.0	7.1
Precision production, craft, and repair	5.2	8.8	4.3	6.5	5.0
Machine operators, assemblers, and inspectors	7.3	15.2	5.9	7.1	5.6
Transportation and material moving	13.6	8.1	20.7	12.7	10.8
Handlers, equipment cleaners, helpers, and laborers	5.3	6.1	5.2	2.7	8.7
Service	4.6	5.7	5.7	7.2	6.7

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

² 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, Denver-Boulder-Greeley, CO, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$11.87	\$17.73	\$26.73	\$38.53
All excluding sales	9.50	12.00	18.05	27.07	38.53
White collar	10.77	14.61	20.74	31.73	44.48
White collar excluding sales	11.45	15.39	22.12	32.81	44.67
Professional specialty and technical	16.01	20.96	27.84	36.93	47.56
Professional specialty	18.11	22.75	29.87	38.88	49.24
Engineers, architects, and surveyors	23.89	28.62	35.00	41.54	49.28
Civil engineers	22.75	33.00	35.72	43.50	47.24
Electrical and electronic engineers	29.14	33.36	37.21	42.54	51.51
Mechanical engineers	25.96	30.14	36.50	43.27	54.00
Mathematical and computer scientists	17.74	20.77	30.96	39.42	50.44
Computer systems analysts and scientists	17.31	23.17	32.21	40.76	50.48
Operations and systems researchers and analysts	20.74	20.74	20.74	32.71	39.03
Natural scientists	22.00	25.07	28.41	47.09	49.60
Health related	19.96	23.48	28.25	32.88	39.46
Registered nurses	20.80	24.25	28.04	32.13	36.35
Pharmacists	15.36	38.88	41.29	43.37	44.51
Respiratory therapists	16.98	18.54	20.70	22.00	25.15
Teachers, college and university	22.66	28.72	40.27	64.43	88.35
Health specialties teachers	29.90	37.23	60.10	72.10	91.42
Teachers, except college and university	19.26	22.61	28.26	36.08	42.91
Elementary school teachers	21.44	23.16	29.24	36.89	43.10
Secondary school teachers	21.69	24.17	30.43	36.40	41.82
Teachers, n.e.c.	9.75	9.75	17.00	22.31	31.66
Substitute teachers	10.00	10.00	13.57	18.96	18.96
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	12.21	18.71	19.00	19.81	46.21
Social, recreation, and religious workers	10.00	12.56	17.36	21.60	25.60
Social workers	10.00	12.56	16.68	21.43	26.11
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.37	18.43	27.98	36.04	50.26
Designers	10.54	11.37	16.83	29.72	35.63
Editors and reporters	27.25	27.43	28.17	32.73	42.30
Athletes	12.77	28.85	28.85	84.13	105.77
Professional, n.e.c.	16.98	20.68	29.80	36.47	37.55
Technical	13.00	16.83	22.10	26.74	32.81
Clinical laboratory technologists and technicians	11.33	14.75	20.75	25.28	32.81
Radiological technicians	12.99	22.98	24.16	28.19	33.48
Licensed practical nurses	14.52	17.17	18.81	18.81	20.65
Electrical and electronic technicians	11.59	18.95	23.56	25.30	25.75
Engineering technicians, n.e.c.	19.35	23.53	26.36	30.60	32.69
Computer programmers	25.00	29.86	32.93	35.35	55.00
Executive, administrative, and managerial	17.08	20.72	28.88	40.87	57.69
Executives, administrators, and managers	20.38	27.02	36.05	51.26	61.59
Administrators and officials, public administration	29.43	34.00	36.30	41.39	53.92
Financial managers	24.23	29.14	40.37	55.31	62.77
Personnel and labor relations managers	16.34	21.40	47.74	53.43	53.43
Managers, marketing, advertising, and public relations	20.38	20.87	41.77	65.67	69.23
Administrators, education and related fields	18.44	27.30	31.82	42.86	45.28
Managers, medicine and health	18.97	28.51	31.58	36.05	43.46
Managers and administrators, n.e.c.	17.85	27.00	34.62	49.49	56.80
Management related	15.83	18.51	22.50	29.23	35.50
Accountants and auditors	15.83	19.07	20.96	25.24	30.38
Other financial officers	14.71	18.08	22.12	31.25	43.28
Management analysts	20.78	26.45	32.40	36.41	37.55
Personnel, training, and labor relations specialists	18.50	19.95	21.63	26.26	28.61
Purchasing agents and buyers, n.e.c.	17.47	19.33	19.59	26.73	27.50
Management related, n.e.c.	15.87	18.54	24.04	31.75	37.89
Sales	7.50	9.02	15.50	20.74	38.53
Supervisors, sales	14.92	16.44	20.30	46.71	47.30
Sales, other business services	11.00	14.42	17.55	20.74	22.97

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, Denver-Boulder-Greeley, CO, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales representatives, mining, manufacturing, and wholesale	\$15.20	\$20.19	\$26.35	\$48.72	\$77.07
Sales workers, other commodities	7.50	8.15	10.50	13.40	23.70
Cashiers	7.00	7.50	8.92	12.85	15.66
Administrative support, including clerical					
Supervisors, general office	10.00	11.29	14.05	17.31	20.53
Supervisors, financial records processing	15.56	18.74	20.00	22.45	24.55
Computer operators	15.05	20.16	22.42	22.58	24.12
Secretaries	18.40	18.54	20.25	20.25	20.25
Interviewers	11.85	13.38	15.87	18.12	20.51
Receptionists	10.65	11.65	12.38	12.74	13.80
Information clerks, n.e.c.	9.50	10.00	11.50	13.09	13.75
Order clerks	9.50	10.72	12.08	13.35	15.48
Library clerks	10.11	12.00	14.42	16.22	36.59
Records clerks, n.e.c.	11.75	14.08	17.07	17.93	18.14
Bookkeepers, accounting and auditing clerks	11.50	12.90	14.05	15.50	18.29
Dispatchers	11.97	13.50	15.09	16.93	18.40
Traffic, shipping and receiving clerks	13.57	16.08	19.09	22.62	22.62
Stock and inventory clerks	8.00	8.24	10.84	15.34	17.35
Investigators and adjusters, except insurance	10.78	15.34	15.36	20.48	20.94
General office clerks	11.00	11.00	11.24	16.01	18.27
Teachers' aides	10.00	11.10	13.04	16.29	18.81
Administrative support, n.e.c.	8.08	8.93	9.57	10.90	11.50
	11.25	12.00	13.25	17.20	21.47
Blue collar					
	8.50	10.31	14.20	19.45	24.70
Precision production, craft, and repair					
Supervisors, mechanics and repairers	10.90	15.27	19.45	24.67	27.72
Bus, truck, and stationary engine mechanics	20.26	28.34	30.44	30.77	31.97
Heavy equipment mechanics	16.50	19.45	19.45	19.45	23.86
Mechanics and repairers, n.e.c.	17.05	19.16	20.90	23.93	23.93
Electrical and electronic equipment assemblers ..	15.68	17.90	19.32	23.26	27.72
Butchers and meat cutters	8.95	9.33	11.02	15.19	21.22
	9.45	10.90	11.85	17.50	17.78
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	7.66	9.95	12.25	15.45	19.71
Assemblers	7.00	9.50	11.50	17.00	19.71
Production inspectors, checkers and examiners ..	8.50	9.00	12.15	13.42	15.15
	10.29	11.27	12.98	17.11	20.74
Transportation and material moving					
Truck drivers	9.50	11.00	14.20	18.05	23.80
Bus drivers	10.00	11.96	15.20	17.94	23.80
Grader, dozer, and scraper operators	12.76	13.69	15.32	18.05	18.05
Industrial truck and tractor equipment operators ..	12.69	14.00	16.87	19.16	19.35
	10.50	11.00	12.85	14.20	14.21
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.25	8.80	10.15	13.50	19.07
Construction laborers	10.78	10.78	12.56	17.74	21.50
Stock handlers and baggers	6.50	7.00	9.00	12.00	14.00
Freight, stock, and material handlers, n.e.c.	7.16	7.30	9.83	11.00	13.50
Vehicle washers and equipment cleaners	9.00	10.00	13.50	20.24	20.67
Laborers, except construction, n.e.c.	8.00	8.00	11.47	14.70	17.10
	7.50	7.76	8.87	10.50	12.22
Service					
Protective service	7.00	8.25	10.62	14.42	24.51
Police and detectives, public service	14.41	19.64	24.57	28.01	31.00
Sheriffs, bailiffs, and other law enforcement officers	21.14	24.50	27.87	29.57	31.85
Protective service, n.e.c.	16.31	18.57	22.72	25.75	27.05
Food service	8.36	8.38	11.01	19.57	19.57
Waiters, waitresses, and bartenders	3.50	7.00	8.50	10.20	13.40
Waiters and waitresses	2.13	2.13	4.49	8.25	11.00
Waiters/Waitresses' assistants	2.13	2.13	3.50	8.12	9.36
Other food service	2.13	6.00	8.25	11.00	11.55
	7.00	7.50	9.00	11.00	14.42

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, Denver-Boulder-Greeley, CO, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service—Continued					
Supervisors, food preparation and service	\$7.50	\$7.50	\$10.20	\$15.57	\$17.52
Cooks	7.75	9.00	11.50	14.12	14.42
Kitchen workers, food preparation	7.39	8.43	9.50	13.04	13.04
Food preparation, n.e.c.	7.00	7.75	8.87	9.75	10.00
Health service	9.67	10.70	12.37	14.08	15.95
Health aides, except nursing	8.44	10.00	11.94	15.39	16.53
Nursing aides, orderlies and attendants	9.71	10.70	12.03	13.78	15.04
Cleaning and building service	7.50	8.25	9.95	11.95	14.77
Maids and housemen	7.25	7.25	7.88	8.50	9.64
Janitors and cleaners	8.00	9.00	10.62	12.89	15.84
Personal service	7.00	7.50	10.13	14.53	29.73
Child care workers, n.e.c.	7.69	8.60	11.94	13.43	15.71

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, Denver-Boulder-Greeley, CO, June 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.50	\$11.12	\$16.50	\$25.50	\$37.18
All excluding sales	9.00	11.45	16.94	26.10	37.12
White collar	10.29	13.79	20.00	30.14	43.13
White collar excluding sales	11.09	14.82	20.74	31.57	43.27
Professional specialty and technical	15.12	20.39	27.07	35.68	45.15
Professional specialty	17.21	21.54	28.85	37.67	47.18
Engineers, architects, and surveyors	23.89	28.70	35.00	41.54	50.18
Civil engineers	22.75	33.00	36.50	43.50	47.41
Electrical and electronic engineers	29.14	33.36	37.21	42.54	51.51
Mechanical engineers	25.96	30.14	36.50	43.27	54.00
Mathematical and computer scientists	17.60	20.74	30.73	40.04	50.48
Computer systems analysts and scientists	17.00	22.60	31.97	41.53	50.48
Operations and systems researchers and analysts	20.74	20.74	20.74	32.71	39.03
Natural scientists	—	—	—	—	—
Health related	20.30	23.86	28.40	32.88	39.31
Registered nurses	21.25	24.84	28.40	32.22	38.43
Pharmacists	15.36	38.88	41.29	43.37	44.51
Respiratory therapists	16.98	18.54	20.70	22.00	25.15
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	10.50	15.41	20.92	24.60	30.77
Teachers, n.e.c.	9.75	10.50	19.78	28.44	35.39
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	11.50	18.00	19.00	19.00	19.81
Social, recreation, and religious workers	9.75	12.00	12.98	17.60	20.72
Social workers	9.75	10.50	12.98	16.09	20.64
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.37	16.83	27.43	31.46	42.30
Designers	10.54	11.37	16.83	29.72	35.63
Editors and reporters	27.25	27.43	28.17	32.73	42.30
Technical	12.64	15.72	22.87	26.65	32.81
Clinical laboratory technologists and technicians	11.00	13.94	20.88	32.81	32.81
Radiological technicians	12.99	22.98	24.16	28.19	33.48
Licensed practical nurses	14.28	15.12	17.86	19.24	22.10
Electrical and electronic technicians	11.59	18.95	23.03	25.30	25.37
Engineering technicians, n.e.c.	19.47	25.96	26.36	26.65	28.09
Computer programmers	25.00	29.86	32.93	35.35	55.00
Executive, administrative, and managerial	17.02	20.38	28.51	40.86	61.59
Executives, administrators, and managers	19.23	24.56	34.90	51.44	64.54
Financial managers	24.23	28.50	39.43	53.05	62.77
Managers, marketing, advertising, and public relations	20.38	20.87	41.77	65.67	69.23
Managers, medicine and health	18.27	26.16	28.51	36.05	36.05
Managers and administrators, n.e.c.	17.85	27.00	34.62	49.69	56.88
Management related	15.75	18.50	21.63	29.23	35.50
Accountants and auditors	15.83	19.07	20.43	25.00	32.45
Other financial officers	14.71	17.69	21.33	31.43	66.04
Personnel, training, and labor relations specialists	18.50	18.99	20.20	21.63	28.61
Purchasing agents and buyers, n.e.c.	17.47	19.33	19.59	26.73	27.50
Management related, n.e.c.	15.87	18.33	25.19	31.75	40.35
Sales	7.50	9.03	15.50	20.74	38.85
Supervisors, sales	14.92	16.44	20.30	46.71	47.30
Sales, other business services	11.00	14.42	17.55	20.74	22.97
Sales representatives, mining, manufacturing, and wholesale	15.20	20.19	26.35	48.72	77.07
Sales workers, other commodities	7.50	8.15	10.50	13.40	23.70
Cashiers	7.00	7.50	8.92	12.85	15.66
Administrative support, including clerical	10.00	11.07	13.68	16.75	20.25
Supervisors, general office	14.99	15.84	20.00	20.00	21.86
Secretaries	11.85	13.38	16.00	18.72	21.15
Interviewers	10.65	11.65	12.38	12.74	13.80

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, Denver-Boulder-Greeley, CO, June 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Receptionists	\$9.60	\$10.00	\$11.50	\$12.85	\$13.75
Information clerks, n.e.c.	9.50	10.72	12.08	13.35	15.48
Order clerks	10.11	12.00	14.42	16.22	36.59
Records clerks, n.e.c.	11.50	12.70	14.00	15.50	19.00
Bookkeepers, accounting and auditing clerks	11.97	13.22	15.09	16.93	19.35
Traffic, shipping and receiving clerks	8.00	8.24	10.84	15.34	17.35
Investigators and adjusters, except insurance	11.00	11.00	11.23	15.67	18.21
General office clerks	10.00	11.00	12.54	15.89	18.81
Administrative support, n.e.c.	11.50	12.00	13.20	16.20	18.51
Blue collar	8.36	10.00	13.50	19.45	25.00
Precision production, craft, and repair					
Supervisors, mechanics and repairers	10.90	14.50	19.45	25.00	27.72
Mechanics and repairers, n.e.c.	20.26	27.50	30.44	30.77	31.97
Electrical and electronic equipment assemblers ..	15.65	18.58	19.44	27.72	27.72
Butchers and meat cutters	8.95	9.33	11.02	15.19	21.22
Machine operators, assemblers, and inspectors	9.45	10.90	11.85	17.50	17.78
Miscellaneous machine operators, n.e.c.	7.66	9.95	12.25	15.45	19.71
Assemblers	7.00	9.50	11.50	17.00	19.71
Production inspectors, checkers and examiners ..	8.50	9.00	12.15	13.42	15.15
Transportation and material moving	10.29	11.27	12.98	17.11	20.74
Truck drivers	9.00	10.50	13.30	17.22	23.80
Industrial truck and tractor equipment operators ..	10.00	11.96	15.20	17.94	23.80
Handlers, equipment cleaners, helpers, and laborers	10.50	11.00	12.85	14.20	14.21
Stock handlers and baggers	7.25	8.50	10.00	12.84	17.35
Freight, stock, and material handlers, n.e.c.	7.16	7.30	9.83	11.00	13.50
Laborers, except construction, n.e.c.	9.00	10.00	13.30	20.25	20.69
Service	7.50	7.76	8.87	10.50	12.22
Protective service	6.50	7.53	9.75	12.50	14.97
Food service	—	—	—	—	—
Waiters, waitresses, and bartenders	3.50	7.00	8.40	10.25	13.46
Waiters and waitresses	2.13	2.13	4.49	8.25	11.00
Waiters/Waitresses' assistants	2.13	2.13	3.50	8.12	9.36
Other food service	2.13	6.00	8.25	11.00	11.55
Supervisors, food preparation and service	6.75	7.50	9.00	11.50	14.42
Cooks	7.50	7.50	10.20	15.57	17.52
Kitchen workers, food preparation	7.75	9.00	11.50	14.12	14.42
Food preparation, n.e.c.	7.30	8.43	9.79	13.04	13.27
Health service	6.75	7.50	8.75	9.75	10.00
Health aides, except nursing	9.56	10.50	11.94	13.39	14.97
Nursing aides, orderlies and attendants	8.44	10.00	11.94	15.39	16.17
Cleaning and building service	9.71	10.62	11.89	13.29	14.68
Maids and housemen	7.25	7.80	9.00	10.25	13.31
Janitors and cleaners	7.25	7.25	7.88	8.50	9.64
Personal service	7.50	8.00	9.48	11.42	16.67
	6.75	7.25	9.50	16.79	33.29

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, Denver-Boulder-Greeley, CO, June 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.55	\$16.53	\$22.89	\$32.40	\$44.68
All excluding sales	12.61	16.53	22.89	32.54	44.74
White collar	14.31	18.75	26.08	36.28	48.21
White collar excluding sales	14.33	18.81	26.08	36.30	48.21
Professional specialty and technical	19.99	23.31	31.22	40.63	54.25
Professional specialty	20.96	24.23	32.40	41.92	56.55
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	15.31	20.83	24.47	34.28	58.63
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	20.96	23.38	29.65	37.56	43.53
Elementary school teachers	22.17	23.54	29.72	37.69	43.53
Secondary school teachers	21.70	24.19	30.43	36.46	41.85
Substitute teachers	10.00	10.00	13.57	18.96	18.96
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	18.28	20.10	22.54	26.01	34.83
Social workers	18.24	19.74	22.49	26.49	34.83
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	17.61	18.81	20.75	29.10	32.69
Executive, administrative, and managerial	18.06	25.57	32.56	41.39	53.43
Executives, administrators, and managers	28.83	33.73	39.51	50.71	53.43
Administrators and officials, public administration	29.43	34.00	36.30	41.39	53.92
Administrators, education and related fields	18.44	27.30	32.56	41.82	46.22
Management related	16.59	19.49	25.31	28.89	35.00
Sales	-	-	-	-	-
Administrative support, including clerical	10.61	13.19	15.74	18.54	21.95
Secretaries	11.77	13.62	15.38	16.66	17.84
Library clerks	11.75	14.08	17.07	17.93	18.14
General office clerks	11.26	12.69	15.01	16.34	19.22
Teachers' aides	8.08	8.93	9.57	10.90	11.50
Blue collar	13.69	15.86	18.33	21.90	23.93
Precision production, craft, and repair	16.40	18.33	20.77	23.93	26.93
Transportation and material moving	13.43	14.87	17.92	19.32	22.65
Bus drivers	12.76	13.69	15.32	18.05	18.05
Handlers, equipment cleaners, helpers, and laborers	13.01	14.04	16.80	19.07	21.50
Groundskeepers and gardeners, except farm	13.01	16.44	17.74	21.50	21.50
Service	9.66	11.51	16.53	24.57	29.10
Protective service	14.41	20.23	24.57	27.87	29.57
Police and detectives, public service	21.14	24.50	27.87	29.57	31.85
Sheriffs, bailiffs, and other law enforcement officers	16.31	18.57	22.72	25.75	27.05
Food service	8.05	8.84	9.13	9.74	11.43
Other food service	8.05	8.84	9.13	9.74	11.43
Food preparation, n.e.c.	8.45	8.90	9.13	9.74	11.43
Health service	-	-	-	-	-

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Denver-Boulder-Greeley, CO, June 2003 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$9.87	\$10.61	\$11.66	\$13.93	\$15.42
Janitors and cleaners	9.87	10.61	11.66	13.93	15.42
Personal service	7.71	9.65	11.04	14.53	17.39

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, Denver-Boulder-Greeley, CO, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.93	\$12.84	\$18.54	\$27.50	\$39.42
All excluding sales	10.00	12.87	18.81	27.78	39.18
White collar	11.25	15.36	21.33	32.69	45.59
White collar excluding sales	11.84	15.72	22.60	33.13	45.29
Professional specialty and technical	16.62	21.15	28.13	37.37	48.08
Professional specialty	18.45	23.12	30.35	39.11	49.61
Engineers, architects, and surveyors	23.89	28.62	35.00	41.54	49.28
Civil engineers	22.75	33.00	35.72	43.50	47.24
Electrical and electronic engineers	29.14	33.36	37.21	42.54	51.51
Mechanical engineers	25.96	30.14	36.50	43.27	54.00
Mathematical and computer scientists	18.00	21.01	30.99	39.54	50.48
Computer systems analysts and scientists	17.74	23.17	32.34	40.99	50.48
Operations and systems researchers and analysts	20.74	20.74	20.74	32.71	39.03
Natural scientists	23.08	25.17	37.09	48.21	50.25
Health related	20.61	24.00	28.40	33.98	41.46
Registered nurses	21.41	24.93	28.46	32.85	39.11
Pharmacists	37.49	39.46	41.75	44.51	47.66
Respiratory therapists	16.98	18.50	19.91	22.00	25.54
Teachers, college and university	23.76	28.88	40.72	64.91	88.35
Teachers, except college and university	20.55	22.92	29.11	36.93	43.10
Elementary school teachers	21.16	23.43	29.30	37.35	43.29
Secondary school teachers	22.08	24.20	30.61	36.46	41.85
Teachers, n.e.c.	9.75	9.75	19.78	30.77	35.39
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	11.50	18.71	19.00	19.81	46.21
Social, recreation, and religious workers	10.15	12.56	17.36	22.07	26.05
Social workers	10.15	12.56	16.68	21.74	26.24
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.37	18.43	27.98	36.57	52.32
Designers	10.54	11.37	16.83	29.72	35.63
Editors and reporters	27.25	27.43	27.98	34.78	42.30
Professional, n.e.c.	16.98	20.68	29.80	36.47	37.55
Technical	13.39	16.94	22.40	27.10	32.81
Clinical laboratory technologists and technicians	11.36	14.75	20.75	25.28	32.81
Radiological technicians	16.50	22.98	24.16	28.19	33.48
Licensed practical nurses	14.52	17.20	18.81	18.81	20.65
Electrical and electronic technicians	11.59	18.95	23.56	25.30	25.75
Engineering technicians, n.e.c.	19.35	23.53	26.36	30.60	32.69
Computer programmers	25.00	29.86	32.93	35.35	55.00
Executive, administrative, and managerial	17.08	20.78	29.20	41.39	57.69
Executives, administrators, and managers	20.19	27.07	36.30	51.77	61.59
Administrators and officials, public administration	29.43	34.00	36.30	41.39	53.92
Financial managers	24.23	29.14	40.37	55.31	62.77
Personnel and labor relations managers	16.34	21.40	47.74	53.43	53.43
Managers, marketing, advertising, and public relations	20.72	22.31	57.69	65.67	69.23
Administrators, education and related fields	18.44	27.30	31.82	42.86	45.28
Managers, medicine and health	18.27	28.51	28.51	36.05	43.46
Managers and administrators, n.e.c.	17.85	27.00	34.62	49.49	56.80
Management related	15.87	18.51	22.61	29.57	35.66
Accountants and auditors	15.83	19.07	20.96	25.24	30.38
Other financial officers	14.86	18.17	23.08	31.41	43.28
Management analysts	20.78	26.45	32.40	36.41	37.55
Personnel, training, and labor relations specialists	18.50	19.95	21.63	26.69	28.61
Purchasing agents and buyers, n.e.c.	17.47	19.33	19.59	26.73	27.50
Management related, n.e.c.	15.87	18.54	24.04	31.75	37.89
Sales	8.25	11.92	16.65	22.97	47.30
Supervisors, sales	14.92	16.44	20.30	46.71	47.30
Sales, other business services	12.91	14.77	17.55	20.74	22.97
Sales representatives, mining, manufacturing, and wholesale	15.20	20.19	26.35	48.72	77.07
Sales workers, other commodities	8.50	9.90	12.08	16.11	29.81
Cashiers	7.50	8.00	9.50	15.66	15.66

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, Denver-Boulder-Greeley, CO, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical	\$10.06	\$11.53	\$14.46	\$17.50	\$20.69
Supervisors, general office	15.56	18.74	20.00	22.45	24.55
Supervisors, financial records processing	15.05	20.16	22.42	22.58	24.12
Computer operators	18.40	18.54	20.25	20.25	20.25
Secretaries	11.85	13.47	15.92	18.12	20.51
Receptionists	9.95	10.34	11.50	13.28	13.75
Information clerks, n.e.c.	9.50	10.75	12.08	13.35	15.26
Order clerks	12.50	13.68	15.34	19.08	36.59
Records clerks, n.e.c.	11.50	12.90	14.05	15.50	18.29
Bookkeepers, accounting and auditing clerks	11.97	13.50	15.09	16.93	18.40
Dispatchers	13.57	16.08	19.09	22.62	22.62
Traffic, shipping and receiving clerks	8.00	8.24	10.84	15.34	17.35
Investigators and adjusters, except insurance	11.00	11.00	11.28	16.03	18.38
General office clerks	10.69	11.49	13.32	16.39	19.11
Administrative support, n.e.c.	11.50	12.24	13.58	17.57	21.95
Blue collar	8.85	10.70	14.49	19.71	25.00
Precision production, craft, and repair	11.15	15.65	19.45	25.00	27.72
Supervisors, mechanics and repairers	20.26	28.34	30.44	30.77	31.97
Bus, truck, and stationary engine mechanics	16.50	19.45	19.45	19.45	23.86
Heavy equipment mechanics	17.05	19.16	20.90	23.93	23.93
Mechanics and repairers, n.e.c.	15.68	17.90	19.32	23.26	27.72
Electrical and electronic equipment assemblers ..	8.95	9.33	11.02	15.19	21.22
Butchers and meat cutters	9.45	10.90	11.85	17.50	17.78
Machine operators, assemblers, and inspectors	7.66	9.87	12.45	15.79	19.71
Miscellaneous machine operators, n.e.c.	7.15	9.50	11.50	17.01	19.71
Assemblers	8.50	8.85	12.10	13.42	15.15
Production inspectors, checkers and examiners ..	10.29	11.27	12.98	17.11	20.74
Transportation and material moving	10.00	11.00	14.20	18.05	23.80
Truck drivers	10.00	11.96	15.20	17.94	23.80
Bus drivers	12.96	13.69	16.96	18.05	18.05
Grader, dozer, and scrapper operators	12.69	14.00	16.87	19.16	19.35
Industrial truck and tractor equipment operators ..	10.50	11.00	12.85	14.20	14.21
Handlers, equipment cleaners, helpers, and laborers	7.50	9.46	10.78	14.15	20.24
Groundskeepers and gardeners, except farm	10.78	10.78	12.56	17.74	21.50
Construction laborers	6.50	7.00	9.00	12.00	14.00
Stock handlers and baggers	8.00	9.83	10.15	12.66	14.15
Freight, stock, and material handlers, n.e.c.	9.00	10.00	14.57	20.46	21.53
Laborers, except construction, n.e.c.	7.76	7.90	9.01	10.50	12.06
Service	7.50	9.00	11.77	16.17	24.70
Protective service	15.53	19.91	24.57	28.14	31.00
Police and detectives, public service	21.14	24.50	27.87	29.57	31.85
Sheriffs, bailiffs, and other law enforcement officers	16.31	18.57	22.72	25.75	27.05
Food service	3.50	7.50	8.62	11.50	14.21
Waiters, waitresses, and bartenders	2.13	2.13	3.50	8.32	10.38
Other food service	7.50	8.00	9.50	13.04	14.42
Supervisors, food preparation and service	7.50	7.50	7.50	17.28	17.52
Cooks	7.75	9.00	11.50	14.12	14.42
Kitchen workers, food preparation	7.39	8.43	8.91	13.04	13.27
Food preparation, n.e.c.	7.25	8.04	8.75	9.49	10.00
Health service	9.67	10.70	12.50	14.16	16.17
Health aides, except nursing	8.44	10.00	11.94	15.39	16.53
Nursing aides, orderlies and attendants	9.71	10.80	12.31	13.79	15.05

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, Denver-Boulder-Greeley, CO, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.50	\$8.50	\$10.25	\$12.40	\$15.07
Maids and housemen	7.25	7.25	7.88	8.50	9.64
Janitors and cleaners	8.55	9.65	11.28	13.26	16.53
Personal service	9.00	10.13	13.97	22.34	33.60
Child care workers, n.e.c.	7.71	8.60	11.94	13.43	15.71

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, Denver-Boulder-Greeley, CO, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$7.00	\$7.50	\$9.85	\$12.94	\$23.00
All excluding sales	6.91	7.73	10.13	14.47	25.71
White collar	7.25	8.08	11.25	18.96	27.71
White collar excluding sales	9.00	11.00	15.00	24.25	30.00
Professional specialty and technical	12.00	18.00	24.00	29.00	32.17
Professional specialty	12.98	18.40	24.47	29.00	32.72
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.40	22.00	26.95	30.00	34.28
Registered nurses	18.40	22.00	26.75	29.00	31.16
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	10.00	13.57	18.96	25.11	33.69
Elementary school teachers	22.28	22.61	26.81	33.69	39.29
Teachers, n.e.c.	7.00	7.75	15.00	17.00	18.94
Substitute teachers	10.00	10.00	13.57	18.96	18.96
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.00	17.16	30.08	31.13	31.13
Technical	11.15	12.00	12.00	17.63	24.09
Executive, administrative, and managerial	12.29	19.13	20.38	20.38	31.58
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	7.00	7.25	7.73	9.73	11.75
Sales workers, other commodities	7.25	7.50	8.18	9.83	12.32
Cashiers	7.00	7.00	7.50	9.73	15.36
Administrative support, including clerical	8.00	9.56	11.25	12.69	15.00
Secretaries	7.91	10.32	12.50	14.52	19.75
General office clerks	9.00	9.56	10.00	14.57	16.64
Teachers' aides	8.08	8.66	9.21	10.24	10.90
Blue collar	7.00	7.31	9.65	11.08	13.97
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	6.50	7.00	13.32	14.87	15.15
Bus drivers	11.18	13.32	14.09	14.87	15.72
Handlers, equipment cleaners, helpers, and laborers	7.00	7.30	9.00	10.02	11.85
Stock handlers and baggers	7.00	7.16	7.30	8.88	9.94
Laborers, except construction, n.e.c.	5.75	7.00	7.50	9.75	15.36
Service	5.75	7.00	7.75	10.00	11.43
Protective service	—	—	—	—	—
Food service	5.25	6.75	7.53	10.00	11.43
Waiters, waitresses, and bartenders	2.13	2.13	5.50	8.20	11.00
Waiters and waitresses	2.13	2.13	5.25	8.20	11.00
Other food service	6.25	7.00	8.05	10.00	11.75
Food preparation, n.e.c.	6.00	7.40	8.96	10.00	10.00
Health service	10.00	10.24	10.85	12.14	13.01
Nursing aides, orderlies and attendants	10.00	10.24	10.84	12.12	13.01

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Denver-Boulder-Greeley, CO, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	—	—	—	—	—
Personal service	\$6.30	\$7.00	\$7.50	\$8.50	\$11.00

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 Denver–Boulder–Greeley, CO, Metropolitan Statistical Area includes Adams, Arapahoe, Boulder, Denver, Douglas, Jefferson, and Weld 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	4,086
Total in sample	537
Responding	345
Out of business or not in survey scope	70
Unable or refused to provide data	122

In this survey, the nonresponse rates for all industries, private industry, and State and local government were within 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, Denver-Boulder-Greeley, CO, June 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	575,800	464,500	111,300
All excluding sales	521,300	410,600	110,800
White collar	375,800	293,900	81,900
White-collar excluding sales	321,400	240,000	81,400
Professional specialty and technical	161,200	108,800	52,400
Professional specialty	133,500	84,500	49,000
Technical	27,700	24,200	3,500
Executive, administrative, and managerial	57,600	47,200	10,400
Sales	54,400	53,900	–
Administrative support, including clerical	102,600	84,000	18,600
Blue collar	122,000	110,600	11,400
Precision production, craft, and repair	38,200	34,200	4,000
Machine operators, assemblers, and inspectors	20,600	20,600	–
Transportation and material moving	32,600	26,900	5,700
Handlers, equipment cleaners, helpers, and laborers	30,600	28,900	1,700
Service	78,000	60,000	18,000

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.