

Charlotte-Gastonia-Rock Hill, NC-SC National Compensation Survey June 1998



U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

November 1998

Bulletin 3095-12

Preface

This bulletin provides results of a June 1998 survey of occupational pay in the Charlotte-Gastonia-Rock Hill, NC-SC, Metropolitan Statistical Area (MSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the National Compensation Survey (NCS).

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

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

For additional information regarding this survey, please contact the BLS Atlanta Regional Office at (404) 331-3415. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220, or send e-mail to ocltinfo@bls.gov.

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

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Introduction

This survey of occupational pay was conducted in the Charlotte-Gastonia-Rock Hill, NC-SC, Metropolitan Statistical Area (MSA). The MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties, NC; and York County, SC.

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

NCS design and products

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

NCS more extensive than OCS

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

broader coverage of occupations and establishments within the survey area.

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

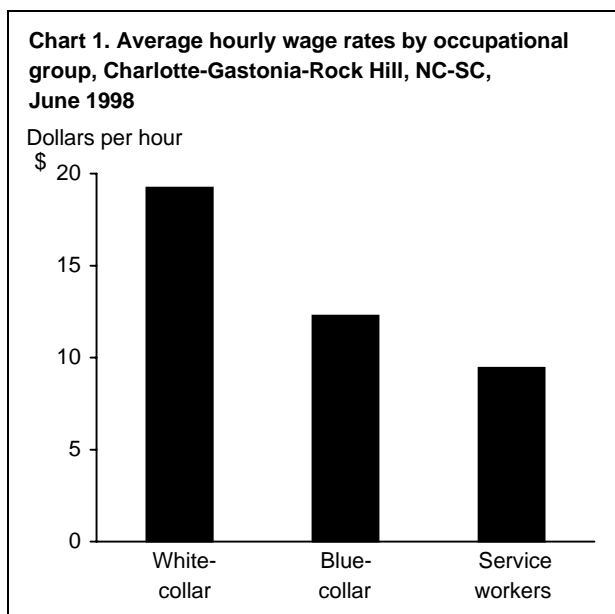
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

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

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

Wages in the Charlotte-Gastonia-Rock Hill, NC-SC Metropolitan Statistical Area

Straight-time wages in the Charlotte-Gastonia-Rock Hill, NC-SC, Metropolitan Statistical Area averaged \$15.53 per hour during June 1998. White-collar workers had an average wage of \$19.20 per hour. Blue-collar workers averaged \$12.32 per hour, while service workers had average earnings of \$9.44 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included registered nurses at \$19.60 per hour, secretaries at \$12.40, and general office clerks at \$10.67. Among occupations in the blue-collar category, truck drivers averaged \$14.33 per hour while stock handlers and baggers averaged \$9.40. Finally, service occupations included maids and housemen \$6.65 per hour and nursing aides, orderlies and attendants at \$8.31 per hour. Table A-1 presents earnings data for 95 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Charlotte-Gastonia-Rock Hill, NC-SC earned \$15.59 per hour, while surveyed State and local government workers averaged \$15.23. Table A-2 reports the average hourly rate for white-collar occupations as \$20.03 in private industry and \$16.69 in State and local government. Blue-collar occupations showed an average hourly rate of \$12.36 in private industry and \$11.36 in State and local government. Service occupations within private industry averaged \$8.16 per hour while those found in State and local government averaged \$11.81.

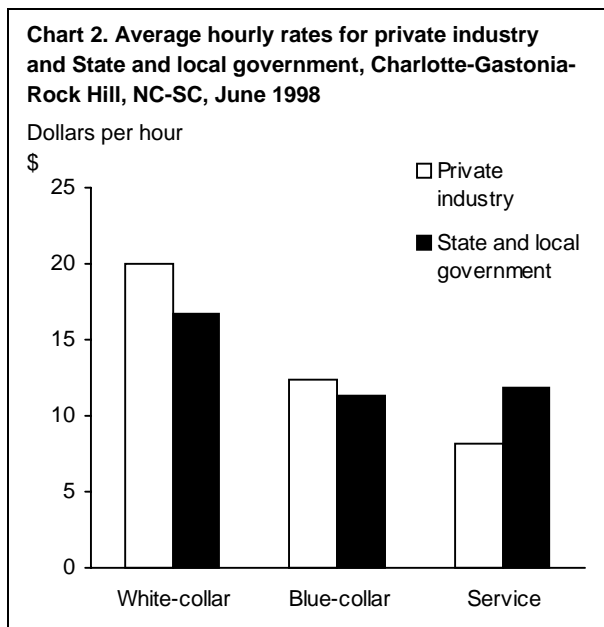
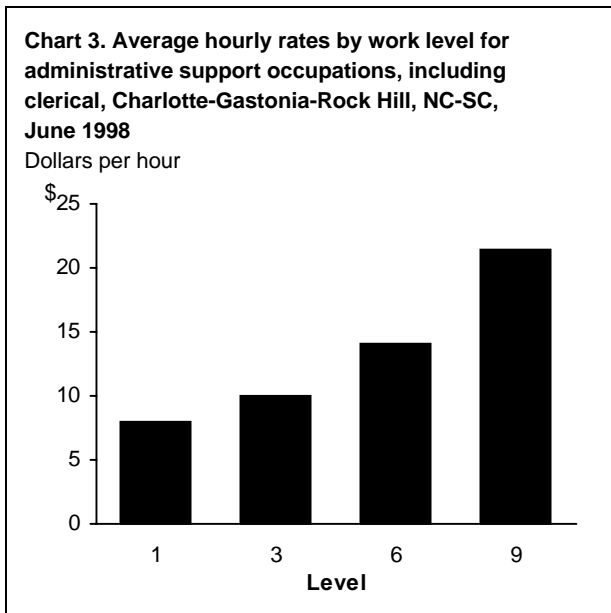


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$16.15 per hour, compared with an average of \$8.22 per hour for part-time workers.

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

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

Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for administrative support occupations, including clerical, ranged from level 1 to level 9. As illustrated in Chart 3, the average hourly rate was \$7.99 for level 1, \$9.99 for level 3, \$14.03 for level 6, and \$21.42 for level 9.

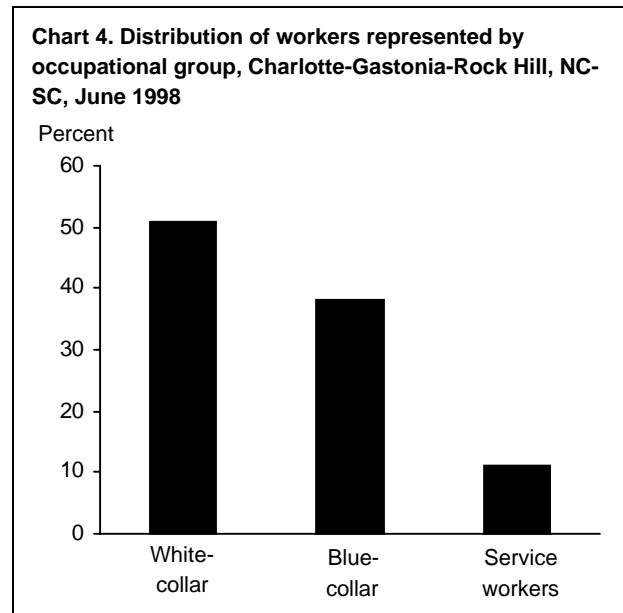


Surveyed union workers had an average hourly rate of \$18.44, as reported in table C-1. Wages for nonunion workers averaged \$15.28. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$15.15 per hour. Incentive workers, whose wages were at least partially based on productivity payments, averaged \$20.32 per hour.

Table C-2 shows wage data for specific industry divi-

sions within private industry. In the private sector, hourly wages averaged \$14.80 in all goods-producing industries, \$14.96 in construction, and \$14.78 in manufacturing. Hourly wages averaged \$20.56 in transportation and public utilities, \$11.76 in wholesale and retail trade, and \$14.64 in services. Data for other industry divisions did not meet publication criteria.

Table C-4 reports that a total of 374,233 workers were represented by the Charlotte-Gastonia-Rock Hill, NC-SC survey. White-collar occupations included 190,547 workers, or 51 percent, blue-collar occupations included 141,278 workers, or 38 percent; and service occupations included 42,408 workers, or 11 percent.



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

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$15.53	\$7.10	\$8.83	\$12.38	\$18.39	\$25.71
All occupations excluding sales	15.20	7.20	8.91	12.46	18.28	25.14
White-collar occupations	19.20	8.11	10.51	15.29	22.60	35.17
White-collar occupations excluding sales	18.95	8.61	10.92	15.63	22.70	34.74
Professional specialty and technical occupations	21.03	11.02	15.13	18.79	24.15	31.47
Professional specialty occupations	21.48	13.45	15.86	19.37	25.28	32.16
Engineers, architects, and surveyors	28.78	22.30	24.04	27.27	32.80	36.41
Electrical and electronic engineers	31.93	23.08	26.81	32.81	36.06	38.65
Mechanical engineers	25.53	20.69	23.80	24.71	26.44	32.30
Engineers, N.E.C.	32.29	22.29	30.22	30.22	35.54	38.04
Mathematical and computer scientists	26.67	17.00	21.00	27.26	32.72	35.06
Computer systems analysts and scientists	27.16	17.00	21.16	27.93	32.72	35.16
Natural scientists	21.19	17.34	18.89	19.67	28.09	28.09
Health related occupations	21.29	14.55	15.90	17.94	20.68	33.95
Registered nurses	19.60	14.58	15.80	17.72	20.20	22.65
Teachers, college and university	25.99	17.80	21.55	24.39	29.08	37.18
Teachers, except college and university	19.43	12.96	15.33	19.00	23.65	26.85
Prekindergarten and kindergarten	14.31	8.43	9.19	10.67	18.13	24.10
Elementary school teachers	19.57	14.28	15.57	18.59	23.07	26.49
Secondary school teachers	20.51	14.63	16.44	19.79	24.29	27.39
Teachers, special education	22.59	15.56	19.04	23.21	25.84	27.50
Vocational and educational counselors	23.00	15.58	20.26	23.71	25.67	29.71
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	15.53	11.83	13.00	15.11	17.79	20.01
Social workers	15.81	12.30	13.22	15.42	18.51	20.01
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	14.92	9.19	10.20	14.00	17.75	22.98
Technical occupations	19.87	7.87	11.95	16.73	20.71	28.01
Clinical laboratory technologists and technicians	13.63	8.55	9.33	14.03	16.21	19.27
Licensed practical nurses	13.89	11.85	12.79	13.70	14.94	17.07
Health technologists and technicians, N.E.C.	11.01	6.14	7.45	9.30	11.58	15.15
Electrical and electronic technicians	19.19	13.10	15.65	19.71	23.56	23.56
Engineering technicians, N.E.C.	20.96	14.50	16.19	18.25	25.78	29.11
Computer programmers	18.96	16.73	16.73	18.98	19.35	23.43
Technical and related occupations, N.E.C.	20.83	14.76	16.83	19.82	20.93	26.99
Executive, administrative, and managerial occupations	30.17	15.23	19.81	26.85	38.22	49.14
Executives, administrators, and managers	33.87	17.50	22.95	30.23	43.73	54.47
Administrators and officials, public administration	35.38	19.98	23.00	35.17	53.37	57.73
Financial managers	32.25	16.40	19.87	31.25	41.84	54.31
Personnel and labor relations managers	30.65	12.82	20.43	30.61	34.34	49.13
Managers., marketing, advertising and public relations	36.42	20.10	26.86	39.26	46.10	52.56
Administrators, education and related fields	24.97	21.01	22.60	24.36	26.56	29.50
Managers and administrators, N.E.C.	34.60	15.29	23.08	32.69	43.26	54.93
Management related occupations	24.08	14.37	17.46	21.95	30.19	38.22
Personnel, training, and labor relations specialists	18.77	11.56	15.77	17.97	21.65	27.43
Purchasing agents and buyers, N.E.C.	22.07	13.75	17.01	18.99	25.71	35.76
Management related occupations, N.E.C.	20.99	11.34	12.55	18.46	29.23	35.48
Sales occupations	21.44	5.90	7.05	10.80	20.39	40.73
Supervisors, sales occupations	18.68	8.06	11.88	16.12	28.02	28.75
Sales occupations, other business services	16.58	11.56	11.56	18.27	20.39	20.39
Sales representatives, mining, manufacturing, and wholesale	27.83	11.28	17.10	21.50	29.30	55.12
Sales workers, other commodities	9.15	6.05	7.67	10.00	10.69	11.25
Cashiers	7.13	5.50	5.80	6.51	7.90	10.58
Administrative support occupations, including clerical	11.63	7.83	9.03	11.01	13.46	16.73
Supervisors, distribution, scheduling, and adjusting clerks	17.18	12.02	15.85	16.38	21.55	24.39
Computer operators	14.44	11.17	12.20	13.11	18.00	19.89
Secretaries	12.40	8.50	9.85	12.25	14.10	16.81
Interviewers	9.76	8.07	8.86	9.74	10.78	11.07

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Receptionists	\$9.63	\$7.87	\$8.50	\$9.12	\$10.00	\$12.31
Order clerks	12.08	9.98	10.52	11.18	12.92	15.38
Library clerks	9.37	7.00	7.79	9.00	10.70	11.74
Records clerks, N.E.C.	12.03	9.31	9.75	11.30	14.39	15.84
Bookkeepers, accounting and auditing clerks	12.00	8.81	10.42	11.60	12.65	16.53
Payroll and timekeeping clerks	12.25	7.30	10.50	12.46	13.00	17.44
Telephone operators	12.49	6.72	9.51	15.33	15.33	15.33
Dispatchers	12.44	9.61	9.97	10.99	15.98	17.56
Traffic, shipping and receiving clerks	10.75	8.40	9.84	10.56	11.63	13.27
Stock and inventory clerks	10.41	7.16	8.01	9.91	12.44	14.30
Material recording, scheduling, and distribution clerks, N.E.C.	14.12	8.00	9.76	15.03	17.50	18.26
Investigators and adjusters except insurance	11.77	7.50	8.70	11.99	12.88	21.32
General office clerks	10.67	8.00	9.00	10.43	12.41	13.93
Data entry keyers	9.57	7.00	7.00	9.00	12.23	12.23
Teachers' aides	8.38	7.27	7.45	7.98	9.22	10.59
Administrative support occupations, N.E.C.	11.51	8.68	9.78	10.91	12.92	14.93
Blue-collar occupations						
Precision production, craft, and repair occupations	12.32	6.94	8.52	10.98	15.21	19.51
Supervisors, mechanics and repairers	15.94	8.91	11.50	14.98	19.20	23.62
Bus, truck, and stationary engine mechanics	30.63	23.34	23.88	27.28	44.71	44.71
Industrial machinery repairers	14.36	11.18	12.73	14.49	15.66	18.56
Mechanics and repairers, N.E.C.	13.73	10.50	11.40	12.79	15.42	17.80
Electricians	20.06	10.41	17.56	22.47	23.98	25.81
Construction trades, N.E.C.	13.89	10.75	11.83	12.90	17.73	18.01
Supervisors, production occupations	10.87	8.69	9.30	10.18	11.81	12.79
Machinists	19.30	14.50	15.40	19.23	23.62	23.62
Electrical and electronic equipment assemblers ..	17.29	13.10	14.24	18.74	19.75	20.68
Butchers and meat cutters	9.09	7.35	8.52	8.87	8.87	9.99
Inspectors, testers, and graders	8.40	7.10	7.40	7.72	8.55	11.15
Machine operators, assemblers, and inspectors	14.40	8.35	12.74	14.76	16.14	16.71
Fabricating machine operators, N.E.C.	11.19	7.00	8.40	10.07	13.18	17.42
Printing press operators	13.26	7.97	8.46	12.43	18.95	18.95
Winding and twisting machine operators	12.68	5.25	5.25	14.42	20.30	20.82
Mixing and blending machine operators	9.03	7.50	8.01	8.75	10.00	11.07
Miscellaneous machine operators, N.E.C.	10.56	7.46	8.75	10.36	10.83	16.98
Assemblers	12.57	7.58	8.54	10.40	16.00	19.40
Production inspectors, checkers and examiners ..	10.72	5.25	7.79	10.13	12.88	15.57
Transportation and material moving occupations	11.55	6.94	8.54	10.40	12.65	19.75
Truck drivers	13.68	8.61	9.91	13.04	16.26	18.95
Bus drivers	14.33	9.25	9.83	13.10	17.72	21.35
Excavating and loading machine operators	12.33	7.84	9.27	12.18	15.21	15.21
Industrial truck and tractor equipment operators ..	10.97	7.99	8.62	11.00	12.75	13.37
Miscellaneous material moving equipment operators, N.E.C.	12.78	7.39	9.60	12.30	16.82	18.95
Handlers, equipment cleaners, helpers, and laborers	15.89	11.98	13.19	15.57	17.23	18.48
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	9.38	6.00	7.00	8.50	10.66	14.07
Helpers, construction trades	16.23	8.85	14.19	16.00	18.89	20.83
Construction laborers	8.45	5.32	7.50	8.50	9.07	11.50
Production helpers	8.32	6.86	7.59	8.26	8.72	9.99
Stock handlers and baggers	10.89	7.40	10.02	10.07	11.62	15.06
Machine feeders and offbearers	9.40	5.45	6.00	7.00	10.37	19.51
Freight, stock, and material handlers, N.E.C.	7.99	6.25	6.25	7.46	9.35	12.46
Hand packers and packagers	10.32	6.00	7.45	9.85	12.30	16.31
Laborers except construction, N.E.C.	8.72	6.79	8.09	8.80	9.25	10.13
	8.48	6.05	7.10	8.34	9.56	11.10
Service occupations						
Protective service occupations	9.44	5.68	6.72	7.95	10.99	17.09
Supervisors, police and detectives	13.34	7.10	9.10	12.25	16.42	20.53
Police and detectives, public service	20.77	15.68	17.43	20.35	24.73	26.13
	14.65	11.49	12.38	13.95	16.27	19.56

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Protective service occupations (-Continued)						
Correctional institution officers	\$11.19	\$10.28	\$10.78	\$11.10	\$11.58	\$12.26
Food service occupations	6.63	2.13	5.68	6.66	7.55	8.62
Waiters and waitresses	4.26	2.13	2.13	3.00	6.70	6.72
Cooks	7.50	6.25	6.66	7.50	8.01	8.53
Kitchen workers, food preparation	7.94	6.50	7.00	7.95	8.60	9.75
Food preparation occupations, N.E.C.	6.50	5.15	5.71	6.50	7.42	7.70
Health service occupations	8.24	6.60	7.25	8.16	8.66	10.41
Health aides, except nursing	8.03	6.41	6.66	7.53	8.87	10.91
Nursing aides, orderlies and attendants	8.31	6.94	7.50	8.30	8.58	9.95
Cleaning and building service occupations	7.92	5.75	6.53	7.64	8.59	10.58
Maids and housemen	6.65	6.05	6.22	6.49	7.00	7.72
Janitors and cleaners	7.94	5.60	7.00	7.80	8.58	10.05
Personal service occupations	11.29	5.85	7.04	8.59	18.53	20.12

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

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

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

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

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

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$15.59	\$6.98	\$8.69	\$12.23	\$18.39	\$26.81	\$15.23	\$7.75	\$9.64	\$13.05	\$18.39	\$24.39
All occupations excluding sales	15.19	7.00	8.75	12.30	18.27	25.75	15.27	7.76	9.64	13.14	18.49	24.39
White-collar occupations	20.03	8.03	10.55	15.38	23.25	38.22	16.69	8.26	10.51	14.79	20.39	25.60
White-collar occupations excluding sales	19.77	8.82	11.10	15.90	23.56	38.22	16.76	8.26	10.63	14.85	20.45	25.61
Professional specialty and technical occupations	22.57	10.50	15.83	19.86	26.81	35.84	18.95	11.62	14.64	17.39	21.81	26.05
Professional specialty occupations	22.68	11.06	16.07	21.15	28.31	35.68	20.24	14.13	15.56	18.51	22.76	26.79
Engineers, architects, and surveyors	28.87	22.84	24.15	27.27	33.01	36.47	-	-	-	-	-	-
Electrical and electronic engineers	31.93	23.08	26.81	32.81	36.06	38.65	-	-	-	-	-	-
Mechanical engineers	25.53	20.69	23.80	24.71	26.44	32.30	-	-	-	-	-	-
Engineers, N.E.C.	32.29	22.29	30.22	30.22	35.54	38.04	-	-	-	-	-	-
Mathematical and computer scientists	26.75	17.00	21.00	27.44	32.72	35.06	-	-	-	-	-	-
Computer systems analysts and scientists	27.25	17.00	21.58	27.99	32.72	35.16	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	-	-	-	-	-	-	21.24	14.50	15.51	17.24	19.42	21.18
Registered nurses	-	-	-	-	-	-	17.31	14.47	15.17	17.24	19.12	21.00
Teachers, college and university	22.61	15.84	17.96	20.48	25.52	31.03	-	-	-	-	-	-
Teachers, except college and university	13.63	7.13	8.51	9.75	18.27	25.04	20.14	14.33	15.98	19.56	23.98	26.99
Elementary school teachers	20.66	15.06	16.15	20.15	23.86	27.16	19.53	14.28	15.56	18.49	22.99	26.43
Secondary school teachers	-	-	-	-	-	-	20.40	14.59	16.36	19.79	24.29	27.31
Teachers, special education	-	-	-	-	-	-	22.59	15.56	19.04	23.21	25.84	27.50
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	15.75	12.36	13.39	15.42	17.85	19.88
Social workers	-	-	-	-	-	-	15.75	12.36	13.39	15.42	17.85	19.88
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	15.03	9.19	10.20	15.00	17.81	24.09	-	-	-	-	-	-
Technical occupations	22.39	9.02	14.41	18.75	22.60	41.90	12.29	7.45	9.53	11.58	14.73	17.07
Clinical laboratory technologists and technicians	11.48	8.28	8.84	10.02	14.43	15.62	-	-	-	-	-	-
Licensed practical nurses	13.89	11.85	12.79	13.70	14.94	17.07	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	-	-	-	-	-	-	10.15	7.45	8.31	10.51	11.52	12.78
Engineering technicians, N.E.C.	21.88	15.83	17.04	20.13	26.60	29.45	-	-	-	-	-	-
Computer programmers	18.97	16.73	16.73	18.98	19.35	23.43	-	-	-	-	-	-
Technical and related occupations, N.E.C.	21.72	15.29	18.75	20.45	22.93	28.61	-	-	-	-	-	-
Executive, administrative, and managerial occupations	30.94	15.29	20.00	28.79	38.22	51.92	26.05	14.72	17.97	24.36	28.77	38.60
Executives, administrators, and managers	34.77	16.47	22.05	32.31	45.43	54.93	29.80	21.01	23.00	24.83	34.62	53.37
Administrators and officials, public administration	-	-	-	-	-	-	35.38	19.98	23.00	35.17	53.37	57.73
Financial managers	31.88	16.40	19.87	23.62	41.84	54.31	-	-	-	-	-	-
Personnel and labor relations managers	30.65	12.82	20.43	30.61	34.34	49.13	-	-	-	-	-	-
Managers, marketing, advertising and public relations	36.45	20.10	26.86	39.26	46.10	52.56	-	-	-	-	-	-
Administrators, education and related fields	23.55	18.24	20.00	22.28	27.81	30.70	25.12	21.22	23.45	24.36	26.35	29.50
Managers and administrators, N.E.C.	34.59	15.29	23.08	31.27	43.26	54.93	-	-	-	-	-	-
Management related occupations	25.10	14.68	17.54	23.10	35.48	38.22	15.97	11.27	12.56	17.97	17.97	17.97
Personnel, training, and labor relations specialists	21.15	14.87	16.88	19.57	25.56	29.23	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	22.07	13.75	17.01	18.99	25.71	35.76	-	-	-	-	-	-
Management related occupations, N.E.C.	20.99	11.34	12.55	18.46	29.23	35.48	-	-	-	-	-	-
Sales occupations	21.69	5.85	7.05	10.83	20.39	40.73	-	-	-	-	-	-
Supervisors, sales occupations	18.68	8.06	11.88	16.12	28.02	28.75	-	-	-	-	-	-
Sales occupations, other business services	16.58	11.56	11.56	18.27	20.39	20.39	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Sales occupations (-Continued)													
Sales representatives, mining, manufacturing, and wholesale	\$27.83	\$11.28	\$17.10	\$21.50	\$29.30	\$55.12	—	—	—	—	—	—	—
Sales workers, other commodities	9.15	6.05	7.67	10.00	10.69	11.25	—	—	—	—	—	—	—
Cashiers	6.98	5.50	5.76	6.50	7.60	10.58	—	—	—	—	—	—	—
Administrative support occupations, including clerical	12.07	8.00	9.42	11.50	14.00	17.24	\$10.03	\$7.43	\$8.26	\$9.91	\$11.40	\$12.92	
Supervisors, distribution, scheduling, and adjusting clerks	17.18	12.02	15.85	16.38	21.55	24.39	—	—	—	—	—	—	—
Secretaries	13.57	9.00	11.17	13.53	16.00	17.62	10.70	7.43	8.75	11.06	12.39	13.37	
Receptionists	9.45	7.87	8.50	9.00	10.00	12.31	—	—	—	—	—	—	—
Order clerks	12.08	9.98	10.52	11.18	12.92	15.38	—	—	—	—	—	—	—
Library clerks	—	—	—	—	—	—	9.31	6.65	7.79	8.65	10.70	11.75	
Records clerks, N.E.C.	12.14	9.63	9.75	10.73	15.39	15.84	—	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.03	8.69	10.42	11.60	12.58	16.53	—	—	—	—	—	—	—
Payroll and timekeeping clerks	12.25	7.30	10.50	12.46	13.00	17.44	—	—	—	—	—	—	—
Telephone operators	12.49	6.72	9.51	15.33	15.33	15.33	—	—	—	—	—	—	—
Dispatchers	13.68	9.66	10.67	11.76	17.56	17.56	10.38	9.15	9.67	10.41	10.93	11.23	
Traffic, shipping and receiving clerks	10.75	8.40	9.84	10.56	11.63	13.27	—	—	—	—	—	—	—
Stock and inventory clerks	10.60	7.16	8.01	10.60	12.44	14.49	—	—	—	—	—	—	—
Material recording, scheduling, and distribution clerks, N.E.C.	14.12	8.00	9.76	15.03	17.50	18.26	—	—	—	—	—	—	—
Investigators and adjusters except insurance	11.77	7.50	8.70	11.99	12.88	21.32	—	—	—	—	—	—	—
General office clerks	10.78	7.50	9.00	10.50	12.95	14.19	10.48	8.26	8.95	10.12	11.74	13.56	
Data entry keyers	9.67	7.00	7.00	9.32	12.23	12.23	—	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	8.37	7.27	7.45	7.97	9.21	10.59	
Administrative support occupations, N.E.C.	11.47	8.67	9.78	10.77	12.50	14.93	11.67	9.00	9.54	12.14	12.98	15.06	
Blue-collar occupations	12.36	6.84	8.50	11.00	15.29	19.51	11.36	7.85	9.09	10.47	12.76	15.83	
Precision production, craft, and repair occupations	16.17	8.87	11.77	15.11	19.75	23.62	13.06	9.13	10.07	12.26	15.08	17.98	
Supervisors, mechanics and repairers	31.58	23.34	23.70	28.46	44.71	44.71	—	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	14.71	12.32	14.06	14.49	15.92	18.56	—	—	—	—	—	—	—
Industrial machinery repairers	13.73	10.50	11.40	12.79	15.42	17.80	—	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	20.47	10.41	19.78	22.47	23.98	25.81	—	—	—	—	—	—	—
Electricians	13.94	10.75	11.50	13.00	17.73	18.01	—	—	—	—	—	—	—
Construction trades, N.E.C.	—	—	—	—	—	—	10.36	8.55	9.20	10.18	11.45	12.48	
Supervisors, production occupations ..	19.33	14.50	15.40	19.71	23.62	23.62	—	—	—	—	—	—	—
Machinists	17.29	13.10	14.24	18.74	19.75	20.68	—	—	—	—	—	—	—
Electrical and electronic equipment assemblers	9.09	7.35	8.52	8.87	8.87	9.99	—	—	—	—	—	—	—
Butchers and meat cutters	8.40	7.10	7.40	7.72	8.55	11.15	—	—	—	—	—	—	—
Inspectors, testers, and graders	14.40	8.35	12.74	14.76	16.14	16.71	—	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	11.17	7.00	8.40	10.03	13.18	17.47	—	—	—	—	—	—	—
Fabricating machine operators, N.E.C.	13.26	7.97	8.46	12.43	18.95	18.95	—	—	—	—	—	—	—
Printing press operators	12.68	5.25	5.25	14.42	20.30	20.82	—	—	—	—	—	—	—
Winding and twisting machine operators	9.03	7.50	8.01	8.75	10.00	11.07	—	—	—	—	—	—	—
Mixing and blending machine operators	10.56	7.46	8.75	10.36	10.83	16.98	—	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	12.57	7.58	8.54	10.40	16.00	19.40	—	—	—	—	—	—	—
Assemblers	10.72	5.25	7.79	10.13	12.88	15.57	—	—	—	—	—	—	—
Production inspectors, checkers and examiners	11.55	6.94	8.54	10.40	12.65	19.75	—	—	—	—	—	—	—
Transportation and material moving occupations	14.17	9.00	10.63	13.50	16.90	19.63	9.78	7.61	8.60	9.34	10.95	12.60	
Truck drivers	15.04	9.38	10.53	14.20	18.46	21.75	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Transportation and material moving occupations (-Continued)												
Bus drivers	—	—	—	—	—	—	\$8.14	\$7.00	\$7.00	\$8.12	\$8.83	\$9.32
Industrial truck and tractor equipment operators	\$12.78	\$7.39	\$9.60	\$12.30	\$16.82	\$18.95	—	—	—	—	—	—
Miscellaneous material moving equipment operators, N.E.C.	15.89	11.98	13.19	15.57	17.23	18.48	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.39	6.00	7.00	8.50	10.66	14.07	9.27	7.48	7.95	8.86	10.48	11.29
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	16.23	8.85	14.19	16.00	18.89	20.83	—	—	—	—	—	—
Helpers, construction trades	8.45	5.32	7.50	8.50	9.07	11.50	—	—	—	—	—	—
Production helpers	10.89	7.40	10.02	10.07	11.62	15.06	—	—	—	—	—	—
Stock handlers and baggers	9.40	5.45	6.00	7.00	10.37	19.51	—	—	—	—	—	—
Machine feeders and offbearers	7.99	6.25	6.25	7.46	9.35	12.46	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C.	10.35	6.00	7.40	10.77	12.30	16.31	—	—	—	—	—	—
Hand packers and packagers	8.72	6.79	8.09	8.80	9.25	10.13	—	—	—	—	—	—
Laborers except construction, N.E.C.	8.47	6.03	7.10	8.29	9.56	11.10	—	—	—	—	—	—
Service occupations	8.16	5.25	6.26	7.19	8.50	12.00	11.81	7.18	7.94	10.91	14.18	18.75
Protective service occupations	9.38	7.10	7.10	7.80	8.31	18.86	14.70	10.41	11.19	13.50	17.09	21.76
Supervisors, police and detectives	—	—	—	—	—	—	20.77	15.68	17.43	20.35	24.73	26.13
Police and detectives, public service ..	—	—	—	—	—	—	14.65	11.49	12.38	13.95	16.27	19.56
Correctional institution officers	—	—	—	—	—	—	11.19	10.28	10.78	11.10	11.58	12.26
Food service occupations	6.37	2.13	5.50	6.50	7.19	8.50	8.62	6.89	7.42	7.70	8.62	12.32
Waiters and waitresses	4.26	2.13	2.13	3.00	6.70	6.72	—	—	—	—	—	—
Cooks	7.23	6.25	6.50	7.21	7.78	8.25	—	—	—	—	—	—
Kitchen workers, food preparation	7.94	6.50	7.00	7.95	8.60	9.75	—	—	—	—	—	—
Food preparation occupations, N.E.C.	6.22	5.15	5.50	6.00	7.00	7.10	—	—	—	—	—	—
Health service occupations	8.30	6.75	7.50	8.30	8.62	9.84	8.04	6.41	6.94	7.53	8.80	10.91
Health aides, except nursing	—	—	—	—	—	—	8.21	6.41	6.72	7.88	9.17	10.91
Nursing aides, orderlies and attendants	8.37	6.95	7.50	8.30	8.59	9.97	—	—	—	—	—	—
Cleaning and building service occupations	7.79	5.50	6.26	7.41	8.68	11.03	8.18	6.53	7.47	7.80	8.52	10.00
Maids and housemen	6.65	6.05	6.22	6.49	7.00	7.72	—	—	—	—	—	—
Janitors and cleaners	7.84	5.35	6.35	7.63	8.68	11.03	8.10	6.53	7.42	7.80	8.52	9.71
Personal service occupations	12.19	5.75	6.92	9.44	19.38	20.12	8.48	6.50	7.45	8.26	9.74	11.79

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

² All workers include full-time and part-time workers. Employees are classified as

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

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

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

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$16.15	\$7.68	\$9.38	\$12.91	\$18.94	\$26.78	\$8.22	\$5.25	\$5.75	\$6.90	\$8.21	\$10.28
All occupations excluding sales	15.69	7.70	9.38	12.90	18.75	25.81	8.58	5.25	5.75	7.00	8.50	11.02
White-collar occupations	19.86	8.76	11.13	15.86	23.08	35.86	10.37	5.64	6.25	7.45	9.16	16.76
White-collar occupations excluding sales	19.27	9.00	11.30	15.90	23.08	35.17	12.67	6.72	7.36	8.71	13.42	17.88
Professional specialty and technical occupations	21.08	11.90	15.39	18.96	24.29	31.37	20.09	7.45	7.45	13.94	18.88	75.00
Professional specialty occupations	21.24	13.72	15.86	19.50	25.27	31.64	27.05	8.00	14.00	17.00	29.71	75.00
Engineers, architects, and surveyors	28.78	22.30	24.04	27.27	32.80	36.41	-	-	-	-	-	-
Electrical and electronic engineers	31.93	23.08	26.81	32.81	36.06	38.65	-	-	-	-	-	-
Mechanical engineers	25.53	20.69	23.80	24.71	26.44	32.30	-	-	-	-	-	-
Engineers, N.E.C.	32.29	22.29	30.22	30.22	35.54	38.04	-	-	-	-	-	-
Mathematical and computer scientists	26.67	17.00	21.00	27.26	32.72	35.06	-	-	-	-	-	-
Computer systems analysts and scientists	27.16	17.00	21.16	27.93	32.72	35.16	-	-	-	-	-	-
Natural scientists	21.19	17.34	18.89	19.67	28.09	28.09	-	-	-	-	-	-
Health related occupations	19.76	14.57	15.96	17.86	20.24	23.15	33.51	14.12	15.85	18.81	62.90	75.00
Registered nurses	19.71	14.58	15.80	17.68	20.24	22.65	-	-	-	-	-	-
Teachers, college and university	26.08	17.96	21.55	24.39	29.20	37.18	-	-	-	-	-	-
Teachers, except college and university	19.63	13.23	15.47	19.17	23.75	26.93	-	-	-	-	-	-
Elementary school teachers	19.58	14.28	15.59	18.59	23.07	26.49	-	-	-	-	-	-
Secondary school teachers	20.49	14.63	16.36	19.71	24.29	27.42	-	-	-	-	-	-
Teachers, special education	22.59	15.56	19.04	23.21	25.84	27.50	-	-	-	-	-	-
Vocational and educational counselors	23.00	15.58	20.26	23.71	25.67	29.71	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	15.47	11.83	13.00	15.05	17.69	20.01	-	-	-	-	-	-
Social workers	15.75	12.30	13.21	15.36	17.80	20.02	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	14.97	9.19	10.20	14.75	17.81	24.09	-	-	-	-	-	-
Technical occupations	20.65	9.65	13.00	17.07	20.71	28.74	8.34	6.27	7.45	7.45	8.96	10.21
Clinical laboratory technologists and technicians	13.93	8.55	10.00	14.17	16.51	19.27	-	-	-	-	-	-
Licensed practical nurses	13.79	11.85	12.79	13.70	14.69	15.71	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	11.95	6.14	7.38	10.51	12.05	22.60	-	-	-	-	-	-
Electrical and electronic technicians	19.19	13.10	15.65	19.71	23.56	23.56	-	-	-	-	-	-
Engineering technicians, N.E.C.	20.96	14.50	16.19	18.25	25.78	29.11	-	-	-	-	-	-
Computer programmers	18.96	16.73	16.73	18.98	19.35	23.43	-	-	-	-	-	-
Technical and related occupations, N.E.C.	20.83	14.76	16.83	19.82	20.93	26.99	-	-	-	-	-	-
Executive, administrative, and managerial occupations	30.17	15.23	19.81	26.85	38.22	49.14	-	-	-	-	-	-
Executives, administrators, and managers	33.87	17.50	22.95	30.23	43.73	54.47	-	-	-	-	-	-
Administrators and officials, public administration	35.38	19.98	23.00	35.17	53.37	57.73	-	-	-	-	-	-
Financial managers	32.25	16.40	19.87	31.25	41.84	54.31	-	-	-	-	-	-
Personnel and labor relations managers	30.65	12.82	20.43	30.61	34.34	49.13	-	-	-	-	-	-
Managers, marketing, advertising and public relations	36.42	20.10	26.86	39.26	46.10	52.56	-	-	-	-	-	-
Administrators, education and related fields	24.97	21.01	22.60	24.36	26.56	29.50	-	-	-	-	-	-
Managers and administrators, N.E.C.	34.60	15.29	23.08	32.69	43.26	54.93	-	-	-	-	-	-
Management related occupations	24.08	14.37	17.46	21.95	30.19	38.22	-	-	-	-	-	-
Personnel, training, and labor relations specialists	18.77	11.56	15.77	17.97	21.65	27.43	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	22.07	13.75	17.01	18.99	25.71	35.76	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
White-collar occupations (-Continued)												
Executive, administrative, and managerial occupations (-Continued)												
Management related occupations (-Continued)												
Management related occupations, N.E.C.	\$20.99	\$11.34	\$12.55	\$18.46	\$29.23	\$35.48	-	-	-	-	-	-
Sales occupations	26.51	7.55	9.50	14.42	26.69	54.47	\$6.45	\$5.45	\$5.72	\$6.05	\$6.85	\$7.60
Supervisors, sales occupations	19.61	11.26	11.88	16.12	28.02	28.75	-	-	-	-	-	-
Sales occupations, other business services	16.58	11.56	11.56	18.27	20.39	20.39	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	27.83	11.28	17.10	21.50	29.30	55.12	-	-	-	-	-	-
Sales workers, other commodities	9.93	8.10	10.00	10.15	10.80	11.25	-	-	-	-	-	-
Cashiers	8.39	6.69	7.25	7.90	10.58	10.83	6.37	5.45	5.53	6.00	6.51	7.60
Administrative support occupations, including clerical	11.84	8.01	9.39	11.20	13.61	16.73	9.03	6.42	7.00	8.50	9.12	14.10
Supervisors, distribution, scheduling, and adjusting clerks	17.18	12.02	15.85	16.38	21.55	24.39	-	-	-	-	-	-
Computer operators	14.44	11.17	12.20	13.11	18.00	19.89	-	-	-	-	-	-
Secretaries	12.91	9.00	11.15	12.62	14.89	16.81	-	-	-	-	-	-
Receptionists	9.67	7.87	8.50	9.00	11.16	12.31	-	-	-	-	-	-
Order clerks	12.08	9.98	10.52	11.18	12.92	15.38	-	-	-	-	-	-
Library clerks	9.74	7.79	7.84	9.40	11.06	12.23	-	-	-	-	-	-
Records clerks, N.E.C.	12.25	9.63	9.75	12.01	14.71	15.84	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	12.00	8.81	10.42	11.60	12.65	16.53	-	-	-	-	-	-
Payroll and timekeeping clerks	13.12	9.19	11.82	12.46	14.72	17.44	-	-	-	-	-	-
Dispatchers	12.47	9.61	9.97	11.07	15.98	17.56	-	-	-	-	-	-
Traffic, shipping and receiving clerks	10.75	8.40	9.84	10.56	11.63	13.27	-	-	-	-	-	-
Stock and inventory clerks	10.41	7.16	8.01	9.91	12.44	14.30	-	-	-	-	-	-
Material recording, scheduling, and distribution clerks, N.E.C.	14.43	9.76	9.76	16.06	17.50	18.26	-	-	-	-	-	-
Investigators and adjusters except insurance	12.71	8.36	9.42	12.00	12.88	21.32	-	-	-	-	-	-
General office clerks	10.75	8.00	9.16	10.50	12.47	13.92	9.66	6.42	8.00	8.52	12.00	15.00
Data entry keyers	10.68	7.65	9.00	12.23	12.23	12.23	-	-	-	-	-	-
Teachers' aides	8.47	7.27	7.45	8.04	9.23	10.59	-	-	-	-	-	-
Administrative support occupations, N.E.C.	11.61	8.89	9.89	10.99	12.92	14.93	-	-	-	-	-	-
Blue-collar occupations	12.62	7.40	8.75	11.25	15.55	19.71	6.57	5.25	5.45	6.00	7.00	9.08
Precision production, craft, and repair occupations	15.94	8.91	11.50	14.98	19.20	23.62	-	-	-	-	-	-
Supervisors, mechanics and repairers	30.63	23.34	23.88	27.28	44.71	44.71	-	-	-	-	-	-
Bus, truck, and stationary engine mechanics	14.36	11.18	12.73	14.49	15.66	18.56	-	-	-	-	-	-
Industrial machinery repairers	13.73	10.50	11.40	12.79	15.42	17.80	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	20.06	10.41	17.56	22.47	23.98	25.81	-	-	-	-	-	-
Electricians	13.89	10.75	11.83	12.90	17.73	18.01	-	-	-	-	-	-
Construction trades, N.E.C.	10.87	8.69	9.30	10.18	11.81	12.79	-	-	-	-	-	-
Supervisors, production occupations	19.30	14.50	15.40	19.23	23.62	23.62	-	-	-	-	-	-
Machinists	17.29	13.10	14.24	18.74	19.75	20.68	-	-	-	-	-	-
Electrical and electronic equipment assemblers	9.09	7.35	8.52	8.87	8.87	9.99	-	-	-	-	-	-
Butchers and meat cutters	8.40	7.10	7.40	7.72	8.55	11.15	-	-	-	-	-	-
Inspectors, testers, and graders	14.40	8.35	12.74	14.76	16.14	16.71	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.25	7.04	8.46	10.07	13.18	17.54	-	-	-	-	-	-
Fabricating machine operators, N.E.C.	13.26	7.97	8.46	12.43	18.95	18.95	-	-	-	-	-	-
Winding and twisting machine operators	9.03	7.50	8.01	8.75	10.00	11.07	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
Blue-collar occupations (-Continued)												
Machine operators, assemblers, and inspectors (-Continued)												
Mixing and blending machine operators	\$10.56	\$7.46	\$8.75	\$10.36	\$10.83	\$16.98	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	12.59	7.75	8.54	10.45	16.00	19.48	-	-	-	-	-	-
Assemblers	10.72	5.25	7.79	10.13	12.88	15.57	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.55	6.94	8.54	10.40	12.65	19.75	-	-	-	-	-	-
Transportation and material moving occupations	14.01	9.09	10.40	13.45	16.67	18.95	\$8.46	\$6.65	\$7.00	\$8.50	\$9.21	\$10.54
Truck drivers	14.59	9.30	9.99	13.34	18.27	21.42	-	-	-	-	-	-
Bus drivers	-	-	-	-	-	-	8.18	7.00	7.00	8.33	8.94	9.27
Excavating and loading machine operators	10.97	7.99	8.62	11.00	12.75	13.37	-	-	-	-	-	-
Industrial truck and tractor equipment operators	12.88	7.39	9.60	12.30	16.83	18.95	-	-	-	-	-	-
Miscellaneous material moving equipment operators, N.E.C.	15.89	11.98	13.19	15.57	17.23	18.48	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.92	6.40	7.72	8.75	11.10	15.06	6.30	5.20	5.45	6.00	6.80	7.84
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	16.23	8.85	14.19	16.00	18.89	20.83	-	-	-	-	-	-
Helpers, construction trades	8.99	7.50	8.00	8.75	9.36	11.50	-	-	-	-	-	-
Construction laborers	8.32	6.86	7.59	8.26	8.72	9.99	-	-	-	-	-	-
Production helpers	10.89	7.40	10.02	10.07	11.62	15.06	-	-	-	-	-	-
Stock handlers and baggers	12.36	6.97	7.85	10.25	19.51	19.51	6.09	5.26	5.50	6.00	6.55	6.96
Machine feeders and offbearers	7.99	6.25	6.25	7.46	9.35	12.46	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	10.63	6.65	7.50	10.81	12.53	17.31	-	-	-	-	-	-
Hand packers and packagers	8.76	7.15	8.09	8.84	9.25	10.13	-	-	-	-	-	-
Laborers except construction, N.E.C.	8.68	6.50	7.50	8.37	9.71	11.10	6.73	5.15	5.20	6.25	7.01	9.08
Service occupations	10.41	6.35	7.19	8.50	12.11	18.86	6.35	3.00	5.50	6.66	7.42	8.26
Protective service occupations	14.34	8.55	10.99	13.28	17.14	21.56	7.57	7.10	7.10	7.10	7.10	9.10
Supervisors, police and detectives	20.77	15.68	17.43	20.35	24.73	26.13	-	-	-	-	-	-
Police and detectives, public service ..	14.65	11.49	12.38	13.95	16.27	19.56	-	-	-	-	-	-
Correctional institution officers	11.19	10.28	10.78	11.10	11.58	12.26	-	-	-	-	-	-
Guards and police except public service	11.64	7.80	7.80	8.95	18.86	18.90	-	-	-	-	-	-
Food service occupations	7.35	5.71	6.25	6.72	7.94	9.50	5.21	2.13	3.00	5.50	6.66	7.55
Waiters and waitresses	-	-	-	-	-	-	2.99	2.13	2.13	2.13	3.00	5.76
Cooks	7.53	6.25	6.52	7.50	8.09	8.53	-	-	-	-	-	-
Food preparation occupations, N.E.C.	6.58	5.71	5.77	6.50	7.06	7.86	6.37	5.15	5.15	6.25	7.51	7.70
Health service occupations	8.44	6.75	7.50	8.37	9.00	10.81	7.38	6.25	6.94	7.35	8.03	8.26
Health aides, except nursing	8.27	6.41	7.00	7.88	9.55	10.91	6.64	5.95	6.20	6.25	6.73	8.03
Nursing aides, orderlies and attendants	8.50	6.89	7.54	8.42	8.89	10.48	7.57	6.94	6.94	7.50	8.05	8.26
Cleaning and building service occupations	8.37	6.26	7.36	7.89	9.00	11.03	6.49	5.25	5.50	6.53	7.00	8.01
Janitors and cleaners	8.49	7.05	7.49	8.01	9.00	11.03	6.49	5.25	5.50	6.50	7.05	8.01
Personal service occupations	12.74	6.47	7.14	9.95	19.81	20.12	7.21	5.46	5.75	7.36	8.26	9.44

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

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

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

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.8	\$642	\$514	2,029	\$32,763	\$26,380
All occupations excluding sales	39.8	624	514	2,027	31,809	26,333
White-collar occupations	39.6	787	622	2,004	39,809	31,242
White-collar occupations excluding sales	39.6	763	627	1,998	38,495	31,491
Professional specialty and technical occupations	38.8	819	751	1,904	40,131	36,411
Professional specialty occupations	39.1	830	760	1,878	39,894	36,450
Engineers, architects, and surveyors	40.2	1,156	1,091	2,088	60,099	56,722
Electrical and electronic engineers	40.0	1,277	1,312	2,080	66,412	68,245
Mechanical engineers	39.5	1,010	988	2,056	52,501	51,397
Engineers, N.E.C.	44.0	1,422	1,511	2,290	73,959	78,572
Mathematical and computer scientists	40.7	1,087	1,090	2,119	56,502	56,701
Computer systems analysts and scientists	40.8	1,108	1,119	2,121	57,619	58,198
Natural scientists	40.0	848	787	2,080	44,072	40,914
Health related occupations	39.4	779	699	2,045	40,413	36,343
Registered nurses	39.2	772	694	2,032	40,052	36,064
Teachers, college and university	38.6	1,006	976	1,640	42,755	39,952
Teachers, except college and university	37.6	739	719	1,603	31,476	30,904
Elementary school teachers	37.4	732	698	1,586	31,066	29,842
Secondary school teachers	37.7	772	748	1,609	32,961	31,990
Teachers, special education	37.1	838	870	1,562	35,298	36,360
Vocational and educational counselors	37.5	862	889	1,648	37,907	38,931
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	39.6	613	599	2,061	31,879	31,158
Social workers	39.8	627	614	2,069	32,594	31,949
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	39.9	597	575	2,073	31,029	29,874
Technical occupations	38.2	789	700	1,976	40,804	36,360
Clinical laboratory technologists and technicians	39.3	547	565	2,043	28,464	29,392
Licensed practical nurses	38.8	535	536	2,019	27,838	27,868
Health technologists and technicians, N.E.C.	39.9	476	420	2,072	24,755	21,861
Electrical and electronic technicians	40.5	778	887	2,107	40,450	46,121
Engineering technicians, N.E.C.	40.0	838	730	2,080	43,590	37,960
Computer programmers	39.5	749	726	2,054	38,947	37,732
Technical and related occupations, N.E.C.	39.8	829	793	1,961	40,846	40,997
Executive, administrative, and managerial occupations ...	40.7	1,229	1,097	2,113	63,755	56,999
Executives, administrators, and managers	41.1	1,392	1,267	2,128	72,085	65,874
Administrators and officials, public administration	40.0	1,415	1,407	2,079	73,575	73,154
Financial managers	40.6	1,311	1,250	2,114	68,166	65,000
Personnel and labor relations managers	41.1	1,258	1,336	2,135	65,440	69,493
Managers., marketing, advertising and public relations	40.4	1,472	1,570	2,102	76,540	81,661
Administrators, education and related fields	40.2	1,003	974	2,011	50,225	50,669
Managers and administrators, N.E.C.	41.9	1,448	1,322	2,177	75,314	68,726
Management related occupations	40.2	967	878	2,088	50,270	45,649
Personnel, training, and labor relations specialists	39.7	746	719	2,067	38,800	37,378
Purchasing agents and buyers, N.E.C.	40.0	883	759	2,080	45,903	39,493
Management related occupations, N.E.C.	39.4	827	797	2,050	43,029	41,425
Sales occupations	40.0	1,061	577	2,080	55,147	29,994
Supervisors, sales occupations	43.3	850	645	2,253	44,186	33,530
Sales occupations, other business services	42.1	698	731	2,188	36,284	38,002
Sales representatives, mining, manufacturing, and wholesale	40.7	1,133	866	2,117	58,912	45,045
Sales workers, other commodities	40.0	397	406	2,080	20,649	21,112
Cashiers	39.3	330	309	2,042	17,138	16,069
Administrative support occupations, including clerical	39.6	469	446	2,017	23,890	23,031
Supervisors, distribution, scheduling, and adjusting clerks	40.0	687	655	2,080	35,740	34,070
Computer operators	40.0	578	525	2,080	30,038	27,278
Secretaries	39.7	513	507	1,983	25,600	26,000
Receptionists	39.3	379	360	2,035	19,667	18,658
Order clerks	40.0	483	447	2,080	25,136	23,254
Library clerks	39.1	381	365	1,900	18,501	16,952

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Records clerks, N.E.C.	39.3	\$481	\$480	2,044	\$25,028	\$24,960
Bookkeepers, accounting and auditing clerks	39.6	475	464	2,057	24,686	24,128
Payroll and timekeeping clerks	39.0	511	498	2,026	26,580	25,917
Dispatchers	41.0	512	459	2,134	26,617	23,871
Traffic, shipping and receiving clerks	40.0	430	422	2,080	22,353	21,970
Stock and inventory clerks	39.9	416	396	2,076	21,612	20,615
Material recording, scheduling, and distribution clerks, N.E.C.	40.0	577	642	2,080	30,006	33,394
Investigators and adjusters except insurance	40.0	508	480	2,080	26,433	24,960
General office clerks	39.9	428	420	2,006	21,560	21,559
Data entry keyers	40.0	427	489	1,945	20,762	24,960
Teachers' aides	37.7	319	306	1,648	13,950	13,365
Administrative support occupations, N.E.C.	39.9	463	440	2,076	24,087	22,859
Blue-collar occupations						
Precision production, craft, and repair occupations	40.2	507	444	2,072	26,135	23,005
Supervisors, mechanics and repairers	40.3	1,233	1,023	2,094	64,135	53,196
Bus, truck, and stationary engine mechanics	40.0	574	580	2,080	29,862	30,139
Industrial machinery repairers	39.4	541	512	2,049	28,127	26,603
Mechanics and repairers, N.E.C.	39.7	797	899	2,063	41,383	46,738
Electricians	38.9	541	500	2,025	28,130	26,000
Construction trades, N.E.C.	39.9	433	407	2,072	22,518	21,169
Supervisors, production occupations	44.6	860	750	2,302	44,425	38,464
Machinists	38.8	670	711	2,015	34,842	36,946
Electrical and electronic equipment assemblers ..	39.9	363	355	2,074	18,854	18,450
Butchers and meat cutters	40.0	336	309	2,080	17,468	16,048
Inspectors, testers, and graders	47.2	679	801	2,454	35,333	41,658
Machine operators, assemblers, and inspectors	39.6	446	402	2,042	22,973	20,785
Fabricating machine operators, N.E.C.	39.6	525	497	2,059	27,303	25,854
Winding and twisting machine operators	39.6	358	350	2,058	18,595	18,200
Mixing and blending machine operators	40.0	423	415	2,075	21,919	21,557
Miscellaneous machine operators, N.E.C.	39.1	492	400	2,032	25,572	20,571
Assemblers	39.9	428	405	2,029	21,757	20,987
Production inspectors, checkers and examiners ..	40.0	462	416	2,072	23,933	21,632
Transportation and material moving occupations	42.5	595	538	2,208	30,937	27,976
Truck drivers	45.2	659	546	2,348	34,268	28,379
Excavating and loading machine operators	40.0	439	440	2,080	22,817	22,880
Industrial truck and tractor equipment operators ..	40.0	515	492	2,080	26,795	25,584
Miscellaneous material moving equipment operators, N.E.C.	40.0	636	623	2,080	33,058	32,386
Handlers, equipment cleaners, helpers, and laborers	39.8	395	350	2,021	20,051	18,117
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	41.1	668	720	2,140	34,727	37,440
Helpers, construction trades	39.2	352	338	2,036	18,313	17,555
Construction laborers	40.0	333	330	2,080	17,302	17,182
Production helpers	39.6	432	403	2,061	22,456	20,946
Stock handlers and baggers	39.4	487	410	2,051	25,349	21,320
Machine feeders and offbearers	39.5	316	298	2,056	16,434	15,517
Freight, stock, and material handlers, N.E.C.	40.0	425	432	2,078	22,083	22,485
Hand packers and packagers	40.0	350	354	1,934	16,939	17,934
Laborers except construction, N.E.C.	39.9	346	335	2,000	17,354	17,339
Service occupations						
Protective service occupations	42.3	607	557	2,202	31,572	28,965
Supervisors, police and detectives	40.5	842	843	2,108	43,782	43,820
Police and detectives, public service	41.1	602	583	2,138	31,322	30,336
Correctional institution officers	40.4	452	444	2,101	23,510	23,088
Guards and police except public service	40.0	465	358	2,080	24,203	18,616
Food service occupations	38.0	280	265	1,957	14,388	13,790
Cooks	39.5	297	299	2,023	15,236	15,268
Food preparation occupations, N.E.C.	37.5	247	240	1,911	12,585	12,480
Health service occupations	39.7	335	332	2,062	17,403	17,262
Health aides, except nursing	40.0	331	315	2,080	17,198	16,384

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Service occupations (-Continued)						
Health service occupations (-Continued)						
Nursing aides, orderlies and attendants	39.5	\$336	\$337	2,056	\$17,478	\$17,514
Cleaning and building service occupations	39.1	327	313	2,033	17,022	16,300
Janitors and cleaners	39.8	338	320	2,068	17,566	16,640
Personal service occupations	31.3	399	454	1,537	19,590	22,862

¹ Earnings are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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

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

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

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$15.53	\$15.59	\$15.23	\$16.15	\$8.22
All occupations excluding sales	15.20	15.19	15.27	15.69	8.58
White-collar occupations	19.20	20.03	16.69	19.86	10.37
Level 1	7.28	7.13	—	—	7.18
Level 2	8.56	8.63	7.46	9.22	6.70
Level 3	9.59	9.87	8.88	9.79	7.89
Level 4	11.60	12.21	9.71	11.70	10.55
Level 5	12.72	13.02	11.85	12.75	—
Level 6	14.32	14.34	14.34	14.30	—
Level 7	24.33	26.21	16.42	24.43	—
Level 8	19.27	19.62	18.69	19.30	—
Level 9	21.90	23.87	19.54	21.96	—
Level 10	29.51	31.06	20.19	29.51	—
Level 11	34.56	35.39	31.49	33.53	—
Level 12	39.62	40.11	30.20	39.69	—
Level 13	42.43	47.20	34.80	42.12	—
Level 14	56.95	57.29	—	56.95	—
Not able to be leveled	18.40	18.68	—	20.84	—
White-collar occupations excluding sales	18.95	19.77	16.76	19.27	12.67
Level 1	7.99	7.99	—	—	8.27
Level 2	9.13	9.29	7.36	9.52	7.31
Level 3	9.78	10.19	8.92	9.89	8.55
Level 4	11.67	12.35	9.71	11.75	10.85
Level 5	12.51	12.76	11.85	12.54	—
Level 6	14.40	14.45	14.24	14.38	—
Level 7	17.26	17.52	16.42	17.28	—
Level 8	18.98	19.18	18.69	19.01	—
Level 9	21.87	23.88	19.54	21.94	—
Level 10	29.76	31.62	20.19	29.76	—
Level 11	34.04	34.79	31.49	32.92	—
Level 12	39.62	40.11	30.20	39.69	—
Level 13	42.43	47.20	34.80	42.12	—
Level 14	56.95	57.29	—	56.95	—
Not able to be leveled	20.38	20.86	—	24.15	—
Professional specialty and technical occupations	21.03	22.57	18.95	21.08	20.09
Professional specialty occupations	21.48	22.68	20.24	21.24	27.05
Level 5	12.09	—	12.16	12.16	—
Level 6	15.28	14.35	—	15.24	—
Level 7	17.81	—	17.34	17.86	—
Level 8	19.06	18.15	19.60	19.11	—
Level 9	20.79	25.08	19.38	20.88	—
Level 10	30.40	32.85	—	30.40	—
Level 11	33.05	29.23	—	28.76	—
Level 12	32.96	33.54	—	33.12	—
Level 13	36.11	—	33.18	34.95	—
Engineers, architects, and surveyors	28.78	28.87	—	28.78	—
Level 9	26.30	26.30	—	26.30	—
Level 11	29.50	29.92	—	29.50	—
Level 12	35.26	35.26	—	35.26	—
Mathematical and computer scientists	26.67	26.75	—	26.67	—
Level 9	24.75	24.94	—	24.75	—
Level 12	31.50	31.50	—	31.50	—
Natural scientists	21.19	—	—	21.19	—
Health related occupations	21.29	—	21.24	19.76	33.51
Level 8	19.67	19.67	—	19.82	—
Level 9	18.03	—	17.37	18.07	—
Teachers, college and university	25.99	22.61	—	26.08	—
Level 8	20.75	20.15	—	20.75	—
Level 13	30.99	—	—	30.99	—
Teachers, except college and university	19.43	13.63	20.14	19.63	—
Level 6	14.32	—	—	—	—
Level 7	18.82	23.19	18.21	18.75	—
Level 8	20.77	—	20.91	20.90	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Teachers, except college and university (-Continued)					
Level 9	\$20.70	-	-	\$20.70	-
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, religious, and recreation workers	15.53	-	\$15.75	15.47	-
Level 5	12.69	-	-	12.69	-
Level 8	16.83	-	16.83	16.83	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	14.92	\$15.03	-	14.97	-
Level 6	11.44	11.44	-	11.44	-
Technical occupations	19.87	22.39	12.29	20.65	\$8.34
Level 4	11.35	14.96	9.29	12.75	-
Level 5	12.58	12.68	-	12.58	-
Level 6	14.24	14.29	-	14.24	-
Level 7	16.07	17.25	-	16.07	-
Level 8	17.86	19.05	15.63	17.86	-
Level 9	25.50	25.58	-	25.50	-
Executive, administrative, and managerial occupations ...	30.17	30.94	26.05	30.17	-
Level 5	13.64	-	-	13.64	-
Level 7	17.82	17.82	-	17.82	-
Level 8	20.13	20.36	-	20.13	-
Level 9	22.47	23.06	20.33	22.47	-
Level 10	28.22	-	-	28.22	-
Level 11	29.49	31.02	26.09	29.49	-
Level 12	40.84	41.28	-	40.84	-
Level 13	46.59	49.81	-	46.59	-
Level 14	57.05	57.44	-	57.05	-
Executives, administrators, and managers	33.87	34.77	29.80	33.87	-
Level 8	19.17	19.17	-	19.17	-
Level 9	22.29	22.22	22.50	22.29	-
Level 11	29.49	31.21	26.09	29.49	-
Level 12	42.32	43.08	-	42.32	-
Level 13	46.62	49.88	-	46.62	-
Level 14	57.05	57.44	-	57.05	-
Management related occupations	24.08	25.10	15.97	24.08	-
Level 5	13.83	-	-	13.83	-
Level 7	17.68	17.72	-	17.68	-
Level 8	21.46	22.38	-	21.46	-
Level 9	22.61	23.67	-	22.61	-
Sales occupations	21.44	21.69	-	26.51	6.45
Level 2	6.73	6.69	-	-	6.05
Level 3	8.35	8.39	-	8.98	6.55
Level 4	10.27	10.27	-	10.75	-
Level 5	14.99	14.99	-	14.99	-
Level 8	22.73	22.73	-	22.73	-
Administrative support occupations, including clerical	11.63	12.07	10.03	11.84	9.03
Level 1	7.99	7.99	-	-	8.27
Level 2	9.13	9.29	7.36	9.52	7.31
Level 3	9.99	10.56	8.92	10.08	8.92
Level 4	11.71	12.22	9.85	11.67	12.62
Level 5	12.42	12.66	11.66	12.45	-
Level 6	14.03	14.98	12.10	14.02	-
Level 7	16.19	16.45	-	16.19	-
Level 9	21.42	21.42	-	21.42	-
Blue-collar occupations	12.32	12.36	11.36	12.62	6.57
Level 1	7.60	7.59	-	7.98	6.01
Level 2	8.90	8.92	8.25	8.97	7.45
Level 3	10.55	10.57	9.96	10.63	-
Level 4	12.41	12.57	9.89	12.46	-
Level 5	14.03	14.26	11.23	14.06	-

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Level 6	\$15.84	\$15.96	—	\$15.84	—
Level 7	17.27	17.48	\$14.43	17.27	—
Level 8	20.90	20.90	—	20.90	—
Level 9	26.26	26.79	—	26.26	—
Precision production, craft, and repair occupations	15.94	16.17	13.06	15.94	—
Level 1	7.37	7.37	—	7.37	—
Level 3	10.01	9.97	—	10.01	—
Level 4	10.66	10.71	—	10.66	—
Level 5	12.45	12.68	10.94	12.45	—
Level 6	14.09	14.21	—	14.09	—
Level 7	17.38	17.54	14.72	17.38	—
Level 8	20.29	20.29	—	20.29	—
Level 9	26.26	26.79	—	26.26	—
Machine operators, assemblers, and inspectors	11.19	11.17	—	11.25	—
Level 1	8.30	8.30	—	8.48	—
Level 2	8.80	8.80	—	8.80	—
Level 3	10.20	10.20	—	10.20	—
Level 4	13.19	13.19	—	13.19	—
Level 5	15.16	15.16	—	15.16	—
Level 6	15.12	15.12	—	15.12	—
Level 7	17.74	18.25	—	17.74	—
Transportation and material moving occupations	13.68	14.17	9.78	14.01	\$8.46
Level 2	9.29	9.55	8.09	9.74	7.85
Level 3	10.72	10.85	—	10.85	—
Level 4	13.60	14.15	—	13.73	—
Level 5	14.36	14.64	—	14.36	—
Level 6	19.16	19.23	—	19.16	—
Handlers, equipment cleaners, helpers, and laborers	9.38	9.39	9.27	9.92	6.30
Level 1	7.29	7.27	—	7.74	6.09
Level 2	8.95	8.96	—	9.10	—
Level 3	11.34	11.39	—	11.63	—
Level 4	10.83	10.88	9.67	10.86	—
Level 5	16.24	16.45	—	16.58	—
Service occupations					
Level 1	9.44	8.16	11.81	10.41	6.35
Level 2	6.62	6.52	7.24	7.14	5.87
Level 3	7.35	7.29	7.57	7.48	6.88
Level 4	7.23	7.01	7.88	7.73	6.21
Level 5	9.25	8.42	10.52	9.51	8.00
Level 7	14.71	—	10.32	14.84	—
Level 8	13.69	—	13.58	13.72	—
Level 9	14.94	—	14.50	14.94	—
Level 10	17.84	—	17.84	17.84	—
Level 10	22.25	—	22.25	22.25	—
Protective service occupations	13.34	9.38	14.70	14.34	7.57
Level 4	9.80	—	—	9.92	—
Level 5	12.08	—	10.56	12.08	—
Level 7	13.46	—	13.35	13.47	—
Level 8	14.56	—	14.50	14.56	—
Level 9	17.84	—	17.84	17.84	—
Level 10	22.25	—	22.25	22.25	—
Food service occupations	6.63	6.37	8.62	7.35	5.21
Level 1	5.51	5.50	—	5.86	5.17
Level 2	6.97	6.94	—	7.16	6.34
Level 3	6.05	5.67	—	6.75	—
Health service occupations	8.24	8.30	8.04	8.44	7.38
Level 2	7.73	7.75	—	7.76	—
Level 3	8.22	8.57	—	8.31	—
Level 4	8.82	8.61	—	—	—
Cleaning and building service occupations	7.92	7.79	8.18	8.37	6.49
Level 1	7.20	7.15	7.39	7.61	6.29
Level 2	7.89	—	—	—	—
Level 3	9.35	—	—	9.44	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Personal service occupations	\$11.29	\$12.19	\$8.48	\$12.74	\$7.21
Level 3	7.01	—	—	—	—

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

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

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

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Electrical and electronic engineers	\$31.93	\$31.93	—	\$31.93	—
Mechanical engineers	25.53	25.53	—	25.53	—
Engineers, N.E.C.	32.29	32.29	—	32.29	—
Computer systems analysts and scientists	27.16	27.25	—	27.16	—
Level 9	24.75	24.94	—	24.75	—
Level 12	31.50	31.50	—	31.50	—
Registered nurses	19.60	—	\$17.31	19.71	—
Level 8	18.78	18.78	—	18.86	—
Level 9	17.37	—	17.37	—	—
Prekindergarten and kindergarten	14.31	—	—	—	—
Elementary school teachers	19.57	20.66	19.53	19.58	—
Level 7	18.14	—	—	18.14	—
Level 8	20.21	—	—	20.24	—
Secondary school teachers	20.51	—	20.40	20.49	—
Teachers, special education	22.59	—	22.59	22.59	—
Vocational and educational counselors	23.00	—	—	23.00	—
Social workers	15.81	—	15.75	15.75	—
Level 8	16.83	—	16.83	16.83	—
Technical occupations:					
Clinical laboratory technologists and technicians	13.63	11.48	—	13.93	—
Licensed practical nurses	13.89	13.89	—	13.79	—
Health technologists and technicians, N.E.C.	11.01	—	10.15	11.95	—
Level 4	9.29	—	9.29	—	—
Electrical and electronic technicians	19.19	—	—	19.19	—
Engineering technicians, N.E.C.	20.96	21.88	—	20.96	—
Computer programmers	18.96	18.97	—	18.96	—
Technical and related occupations, N.E.C.	20.83	21.72	—	20.83	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	35.38	—	35.38	35.38	—
Financial managers	32.25	31.88	—	32.25	—
Personnel and labor relations managers	30.65	30.65	—	30.65	—
Managers., marketing, advertising and public relations	36.42	36.45	—	36.42	—
Level 12	47.39	—	—	47.39	—
Administrators, education and related fields	24.97	23.55	25.12	24.97	—
Level 9	23.31	—	—	23.31	—
Managers and administrators, N.E.C.	34.60	34.59	—	34.60	—
Level 9	23.04	23.04	—	23.04	—
Level 11	33.69	33.60	—	33.69	—
Level 12	42.87	42.87	—	42.87	—
Level 14	60.40	60.40	—	60.40	—
Personnel, training, and labor relations specialists	18.77	21.15	—	18.77	—
Purchasing agents and buyers, N.E.C.	22.07	22.07	—	22.07	—
Management related occupations, N.E.C.	20.99	20.99	—	20.99	—
Sales occupations:					
Supervisors, sales occupations	18.68	18.68	—	19.61	—
Sales occupations, other business services	16.58	16.58	—	16.58	—
Sales representatives, mining, manufacturing, and wholesale	27.83	27.83	—	27.83	—
Sales workers, other commodities	9.15	9.15	—	9.93	—
Cashiers	7.13	6.98	—	8.39	\$6.37
Level 2	6.74	6.70	—	—	5.94
Level 3	8.48	—	—	—	—
Administrative support occupations, including clerical:					
Supervisors, distribution, scheduling, and adjusting clerks	17.18	17.18	—	17.18	—
Computer operators	14.44	—	—	14.44	—
Secretaries	12.40	13.57	10.70	12.91	—
Level 3	8.82	—	—	—	—
Level 4	11.10	11.42	—	11.10	—
Level 5	13.87	14.02	—	13.87	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Secretaries (-Continued)					
Level 7	\$15.75	\$16.48	—	\$15.75	—
Interviewers	9.76	—	—	—	—
Receptionists	9.63	9.45	—	9.67	—
Level 3	9.75	9.75	—	—	—
Order clerks	12.08	12.08	—	12.08	—
Level 4	11.78	11.78	—	11.78	—
Library clerks	9.37	—	\$9.31	9.74	—
Records clerks, N.E.C.	12.03	12.14	—	12.25	—
Bookkeepers, accounting and auditing clerks	12.00	12.03	—	12.00	—
Level 4	10.57	10.59	—	10.57	—
Level 5	11.98	11.50	—	11.98	—
Payroll and timekeeping clerks	12.25	12.25	—	13.12	—
Telephone operators	12.49	12.49	—	—	—
Dispatchers	12.44	13.68	10.38	12.47	—
Level 4	10.56	—	—	10.58	—
Traffic, shipping and receiving clerks	10.75	10.75	—	10.75	—
Level 4	11.06	11.06	—	11.06	—
Stock and inventory clerks	10.41	10.60	—	10.41	—
Level 4	10.63	—	—	10.63	—
Material recording, scheduling, and distribution clerks, N.E.C.	14.12	14.12	—	14.43	—
Investigators and adjusters except insurance	11.77	11.77	—	12.71	—
General office clerks	10.67	10.78	10.48	10.75	\$9.66
Level 3	10.84	—	—	—	—
Level 4	9.42	9.28	9.59	9.49	—
Level 5	11.91	12.26	—	11.91	—
Data entry keyers	9.57	9.67	—	10.68	—
Level 2	9.69	9.69	—	—	—
Teachers' aides	8.38	—	8.37	8.47	—
Administrative support occupations, N.E.C.	11.51	11.47	11.67	11.61	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	30.63	31.58	—	30.63	—
Level 9	30.99	32.11	—	30.99	—
Bus, truck, and stationary engine mechanics	14.36	14.71	—	14.36	—
Industrial machinery repairers	13.73	13.73	—	13.73	—
Level 5	11.94	11.94	—	11.94	—
Level 6	14.18	14.18	—	14.18	—
Level 7	15.89	15.89	—	15.89	—
Mechanics and repairers, N.E.C.	20.06	20.47	—	20.06	—
Level 5	11.04	—	—	11.04	—
Electricians	13.89	13.94	—	13.89	—
Construction trades, N.E.C.	10.87	—	10.36	10.87	—
Supervisors, production occupations	19.30	19.33	—	19.30	—
Level 7	17.38	17.38	—	17.38	—
Machinists	17.29	17.29	—	17.29	—
Electrical and electronic equipment assemblers ..	9.09	9.09	—	9.09	—
Butchers and meat cutters	8.40	8.40	—	8.40	—
Inspectors, testers, and graders	14.40	14.40	—	14.40	—
Machine operators, assemblers, and inspectors:					
Fabricating machine operators, N.E.C.	13.26	13.26	—	13.26	—
Printing press operators	12.68	12.68	—	—	—
Winding and twisting machine operators	9.03	9.03	—	9.03	—
Level 1	8.98	8.98	—	8.98	—
Level 2	8.60	8.60	—	8.60	—
Level 3	10.03	10.03	—	10.03	—
Mixing and blending machine operators	10.56	10.56	—	10.56	—
Level 3	9.69	9.69	—	9.69	—
Miscellaneous machine operators, N.E.C.	12.57	12.57	—	12.59	—
Level 1	8.76	8.76	—	8.76	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Machine operators, assemblers, and inspectors:					
(-Continued)					
Miscellaneous machine operators, N.E.C.					
(-Continued)					
Level 2	\$8.51	\$8.51	—	\$8.52	—
Level 3	11.08	11.08	—	11.08	—
Level 4	13.80	13.80	—	13.80	—
Level 5	13.58	13.58	—	13.58	—
Assemblers	10.72	10.72	—	10.72	—
Level 2	9.35	9.35	—	9.35	—
Production inspectors, checkers and examiners ..	11.55	11.55	—	11.55	—
Transportation and material moving occupations:					
Truck drivers	14.33	15.04	—	14.59	—
Level 4	12.31	13.38	—	12.51	—
Bus drivers	12.33	—	\$8.14	—	\$8.18
Level 2	8.13	—	8.09	—	8.13
Excavating and loading machine operators	10.97	—	—	10.97	—
Industrial truck and tractor equipment operators ..	12.78	12.78	—	12.88	—
Level 2	8.99	8.99	—	9.11	—
Level 4	15.02	15.02	—	15.02	—
Miscellaneous material moving equipment operators, N.E.C.	15.89	15.89	—	15.89	—
Handlers, equipment cleaners, helpers, and laborers:					
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.					
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	16.23	16.23	—	16.23	—
Helpers, construction trades	8.45	8.45	—	8.99	—
Level 2	9.03	9.03	—	9.03	—
Construction laborers	8.32	—	—	8.32	—
Production helpers	10.89	10.89	—	10.89	—
Stock handlers and baggers	9.40	9.40	—	12.36	6.09
Level 1	6.40	6.40	—	—	6.05
Level 3	8.73	8.73	—	—	—
Machine feeders and offbearers	7.99	7.99	—	7.99	—
Freight, stock, and material handlers, N.E.C.	10.32	10.35	—	10.63	—
Level 1	7.36	7.34	—	7.61	—
Level 4	12.16	12.16	—	12.16	—
Hand packers and packagers	8.72	8.72	—	8.76	—
Level 1	8.44	8.44	—	8.44	—
Laborers except construction, N.E.C.	8.48	8.47	—	8.68	6.73
Level 1	7.46	7.46	—	7.61	—
Level 2	8.72	8.76	—	8.91	—
Service occupations:					
Protective service occupations:					
Supervisors, police and detectives	20.77	—	20.77	20.77	—
Police and detectives, public service	14.65	—	14.65	14.65	—
Level 8	13.82	—	13.82	13.82	—
Correctional institution officers	11.19	—	11.19	11.19	—
Guards and police except public service	—	—	—	11.64	—
Food service occupations:					
Waiters and waitresses	4.26	4.26	—	—	2.99
Cooks	7.50	7.23	—	7.53	—
Level 2	7.31	—	—	—	—
Kitchen workers, food preparation	7.94	7.94	—	—	—
Food preparation occupations, N.E.C.	6.50	6.22	—	6.58	6.37
Level 1	6.15	6.14	—	6.48	5.43
Health service occupations:					
Health aides, except nursing	8.03	—	8.21	8.27	6.64
Nursing aides, orderlies and attendants	8.31	8.37	—	8.50	7.57
Level 2	7.84	7.84	—	7.90	—
Level 3	8.51	8.51	—	—	—
Cleaning and building service occupations:					
Maids and housemen	6.65	6.65	—	—	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Cleaning and building service occupations: (-Continued)					
Maids and housemen (-Continued)					
Level 1	\$6.65	\$6.65	—	—	—
Janitors and cleaners	7.94	7.84	\$8.10	\$8.49	\$6.49
Level 1	7.32	7.30	7.39	7.93	6.28
Level 2	7.89	—	—	—	—

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

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

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

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$16.15	\$8.22	\$18.44	\$15.28	\$15.15	\$20.32
All occupations excluding sales	15.69	8.58	18.44	14.91	15.33	13.27
White-collar occupations	19.86	10.37	28.73	18.99	18.28	40.69
White-collar excluding sales	19.27	12.67	28.75	18.71	18.87	-
Professional specialty and technical occupations	21.08	20.09	-	20.14	21.03	-
Professional specialty occupations	21.24	27.05	-	21.48	21.48	-
Technical occupations	20.65	8.34	-	16.37	19.87	-
Executive, administrative, and managerial occupations ...	30.17	-	-	30.17	30.20	-
Sales occupations	26.51	6.45	-	21.44	10.64	44.21
Administrative support including clerical occupations	11.84	9.03	14.63	11.50	11.60	-
Blue-collar occupations	12.62	6.57	16.62	11.51	12.33	12.20
Precision production, craft, and repair occupations	15.94	-	19.44	15.39	15.94	16.00
Machine operators, assemblers, and inspectors	11.25	-	17.22	10.38	11.51	9.95
Transportation and material moving occupations	14.01	8.46	17.13	11.98	12.69	17.18
Handlers, equipment cleaners, helpers, and laborers	9.92	6.30	12.80	8.78	9.39	9.28
Service occupations	10.41	6.35	-	9.03	9.44	-

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

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.

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

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$15.59	\$14.80	—	\$14.96	\$14.78	—	\$20.56	\$11.76	—	\$14.64
All occupations excluding sales	15.19	14.77	—	14.74	14.77	—	20.56	12.09	—	14.41
White-collar occupations	20.03	22.09	—	19.95	22.30	—	22.52	14.12	—	18.26
White-collar excluding sales	19.77	22.45	—	19.65	22.72	—	22.56	17.25	—	17.95
Professional specialty and technical occupations	22.57	22.22	—	—	22.29	—	28.43	26.20	—	18.87
Professional specialty occupations	22.68	23.60	—	—	23.74	—	—	26.20	—	19.46
Technical occupations	22.39	18.28	—	—	18.28	—	27.82	—	—	17.25
Executive, administrative, and managerial occupations	30.94	32.95	—	21.43	35.58	—	30.49	26.49	—	29.28
Sales occupations	21.69	16.54	—	—	15.67	—	—	10.59	—	—
Administrative support, including clerical occupations	12.07	12.31	—	—	12.34	—	14.44	11.06	—	10.59
Blue-collar occupations	12.36	11.96	—	12.35	11.93	—	17.95	10.74	—	11.06
Precision production, craft, and repair occupations	16.17	14.81	—	14.01	15.00	—	20.00	19.09	—	15.20
Machine operators, assemblers, and inspectors	11.17	11.34	—	—	11.34	—	—	9.45	—	7.97
Transportation and material moving occupations	14.17	13.38	—	—	13.68	—	16.60	12.45	—	—
Handlers, equipment cleaners, helpers, and laborers	9.39	9.55	—	8.36	9.66	—	15.88	8.18	—	7.58
Service occupations	8.16	8.29	—	—	8.29	—	—	6.07	—	7.75

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

⁴ Goods-producing industries include mining, construction, and manufacturing.

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

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

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$15.59	\$12.09	\$16.35	\$15.28	\$17.81
All occupations excluding sales	15.19	12.07	15.85	14.24	17.89
White-collar occupations	20.03	13.82	21.23	20.55	22.24
White-collar excluding sales	19.77	14.17	20.78	19.34	22.54
Professional specialty and technical occupations	22.57	12.84	23.59	20.06	26.81
Professional specialty occupations	22.68	16.82	23.20	21.09	25.02
Technical occupations	22.39	—	24.30	18.31	30.39
Executive, administrative, and managerial occupations ...	30.94	21.87	32.66	30.25	36.55
Sales occupations	21.69	12.33	24.53	25.85	11.97
Administrative support, including clerical occupations	12.07	10.84	12.34	12.24	12.48
Blue-collar occupations	12.36	11.91	12.45	10.92	14.33
Precision production, craft, and repair occupations	16.17	16.03	16.22	15.01	17.34
Machine operators, assemblers, and inspectors	11.17	9.26	11.42	9.95	13.21
Transportation and material moving occupations	14.17	12.00	14.51	12.70	16.19
Handlers, equipment cleaners, helpers, and laborers	9.39	8.02	9.67	8.78	11.26
Service occupations	8.16	7.32	8.55	6.84	12.12

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

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

Table C-4. Number of workers¹ represented by occupational group, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	374,233	302,991	71,241
All occupations excluding sales	352,350	281,873	70,478
White-collar occupations	190,547	139,891	50,656
White-collar excluding sales	168,665	118,772	49,893
Professional specialty and technical occupations	60,565	33,184	27,381
Professional specialty occupations	44,797	21,443	23,354
Technical occupations	15,768	11,741	4,027
Executive, administrative, and managerial occupations ...	33,697	28,316	5,381
Sales occupations	21,882	21,119	—
Administrative support including clerical occupations	74,403	57,272	17,131
Blue-collar occupations	141,278	133,969	7,309
Precision production, craft, and repair occupations	35,919	33,310	2,609
Machine operators, assemblers, and inspectors	47,268	47,040	—
Transportation and material moving occupations	17,781	14,548	3,233
Handlers, equipment cleaners, helpers, and laborers	40,310	39,071	1,238
Service occupations	42,408	29,132	13,276

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

² A classification system including about 480 individual

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

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

Appendix A. Technical Note

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

Planning for the survey

The overall design of the survey is based on the type of data to be produced. Establishments that participate in the NCS are studied for several collection cycles. This allows changes in wages within these establishments to be observed over time. Individual wage data are collected for selected jobs during each establishment's initial cycle and updated during subsequent cycles. When data are not available during a collection cycle, efforts are made to collect the data during subsequent cycles and include it in later tabulations. Beginning in the year 2000, the current NCS sample will be replenished on a rotating basis.

Survey scope

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

The Charlotte-Gastonia-Rock Hill, NC-SC, MSA includes Casbarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties, NC; and York County, SC.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Charlotte-Gastonia-Rock Hill, NC-SC, Metropolitan Statistical Area. The reference month for the public sector is June 1994. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The reference month for the private sector is

December 1994. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame where the strata are determined by industry and whether the establishment is Private, State government or Local government. 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 the sample units within each stratum represent all the units within the stratum, both sampled and nonsampled. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

Detailed procedures are followed when collecting data from survey respondents. For the initial data collection, field economists, working out of the Regional Office, visited each establishment surveyed. The field economists - through mail, phone, or personal visit - completed update collection, which involved obtaining current pay data.

The following procedures are used for schedules initiated for the first time or reinitiated during an update.

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three

steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

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

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

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

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

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

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

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

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

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

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

Generic leveling through point factor analysis

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

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

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

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

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

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occu-

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 20.1 percent (representing 90,271 employees) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the

mean value of the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (8.0 percent of the total sample) had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Estimation

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

In 1998, the publication criteria were changed to allow more data to publish. Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

As a result of the use of sampling weights, the number of workers estimates represent the total in all establishments within the scope of the study not the actual number of workers surveyed.

Data reliability

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

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

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

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

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

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	2,005	250	67	183	112	71
Private industry	1,939	211	62	149	104	45
Goods-producing industries	578	84	14	70	47	23
Construction	99	8	5	3	3	-
Manufacturing	479	76	9	67	44	23
Service-producing industries	1,360	127	48	79	57	22
Transportation and public utilities	114	22	7	15	9	6
Wholesale and retail trade	616	40	16	24	19	5
Finance, insurance and real estate	169	7	3	4	2	2
Services	461	58	22	36	27	9
State and local government	67	39	5	34	8	26

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

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	3.6	4.3	3.4
All occupations excluding sales	2.6	3.2	3.4
White-collar occupations	4.4	5.4	4.2
White-collar occupations excluding sales	3.2	3.9	4.2
Professional specialty and technical occupations	3.8	5.2	5.0
Professional specialty occupations	3.5	5.5	4.3
Engineers, architects, and surveyors	3.6	3.6	—
Electrical and electronic engineers	5.4	5.4	—
Mechanical engineers	6.2	6.2	—
Engineers, N.E.C.	5.4	5.4	—
Mathematical and computer scientists	5.5	5.5	—
Computer systems analysts and scientists	5.6	5.6	—
Natural scientists	5.9	—	—
Health related occupations	10.5	—	17.6
Registered nurses	9.5	—	1.4
Teachers, college and university	5.7	7.6	—
Teachers, except college and university	3.1	17.1	1.7
Prekindergarten and kindergarten	20.3	—	—
Elementary school teachers	1.5	8.8	1.6
Secondary school teachers	1.9	—	1.8
Teachers, special education	4.8	—	4.8
Vocational and educational counselors	3.6	—	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	3.0	—	3.3
Social workers	3.1	—	3.3
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	10.0	10.4	—
Technical occupations	9.8	10.7	8.6
Clinical laboratory technologists and technicians	11.4	11.1	—
Licensed practical nurses	4.4	4.4	—
Health technologists and technicians, N.E.C.	17.0	—	2.2
Electrical and electronic technicians	10.2	—	—
Engineering technicians, N.E.C.	8.1	8.0	—
Computer programmers	4.1	4.1	—
Technical and related occupations, N.E.C.	9.7	10.5	—
Executive, administrative, and managerial occupations ...	4.1	4.9	8.4
Executives, administrators, and managers	5.0	5.7	8.3
Administrators and officials, public administration	13.8	—	13.8
Financial managers	14.2	14.9	—
Personnel and labor relations managers	18.1	18.1	—
Managers., marketing, advertising and public relations	9.5	9.5	—
Administrators, education and related fields	2.1	7.7	2.2
Managers and administrators, N.E.C.	7.4	7.4	—
Management related occupations	4.0	4.4	7.9
Personnel, training, and labor relations specialists	7.1	7.9	—
Purchasing agents and buyers, N.E.C.	13.5	13.5	—
Management related occupations, N.E.C.	16.8	16.8	—
Sales occupations	32.8	32.9	—
Supervisors, sales occupations	14.6	14.6	—
Sales occupations, other business services	11.0	11.0	—
Sales representatives, mining, manufacturing, and wholesale	22.5	22.5	—
Sales workers, other commodities	6.2	6.2	—
Cashiers	5.3	5.6	—
Administrative support occupations, including clerical	1.8	2.1	2.1
Supervisors, distribution, scheduling, and adjusting clerks	8.8	8.8	—
Computer operators	3.3	—	—
Secretaries	4.6	4.3	7.0

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Interviewers	2.9	—	—
Receptionists	4.7	4.9	—
Order clerks	4.3	4.3	—
Library clerks	4.4	—	4.7
Records clerks, N.E.C.	4.6	5.1	—
Bookkeepers, accounting and auditing clerks	4.9	5.5	—
Payroll and timekeeping clerks	8.8	8.8	—
Telephone operators	14.3	14.3	—
Dispatchers	7.3	9.1	2.4
Traffic, shipping and receiving clerks	4.0	4.0	—
Stock and inventory clerks	7.2	8.0	—
Material recording, scheduling, and distribution clerks, N.E.C.	8.0	8.0	—
Investigators and adjusters except insurance	12.9	12.9	—
General office clerks	3.0	4.4	2.8
Data entry keyers	11.7	11.9	—
Teachers' aides	1.6	—	1.6
Administrative support occupations, N.E.C.	5.0	6.2	3.3
Blue-collar occupations			
Precision production, craft, and repair occupations	3.1	3.2	4.5
Supervisors, mechanics and repairers	3.5	3.7	7.8
Bus, truck, and stationary engine mechanics	12.3	12.8	—
Industrial machinery repairers	3.8	3.9	—
Mechanics and repairers, N.E.C.	4.0	4.0	—
Electricians	5.7	5.6	—
Construction trades, N.E.C.	7.9	8.2	—
Supervisors, production occupations	6.1	—	3.8
Machinists	7.3	7.5	—
Electrical and electronic equipment assemblers ..	6.1	6.1	—
Butchers and meat cutters	6.4	6.4	—
Inspectors, testers, and graders	6.0	6.0	—
Machine operators, assemblers, and inspectors	10.1	10.1	—
Fabricating machine operators, N.E.C.	4.1	4.1	—
Printing press operators	16.1	16.1	—
Winding and twisting machine operators	23.2	23.2	—
Mixing and blending machine operators	3.2	3.2	—
Miscellaneous machine operators, N.E.C.	7.3	7.3	—
Assemblers	6.2	6.2	—
Production inspectors, checkers and examiners ..	10.4	10.4	—
Transportation and material moving occupations	11.1	11.1	—
Truck drivers	5.0	5.2	4.4
Bus drivers	9.4	9.7	—
Excavating and loading machine operators	8.4	—	1.6
Industrial truck and tractor equipment operators ..	9.9	—	—
Miscellaneous material moving equipment operators, N.E.C.	7.2	7.2	—
Handlers, equipment cleaners, helpers, and laborers	6.8	6.8	—
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	3.6	3.7	4.1
Helpers, construction trades	8.8	8.8	—
Construction laborers	7.7	7.8	—
Production helpers	2.7	—	—
Stock handlers and baggers	8.3	8.3	—
Machine feeders and offbearers	8.6	8.6	—
Freight, stock, and material handlers, N.E.C.	12.0	12.0	—
Hand packers and packagers	8.0	8.1	—
Laborers except construction, N.E.C.	2.0	2.0	—
Service occupations	4.0	4.1	—
Protective service occupations	4.3	5.4	4.8
	8.8	18.2	4.6

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Charlotte-Gastonia-Rock Hill, NC-SC, June 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Protective service occupations (-Continued)			
Supervisors, police and detectives	6.9	—	6.9
Police and detectives, public service	4.8	—	4.8
Correctional institution officers	1.8	—	1.8
Food service occupations	7.9	8.8	7.9
Waiters and waitresses	25.8	25.8	—
Cooks	3.1	2.3	—
Kitchen workers, food preparation	4.3	4.3	—
Food preparation occupations, N.E.C.	4.2	3.9	—
Health service occupations	3.1	3.2	8.2
Health aides, except nursing	7.5	—	9.2
Nursing aides, orderlies and attendants	3.2	3.2	—
Cleaning and building service occupations	3.1	4.2	3.8
Maids and housemen	2.5	2.5	—
Janitors and cleaners	3.8	5.7	3.7
Personal service occupations	11.4	14.9	5.8

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

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

the minimum full-time schedule.

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

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

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998

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

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998
— Continued

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

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Charlotte-Gastonia-Rock Hill, NC-SC, June 1998
— Continued

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

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

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