

Hartford, CT National Compensation Survey October 1999



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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning,

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Hartford, CT, metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

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

About the tables

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

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

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$20.26	2.0	35.6	\$18.66	2.3	35.9	\$25.97	4.1	34.7
Worker characteristics:⁴									
White-collar occupations ⁵	23.89	2.1	36.0	22.38	2.3	36.8	28.08	4.3	34.2
Professional specialty and technical	28.26	2.3	35.6	26.42	2.3	37.1	31.96	4.7	33.0
Executive, administrative, and managerial	31.34	3.1	39.8	30.52	3.7	40.7	33.42	5.5	37.7
Sales	14.53	13.4	28.8	14.53	13.4	28.8	-	-	-
Administrative support	15.78	3.1	36.8	15.45	3.4	37.7	16.85	5.9	34.0
Blue-collar occupations ⁵	14.62	3.1	38.1	14.41	3.1	38.1	18.39	6.7	39.7
Precision production, craft, and repair	19.06	3.4	39.4	18.95	3.7	39.3	20.47	4.2	39.8
Machine operators, assemblers, and inspectors	12.78	3.6	39.8	12.78	3.6	39.8	-	-	-
Transportation and material moving	13.54	9.7	37.1	12.71	10.8	36.7	19.05	5.3	40.0
Handlers, equipment cleaners, helpers, and laborers	11.09	4.6	33.2	10.85	5.1	32.8	-	-	-
Service occupations ⁵	11.91	6.1	31.1	10.02	4.3	29.9	17.94	2.8	35.7
Full time	21.38	2.1	39.2	19.80	2.4	39.9	26.70	4.3	37.1
Part time	12.06	7.2	21.2	11.14	5.6	21.5	17.51	16.2	19.7
Union	22.48	4.0	34.8	14.79	4.9	33.3	26.15	4.4	35.6
Nonunion	19.29	2.4	36.0	19.21	2.5	36.3	23.24	10.4	25.1
Time	20.29	2.0	35.5	18.66	2.3	35.8	25.97	4.1	34.7
Incentive	18.69	14.2	39.9	18.69	14.2	39.9	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	19.64	3.7	39.7	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.20	6.5	34.1	15.02	6.7	34.0	-	-	-
100-499 workers	16.87	3.8	35.0	16.03	4.0	35.4	25.23	5.7	31.4
500 workers or more	24.40	2.6	36.6	23.34	3.0	37.4	26.16	4.9	35.3

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

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

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

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

based on productivity payments such as piece rates, commissions, and production bonuses.

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.26	2.0	\$18.66	2.3	\$25.97	4.1
All excluding sales	20.58	2.0	18.95	2.3	25.97	4.1
White collar	23.89	2.1	22.38	2.3	28.08	4.3
White collar excluding sales	24.70	2.0	23.34	2.2	28.08	4.3
Professional specialty and technical	28.26	2.3	26.42	2.3	31.96	4.7
Professional specialty	30.01	2.3	28.25	2.3	33.01	4.9
Engineers, architects, and surveyors	29.61	4.6	30.49	4.1	—	—
Industrial engineers	27.02	7.0	27.02	7.0	—	—
Mechanical engineers	32.12	11.5	32.12	11.5	—	—
Engineers, n.e.c.	31.12	5.8	31.12	5.8	—	—
Mathematical and computer scientists	30.87	4.0	30.87	4.0	—	—
Computer systems analysts and scientists	30.13	5.3	30.13	5.3	—	—
Operations and systems researchers and analysts	33.02	12.5	33.02	12.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.80	2.1	24.24	2.0	27.80	7.8
Registered nurses	23.84	1.8	23.82	1.8	—	—
Teachers, college and university	37.38	21.6	37.38	21.6	—	—
Teachers, except college and university	36.33	4.7	23.57	9.6	37.19	5.1
Elementary school teachers	39.95	2.1	—	—	40.08	2.1
Secondary school teachers	36.40	5.2	25.51	5.5	40.82	6.0
Teachers, special education	39.15	5.6	—	—	—	—
Teachers, n.e.c.	29.64	22.1	15.88	15.0	—	—
Librarians, archivists, and curators	24.62	13.4	—	—	—	—
Librarians	24.62	13.4	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	25.56	4.6	—	—	—	—
Social workers	25.56	4.6	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.08	14.7	28.08	14.7	—	—
Technical	19.87	2.6	20.06	2.8	18.76	6.1
Licensed practical nurses	18.84	2.1	18.84	2.1	—	—
Health technologists and technicians, n.e.c.	17.41	2.6	16.75	2.4	—	—
Electrical and electronic technicians	20.95	8.5	20.95	8.5	—	—
Engineering technicians, n.e.c.	20.55	3.2	20.50	2.6	—	—
Executive, administrative, and managerial	31.34	3.1	30.52	3.7	33.42	5.5
Executives, administrators, and managers	36.61	3.5	36.52	5.2	36.77	3.4
Financial managers	32.47	4.6	31.64	10.1	—	—
Administrators, education and related fields	38.22	6.1	33.17	10.8	—	—
Managers, medicine and health	52.73	16.4	—	—	—	—
Managers and administrators, n.e.c.	36.25	5.2	35.56	5.4	—	—
Management related	25.17	3.8	25.32	4.4	24.42	3.6
Accountants and auditors	27.73	8.5	27.73	8.8	—	—
Management analysts	24.30	9.3	23.45	10.1	—	—
Personnel, training, and labor relations specialists	22.52	8.6	22.87	9.1	—	—
Purchasing agents and buyers, n.e.c.	23.29	6.1	23.29	6.1	—	—
Management related, n.e.c.	22.65	7.2	22.62	7.8	—	—
Sales	14.53	13.4	14.53	13.4	—	—
Supervisors, sales	28.51	18.4	28.51	18.4	—	—
Sales workers, other commodities	9.76	21.4	9.76	21.4	—	—
Cashiers	7.49	5.1	7.49	5.1	—	—
Administrative support, including clerical	15.78	3.1	15.45	3.4	16.85	5.9
Computer operators	18.05	6.2	18.05	6.2	—	—
Secretaries	18.55	5.4	17.50	9.1	19.57	5.1
Transportation ticket and reservation agents	15.06	3.7	15.06	3.7	—	—
Receptionists	9.74	4.0	10.06	3.1	—	—
Order clerks	13.75	12.6	13.75	12.6	—	—
Records clerks, n.e.c.	14.37	6.2	14.37	6.2	—	—
Bookkeepers, accounting and auditing clerks	14.84	5.1	13.94	3.8	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Dispatchers	\$15.17	7.2	–	–	–	–
Traffic, shipping and receiving clerks	12.33	6.4	\$12.33	6.4	–	–
Stock and inventory clerks	14.74	8.0	14.64	9.2	–	–
Insurance adjusters, examiners, and investigators	15.92	5.1	15.92	5.1	–	–
Investigators and adjusters, except insurance	14.12	5.2	14.12	5.2	–	–
General office clerks	14.66	4.4	13.28	4.0	\$16.03	1.5
Teachers' aides	11.73	3.9	–	–	11.77	4.1
Administrative support, n.e.c.	12.70	9.0	13.75	6.7	–	–
Blue collar	14.62	3.1	14.41	3.1	18.39	6.7
Precision production, craft, and repair						
Machinists	19.06	3.4	18.95	3.7	20.47	4.2
Electrical and electronic equipment assemblers ..	19.23	4.3	19.23	4.3	–	–
Inspectors, testers, and graders	14.94	7.7	14.94	7.7	–	–
Inspectors, testers, and graders	17.40	7.7	17.40	7.7	–	–
Machine operators, assemblers, and inspectors						
Grinding, abrading, buffing, and polishing machine operators	12.78	3.6	12.78	3.6	–	–
Fabricating machine operators, n.e.c.	13.52	3.3	13.52	3.3	–	–
Miscellaneous machine operators, n.e.c.	15.53	5.1	15.53	5.1	–	–
Assemblers	12.00	6.6	12.00	6.6	–	–
Production inspectors, checkers and examiners ..	11.08	6.1	11.08	6.1	–	–
Production inspectors, checkers and examiners ..	13.85	8.5	13.85	8.5	–	–
Transportation and material moving						
Truck drivers	13.54	9.7	12.71	10.8	19.05	5.3
Industrial truck and tractor equipment operators ..	15.27	10.4	14.73	12.2	–	–
Industrial truck and tractor equipment operators ..	13.04	7.8	12.70	8.5	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	11.09	4.6	10.85	5.1	–	–
Freight, stock, and material handlers, n.e.c.	9.58	8.9	9.58	8.9	–	–
Hand packers and packagers	11.53	8.2	11.53	8.2	–	–
Laborers, except construction, n.e.c.	9.49	6.1	9.49	6.1	–	–
Laborers, except construction, n.e.c.	11.00	8.9	10.24	10.4	–	–
Service						
Protective service	11.91	6.1	10.02	4.3	17.94	2.8
Firefighting	16.68	7.5	10.53	8.0	19.71	3.9
Police and detectives, public service	20.77	2.8	–	–	20.77	2.8
Guards and police, except public service	22.84	4.6	–	–	22.84	4.6
Food service	10.55	7.8	10.52	8.2	–	–
Waiters, waitresses, and bartenders	8.70	8.2	8.70	8.4	–	–
Other food service	4.81	3.6	4.81	3.6	–	–
Supervisors, food preparation and service	9.66	6.9	9.68	7.2	–	–
Cooks	14.32	14.2	14.32	14.2	–	–
Kitchen workers, food preparation	11.67	7.6	11.67	7.6	–	–
Food preparation, n.e.c.	7.49	3.5	7.30	2.9	–	–
Health service	8.27	5.3	8.27	5.3	–	–
Health aides, except nursing	11.30	2.9	11.30	2.9	–	–
Nursing aides, orderlies and attendants	10.97	3.5	10.97	3.5	–	–
Nursing aides, orderlies and attendants	11.35	3.1	11.35	3.1	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$10.92	7.2	\$9.61	8.4	\$14.50	3.2
Maids and housemen	9.34	8.0	9.34	8.0	—	—
Janitors and cleaners	10.62	9.0	9.05	10.2	13.98	3.5
Personal service	10.68	11.3	11.05	11.7	—	—
Welfare service aides	12.70	11.0	12.70	11.0	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$21.38	2.1	\$19.80	2.4	\$26.70	4.3
All excluding sales	21.44	2.1	19.80	2.4	26.70	4.3
White collar	24.89	2.1	23.39	2.3	28.93	4.6
White collar excluding sales	25.16	2.1	23.66	2.3	28.93	4.6
Professional specialty and technical	28.97	2.5	26.85	2.6	33.33	5.0
Professional specialty	30.82	2.5	28.92	2.5	33.96	5.2
Engineers, architects, and surveyors	29.61	4.6	30.49	4.1	—	—
Industrial engineers	27.02	7.0	27.02	7.0	—	—
Mechanical engineers	32.12	11.5	32.12	11.5	—	—
Engineers, n.e.c.	31.12	5.8	31.12	5.8	—	—
Mathematical and computer scientists	30.88	4.0	30.88	4.0	—	—
Computer systems analysts and scientists	30.14	5.3	30.14	5.3	—	—
Operations and systems researchers and analysts	33.02	12.5	33.02	12.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.11	3.1	24.53	2.7	31.04	14.7
Registered nurses	24.37	2.5	24.40	2.5	—	—
Teachers, college and university	37.41	21.6	37.41	21.6	—	—
Teachers, except college and university	37.59	4.9	24.90	8.0	38.34	5.4
Elementary school teachers	39.88	2.1	—	—	40.01	2.0
Secondary school teachers	36.64	5.4	25.68	5.7	40.82	6.0
Teachers, special education	38.98	6.1	—	—	—	—
Librarians, archivists, and curators	23.49	19.9	—	—	—	—
Librarians	23.49	19.9	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	25.56	4.6	—	—	—	—
Social workers	25.56	4.6	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.23	11.8	30.23	11.8	—	—
Technical	20.16	2.7	20.12	2.9	—	—
Licensed practical nurses	18.50	2.6	18.50	2.6	—	—
Health technologists and technicians, n.e.c.	17.69	3.2	16.71	2.5	—	—
Electrical and electronic technicians	20.95	8.5	20.95	8.5	—	—
Engineering technicians, n.e.c.	20.55	3.2	20.50	2.6	—	—
Executive, administrative, and managerial	31.40	3.1	30.52	3.7	33.67	5.5
Executives, administrators, and managers	36.62	3.5	36.52	5.2	36.77	3.4
Financial managers	32.47	4.6	31.64	10.1	—	—
Administrators, education and related fields	38.22	6.1	33.17	10.8	—	—
Managers, medicine and health	52.73	16.4	—	—	—	—
Managers and administrators, n.e.c.	36.25	5.2	35.56	5.4	—	—
Management related	25.24	3.8	25.32	4.4	24.81	3.8
Accountants and auditors	27.73	8.5	27.73	8.8	—	—
Management analysts	24.30	9.3	23.45	10.1	—	—
Personnel, training, and labor relations specialists	22.52	8.6	22.87	9.1	—	—
Purchasing agents and buyers, n.e.c.	23.29	6.1	23.29	6.1	—	—
Management related, n.e.c.	22.99	7.4	22.62	7.8	—	—
Sales	19.79	13.1	19.79	13.1	—	—
Supervisors, sales	28.51	18.4	28.51	18.4	—	—
Sales workers, other commodities	10.78	23.0	10.78	23.0	—	—
Administrative support, including clerical	16.09	3.2	15.69	3.6	17.40	5.6
Computer operators	18.36	5.7	18.36	5.7	—	—
Secretaries	18.65	5.4	17.64	9.2	19.62	5.1
Transportation ticket and reservation agents	15.70	8.2	15.70	8.2	—	—
Order clerks	13.75	12.6	13.75	12.6	—	—
Records clerks, n.e.c.	14.61	6.3	14.61	6.3	—	—
Bookkeepers, accounting and auditing clerks	14.84	5.1	13.92	3.9	—	—
Dispatchers	15.60	7.0	—	—	—	—
Traffic, shipping and receiving clerks	12.34	6.6	12.34	6.6	—	—
Stock and inventory clerks	14.74	8.0	14.64	9.2	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Insurance adjusters, examiners, and investigators	\$15.92	5.1	\$15.92	5.1	—	—
Investigators and adjusters, except insurance	14.36	5.2	14.36	5.2	—	—
General office clerks	14.99	3.6	13.86	2.9	\$16.03	1.5
Teachers' aides	12.21	4.4	—	—	12.32	4.7
Administrative support, n.e.c.	13.75	6.7	13.75	6.7	—	—
Blue collar	14.98	3.1	14.78	3.2	18.39	6.7
Precision production, craft, and repair	19.09	3.4	18.98	3.7	20.47	4.2
Machinists	19.23	4.3	19.23	4.3	—	—
Electrical and electronic equipment assemblers ..	15.12	7.7	15.12	7.7	—	—
Inspectors, testers, and graders	17.40	7.7	17.40	7.7	—	—
Machine operators, assemblers, and inspectors	12.79	3.7	12.79	3.7	—	—
Grinding, abrading, buffing, and polishing machine operators	13.52	3.3	13.52	3.3	—	—
Fabricating machine operators, n.e.c.	15.53	5.1	15.53	5.1	—	—
Miscellaneous machine operators, n.e.c.	12.01	6.7	12.01	6.7	—	—
Assemblers	11.08	6.1	11.08	6.1	—	—
Production inspectors, checkers and examiners ..	13.85	8.5	13.85	8.5	—	—
Transportation and material moving	14.05	8.4	13.20	9.7	19.05	5.3
Truck drivers	15.27	10.7	14.72	12.5	—	—
Industrial truck and tractor equipment operators ..	13.04	7.8	12.70	8.5	—	—
Handlers, equipment cleaners, helpers, and laborers	12.05	4.7	11.84	5.2	—	—
Stock handlers and baggers	11.26	6.7	11.26	6.7	—	—
Hand packers and packagers	9.44	6.6	9.44	6.6	—	—
Laborers, except construction, n.e.c.	12.18	4.2	—	—	—	—
Service	13.30	6.3	10.90	4.9	18.60	2.7
Protective service	17.74	7.1	—	—	19.95	4.3
Firefighting	20.77	2.8	—	—	20.77	2.8
Police and detectives, public service	22.84	4.6	—	—	22.84	4.6
Food service	10.21	9.8	10.21	9.8	—	—
Other food service	10.70	9.4	10.70	9.4	—	—
Supervisors, food preparation and service	14.32	14.2	14.32	14.2	—	—
Cooks	11.88	8.2	11.88	8.2	—	—
Food preparation, n.e.c.	9.28	8.4	9.28	8.4	—	—
Health service	11.85	3.1	11.85	3.1	—	—
Nursing aides, orderlies and attendants	11.87	3.4	11.87	3.4	—	—
Cleaning and building service	11.70	6.2	10.39	8.1	14.50	3.2
Maids and housemen	9.35	8.2	9.35	8.2	—	—
Janitors and cleaners	11.80	7.1	10.25	10.4	13.98	3.5
Personal service	10.48	14.3	10.48	14.3	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$12.06	7.2	\$11.14	5.6	\$17.51	16.2
All excluding sales	13.09	7.8	12.14	6.6	17.51	16.2
White collar	14.98	8.5	13.83	7.3	18.92	15.1
White collar excluding sales	18.84	6.4	18.80	5.7	18.92	15.1
Professional specialty and technical	22.42	4.8	22.66	2.8	22.00	12.8
Professional specialty	23.43	3.9	23.14	3.0	24.01	8.8
Mathematical and computer scientists	-	-	-	-	-	-
Health related	24.20	2.6	23.56	2.5	-	-
Registered nurses	22.73	1.1	22.73	1.1	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	17.37	26.4	17.15	10.4	17.42	31.8
Teachers, n.e.c.	14.06	7.1	15.08	15.3	-	-
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	17.48	4.0	18.87	3.7	-	-
Licensed practical nurses	19.75	1.4	19.75	1.4	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	7.53	5.2	7.53	5.2	-	-
Sales workers, other commodities	8.22	16.4	8.22	16.4	-	-
Cashiers	7.38	5.9	7.38	5.9	-	-
Administrative support, including clerical	11.48	4.7	11.97	5.2	10.09	7.6
Teachers' aides	9.66	4.3	-	-	9.67	4.3
Blue collar	8.85	9.0	8.85	9.0	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.47	12.6	8.47	12.6	-	-
Stock handlers and baggers	6.53	3.5	6.53	3.5	-	-
Service	8.51	6.1	8.45	6.4	9.54	8.2
Protective service	8.63	8.8	-	-	-	-
Food service	6.59	4.3	6.45	3.5	-	-
Other food service	7.62	3.1	7.49	2.8	-	-
Kitchen workers, food preparation	7.74	8.3	-	-	-	-
Food preparation, n.e.c.	7.37	1.6	7.37	1.6	-	-
Health service	10.51	3.4	10.51	3.4	-	-
Health aides, except nursing	10.55	4.5	10.55	4.5	-	-
Nursing aides, orderlies and attendants	10.50	3.8	10.50	3.8	-	-
Cleaning and building service	6.85	5.0	6.85	5.0	-	-
Janitors and cleaners	6.80	5.0	6.80	5.0	-	-
Personal service	10.89	11.1	11.75	11.0	-	-
Welfare service aides	12.02	11.9	12.02	11.9	-	-

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$839	2.2	39.2	\$790	2.5	39.9	\$991	4.4	37.1
All excluding sales	840	2.1	39.2	789	2.4	39.9	991	4.4	37.1
White collar	971	2.2	39.0	935	2.4	40.0	1,061	4.6	36.7
White collar excluding sales	979	2.2	38.9	944	2.4	39.9	1,061	4.6	36.7
Professional specialty and technical	1,116	2.5	38.5	1,076	2.6	40.1	1,189	5.1	35.7
Professional specialty	1,181	2.6	38.3	1,162	2.6	40.2	1,209	5.3	35.6
Engineers, architects, and surveyors	1,172	5.7	39.6	1,232	4.1	40.4	-	-	-
Industrial engineers	1,096	7.0	40.6	1,096	7.0	40.6	-	-	-
Mechanical engineers	1,323	10.7	41.2	1,323	10.7	41.2	-	-	-
Engineers, n.e.c.	1,245	5.8	40.0	1,245	5.8	40.0	-	-	-
Mathematical and computer scientists	1,240	4.3	40.1	1,240	4.3	40.1	-	-	-
Computer systems analysts and scientists	1,209	5.7	40.1	1,209	5.7	40.1	-	-	-
Operations and systems researchers and analysts	1,321	12.5	40.0	1,321	12.5	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	987	3.0	39.3	972	2.7	39.6	1,127	15.1	36.3
Registered nurses	953	2.7	39.1	962	2.6	39.4	-	-	-
Teachers, college and university	1,429	12.7	38.2	1,429	12.7	38.2	-	-	-
Teachers, except college and university	1,307	4.8	34.8	938	8.2	37.7	1,327	5.2	34.6
Elementary school teachers	1,381	2.0	34.6	-	-	-	1,384	2.0	34.6
Secondary school teachers	1,313	4.2	35.8	1,017	5.9	39.6	1,412	5.3	34.6
Teachers, special education	1,360	5.8	34.9	-	-	-	-	-	-
Librarians, archivists, and curators	832	19.2	35.4	-	-	-	-	-	-
Librarians	832	19.2	35.4	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	979	3.6	38.3	-	-	-	-	-	-
Social workers	979	3.6	38.3	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,220	11.5	40.4	1,220	11.5	40.4	-	-	-
Technical	798	2.8	39.6	801	3.0	39.8	-	-	-
Licensed practical nurses	711	2.5	38.4	711	2.5	38.4	-	-	-
Health technologists and technicians, n.e.c.	690	2.5	39.0	668	2.5	40.0	-	-	-
Electrical and electronic technicians	852	9.8	40.7	852	9.8	40.7	-	-	-
Engineering technicians, n.e.c.	815	2.7	39.7	820	2.6	40.0	-	-	-
Executive, administrative, and managerial	1,256	3.4	40.0	1,241	3.9	40.7	1,294	6.9	38.4
Executives, administrators, and managers	1,481	3.7	40.5	1,499	5.3	41.1	1,454	3.8	39.5
Financial managers	1,288	5.0	39.7	1,259	10.1	39.8	-	-	-
Administrators, education and related fields	1,486	5.4	38.9	1,252	9.8	37.7	-	-	-
Managers, medicine and health	2,211	15.8	41.9	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,501	5.3	41.4	1,470	5.5	41.3	-	-	-
Management related	997	4.4	39.5	1,021	4.6	40.3	884	4.6	35.6
Accountants and auditors	1,131	7.6	40.8	1,135	7.8	40.9	-	-	-
Management analysts	971	9.2	39.9	947	10.5	40.4	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Personnel, training, and labor relations specialists	\$916	10.0	40.7	\$938	10.4	41.0	—	—	—
Purchasing agents and buyers, n.e.c.	941	6.3	40.4	941	6.3	40.4	—	—	—
Management related, n.e.c.	939	7.7	40.8	932	8.2	41.2	—	—	—
Sales	810	13.3	41.0	810	13.3	41.0	—	—	—
Supervisors, sales	1,149	18.7	40.3	1,149	18.7	40.3	—	—	—
Sales workers, other commodities	431	23.0	40.0	431	23.0	40.0	—	—	—
Administrative support, including clerical	622	3.3	38.7	615	3.7	39.2	\$644	6.6	37.0
Computer operators	717	5.8	39.0	717	5.8	39.0	—	—	—
Secretaries	719	5.6	38.6	688	9.3	39.0	749	5.6	38.2
Transportation ticket and reservation agents	628	8.2	40.0	628	8.2	40.0	—	—	—
Order clerks	550	12.6	40.0	550	12.6	40.0	—	—	—
Records clerks, n.e.c.	592	6.5	40.5	592	6.5	40.5	—	—	—
Bookkeepers, accounting and auditing clerks	584	4.7	39.4	550	3.8	39.5	—	—	—
Dispatchers	613	6.3	39.3	—	—	—	—	—	—
Traffic, shipping and receiving clerks	494	6.6	40.0	494	6.6	40.0	—	—	—
Stock and inventory clerks	585	8.0	39.7	586	9.2	40.0	—	—	—
Insurance adjusters, examiners, and investigators	600	5.4	37.7	600	5.4	37.7	—	—	—
Investigators and adjusters, except insurance	572	5.1	39.8	572	5.1	39.8	—	—	—
General office clerks	574	4.3	38.3	536	2.8	38.7	610	3.0	38.0
Teachers' aides	387	5.4	31.7	—	—	—	386	5.8	31.4
Administrative support, n.e.c.	550	6.7	40.0	550	6.7	40.0	—	—	—
Blue collar	600	3.1	40.0	592	3.3	40.0	731	6.8	39.7
Precision production, craft, and repair	759	3.6	39.7	754	3.8	39.7	814	4.4	39.8
Machinists	769	4.3	40.0	769	4.3	40.0	—	—	—
Electrical and electronic equipment assemblers	605	7.7	40.0	605	7.7	40.0	—	—	—
Inspectors, testers, and graders	696	7.7	40.0	696	7.7	40.0	—	—	—
Machine operators, assemblers, and inspectors	514	3.7	40.2	514	3.7	40.2	—	—	—
Grinding, abrading, buffing, and polishing machine operators	541	3.3	40.0	541	3.3	40.0	—	—	—
Fabricating machine operators, n.e.c.	621	5.1	40.0	621	5.1	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	479	6.4	39.8	479	6.4	39.8	—	—	—
Assemblers	443	6.1	40.0	443	6.1	40.0	—	—	—
Production inspectors, checkers and examiners ...	554	8.5	40.0	554	8.5	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Transportation and material moving	\$566	9.5	40.3	\$532	11.1	40.3	\$762	5.3	40.0
Truck drivers	635	12.1	41.6	616	14.2	41.8	—	—	—
Industrial truck and tractor equipment operators	522	7.8	40.0	508	8.5	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	484	4.8	40.1	476	5.4	40.2	—	—	—
Stock handlers and baggers ..	449	6.7	39.9	449	6.7	39.9	—	—	—
Hand packers and packagers ..	378	6.6	40.0	378	6.6	40.0	—	—	—
Laborers, except construction, n.e.c.	479	3.6	39.3	—	—	—	—	—	—
Service	518	6.0	39.0	426	5.3	39.1	719	4.0	38.6
Protective service	686	6.7	38.7	—	—	—	762	6.8	38.2
Firefighting	860	2.0	41.4	—	—	—	860	2.0	41.4
Police and detectives, public service	900	4.4	39.4	—	—	—	900	4.4	39.4
Food service	401	9.9	39.3	401	9.9	39.3	—	—	—
Other food service	423	9.2	39.6	423	9.2	39.6	—	—	—
Supervisors, food preparation and service	586	13.2	40.9	586	13.2	40.9	—	—	—
Cooks	470	7.5	39.6	470	7.5	39.6	—	—	—
Food preparation, n.e.c.	361	8.0	39.0	361	8.0	39.0	—	—	—
Health service	459	3.8	38.8	459	3.8	38.8	—	—	—
Nursing aides, orderlies and attendants	459	4.1	38.7	459	4.1	38.7	—	—	—
Cleaning and building service	460	6.7	39.3	405	8.6	39.0	580	3.2	40.0
Maids and housemen	356	9.6	38.0	356	9.6	38.0	—	—	—
Janitors and cleaners	470	7.3	39.9	407	10.6	39.8	559	3.5	40.0
Personal service	410	15.6	39.1	410	15.6	39.1	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$42,557	2.2	1,990	\$40,877	2.5	2,064	\$47,411	4.4	1,776
All excluding sales	42,571	2.1	1,986	40,821	2.4	2,061	47,411	4.4	1,776
White collar	48,792	2.2	1,961	48,349	2.4	2,067	49,788	4.6	1,721
White collar excluding sales	49,118	2.2	1,952	48,799	2.4	2,063	49,788	4.6	1,721
Professional specialty and technical	54,322	2.5	1,875	55,314	2.6	2,060	52,752	5.1	1,583
Professional specialty	56,733	2.6	1,841	59,476	2.6	2,057	53,272	5.3	1,569
Engineers, architects, and surveyors	60,945	5.7	2,059	64,065	4.1	2,101	-	-	-
Industrial engineers	57,015	7.0	2,110	57,015	7.0	2,110	-	-	-
Mechanical engineers	68,804	10.7	2,142	68,804	10.7	2,142	-	-	-
Engineers, n.e.c.	64,723	5.8	2,080	64,723	5.8	2,080	-	-	-
Mathematical and computer scientists	64,458	4.3	2,088	64,458	4.3	2,088	-	-	-
Computer systems analysts and scientists	62,861	5.7	2,086	62,861	5.7	2,086	-	-	-
Operations and systems researchers and analysts	68,676	12.5	2,080	68,676	12.5	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	50,638	3.0	2,017	50,447	2.7	2,057	52,228	15.1	1,683
Registered nurses	48,868	2.7	2,005	49,916	2.6	2,046	-	-	-
Teachers, college and university	58,326	12.7	1,559	58,326	12.7	1,559	-	-	-
Teachers, except college and university	50,558	4.8	1,345	34,442	8.2	1,383	51,488	5.2	1,343
Elementary school teachers	51,121	2.0	1,282	-	-	-	51,244	2.0	1,281
Secondary school teachers	48,305	4.2	1,318	35,333	5.9	1,376	52,962	5.3	1,298
Teachers, special education	50,719	5.8	1,301	-	-	-	-	-	-
Librarians, archivists, and curators	39,198	19.2	1,669	-	-	-	-	-	-
Librarians	39,198	19.2	1,669	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	50,093	3.6	1,960	-	-	-	-	-	-
Social workers	50,093	3.6	1,960	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	63,461	11.5	2,099	63,461	11.5	2,099	-	-	-
Technical	41,485	2.8	2,058	41,665	3.0	2,071	-	-	-
Licensed practical nurses	36,953	2.5	1,998	36,953	2.5	1,998	-	-	-
Health technologists and technicians, n.e.c.	35,860	2.5	2,027	34,752	2.5	2,080	-	-	-
Electrical and electronic technicians	44,321	9.8	2,115	44,321	9.8	2,115	-	-	-
Engineering technicians, n.e.c.	42,383	2.7	2,062	42,648	2.6	2,080	-	-	-
Executive, administrative, and managerial	65,123	3.4	2,074	64,471	3.9	2,113	66,692	6.9	1,981
Executives, administrators, and managers	76,582	3.7	2,092	77,832	5.3	2,131	74,664	3.8	2,030
Financial managers	66,975	5.0	2,063	65,480	10.1	2,070	-	-	-
Administrators, education and related fields	72,114	5.4	1,887	63,564	9.8	1,916	-	-	-
Managers, medicine and health	114,483	15.8	2,171	-	-	-	-	-	-
Managers and administrators, n.e.c.	78,060	5.3	2,153	76,424	5.5	2,149	-	-	-
Management related	51,840	4.4	2,054	53,094	4.6	2,097	45,964	4.6	1,853
Accountants and auditors	58,802	7.6	2,120	59,012	7.8	2,128	-	-	-
Management analysts	50,473	9.2	2,077	49,245	10.5	2,100	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Personnel, training, and labor relations specialists	\$47,628	10.0	2,115	\$48,762	10.4	2,132	—	—	—
Purchasing agents and buyers, n.e.c.	48,929	6.3	2,101	48,929	6.3	2,101	—	—	—
Management related, n.e.c.	48,810	7.7	2,123	48,483	8.2	2,143	—	—	—
Sales	42,142	13.3	2,130	42,142	13.3	2,130	—	—	—
Supervisors, sales	59,768	18.7	2,097	59,768	18.7	2,097	—	—	—
Sales workers, other commodities	22,413	23.0	2,080	22,413	23.0	2,080	—	—	—
Administrative support, including clerical	31,755	3.3	1,973	31,923	3.7	2,034	\$31,271	6.6	1,797
Computer operators	37,271	5.8	2,030	37,271	5.8	2,030	—	—	—
Secretaries	37,394	5.6	2,005	35,731	9.3	2,026	38,953	5.6	1,986
Transportation ticket and reservation agents	32,658	8.2	2,080	32,658	8.2	2,080	—	—	—
Order clerks	28,595	12.6	2,080	28,595	12.6	2,080	—	—	—
Records clerks, n.e.c.	30,780	6.5	2,107	30,780	6.5	2,107	—	—	—
Bookkeepers, accounting and auditing clerks	30,372	4.7	2,047	28,622	3.8	2,056	—	—	—
Dispatchers	31,871	6.3	2,043	—	—	—	—	—	—
Traffic, shipping and receiving clerks	25,670	6.6	2,080	25,670	6.6	2,080	—	—	—
Stock and inventory clerks	30,399	8.0	2,062	30,454	9.2	2,080	—	—	—
Insurance adjusters, examiners, and investigators	31,217	5.4	1,960	31,217	5.4	1,960	—	—	—
Investigators and adjusters, except insurance	29,737	5.1	2,071	29,737	5.1	2,071	—	—	—
General office clerks	29,657	4.3	1,978	27,853	2.8	2,010	31,267	3.0	1,950
Teachers' aides	14,347	5.4	1,175	—	—	—	14,269	5.8	1,158
Administrative support, n.e.c.	28,600	6.7	2,080	28,600	6.7	2,080	—	—	—
Blue collar	31,113	3.1	2,076	30,702	3.3	2,077	38,016	6.8	2,067
Precision production, craft, and repair	39,172	3.6	2,052	38,916	3.8	2,050	42,318	4.4	2,068
Machinists	40,008	4.3	2,080	40,008	4.3	2,080	—	—	—
Electrical and electronic equipment assemblers	31,440	7.7	2,080	31,440	7.7	2,080	—	—	—
Inspectors, testers, and graders	36,188	7.7	2,080	36,188	7.7	2,080	—	—	—
Machine operators, assemblers, and inspectors	26,721	3.7	2,089	26,721	3.7	2,089	—	—	—
Grinding, abrading, buffing, and polishing machine operators	28,126	3.3	2,080	28,126	3.3	2,080	—	—	—
Fabricating machine operators, n.e.c.	32,308	5.1	2,080	32,308	5.1	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	24,884	6.4	2,072	24,884	6.4	2,072	—	—	—
Assemblers	23,046	6.1	2,080	23,046	6.1	2,080	—	—	—
Production inspectors, checkers and examiners ...	28,802	8.5	2,080	28,802	8.5	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Transportation and material moving	\$29,413	9.5	2,094	\$27,669	11.1	2,096	\$39,616	5.3	2,080
Truck drivers	33,032	12.1	2,164	32,022	14.2	2,176	—	—	—
Industrial truck and tractor equipment operators	27,119	7.8	2,080	26,413	8.5	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,143	4.8	2,086	24,745	5.4	2,090	—	—	—
Stock handlers and baggers ...	23,372	6.7	2,076	23,372	6.7	2,076	—	—	—
Hand packers and packagers	19,642	6.6	2,080	19,642	6.6	2,080	—	—	—
Laborers, except construction, n.e.c.	24,908	3.6	2,044	—	—	—	—	—	—
Service	26,746	6.0	2,010	21,989	5.3	2,018	37,092	4.0	1,994
Protective service	35,425	6.7	1,996	—	—	—	39,243	6.8	1,967
Firefighting	44,732	2.0	2,154	—	—	—	44,732	2.0	2,154
Police and detectives, public service	46,805	4.4	2,049	—	—	—	46,805	4.4	2,049
Food service	20,430	9.9	2,002	20,430	9.9	2,002	—	—	—
Other food service	21,538	9.2	2,013	21,538	9.2	2,013	—	—	—
Supervisors, food preparation and service	29,508	13.2	2,060	29,508	13.2	2,060	—	—	—
Cooks	24,110	7.5	2,030	24,110	7.5	2,030	—	—	—
Food preparation, n.e.c.	18,107	8.0	1,952	18,107	8.0	1,952	—	—	—
Health service	23,888	3.8	2,015	23,888	3.8	2,015	—	—	—
Nursing aides, orderlies and attendants	23,866	4.1	2,010	23,866	4.1	2,010	—	—	—
Cleaning and building service	23,895	6.7	2,043	21,040	8.6	2,026	30,167	3.2	2,080
Maids and housemen	18,491	9.6	1,977	18,491	9.6	1,977	—	—	—
Janitors and cleaners	24,463	7.3	2,072	21,187	10.6	2,067	29,076	3.5	2,080
Personal service	20,522	15.6	1,957	20,522	15.6	1,957	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.26	2.0	\$18.66	2.3	\$25.97	4.1
All excluding sales	20.58	2.0	18.95	2.3	25.97	4.1
White collar	23.89	2.1	22.38	2.3	28.08	4.3
1	7.33	3.9	7.37	4.0	—	—
2	8.35	9.5	7.86	9.4	10.64	7.0
3	11.39	3.2	11.15	3.7	12.61	3.9
4	13.55	3.7	12.67	3.1	15.79	2.0
5	15.71	3.2	15.75	3.5	15.46	7.1
6	18.35	3.8	16.96	3.4	20.60	5.8
7	21.86	3.1	20.90	2.7	24.05	7.3
8	23.42	4.4	21.95	2.8	29.15	11.8
9	29.82	2.5	25.79	2.7	36.40	5.7
10	28.70	2.6	28.42	2.7	—	—
11	32.66	2.1	31.72	2.2	37.35	4.9
12	37.55	2.5	38.08	2.7	—	—
13	45.29	3.7	45.80	3.7	—	—
14	58.53	7.9	60.01	9.5	—	—
Not able to be leveled	24.89	10.6	24.75	14.2	—	—
White collar excluding sales	24.70	2.0	23.34	2.2	28.08	4.3
1	8.50	12.0	8.93	11.3	—	—
2	10.67	3.9	10.69	4.6	10.64	7.0
3	11.91	2.6	11.73	3.1	12.61	3.9
4	13.83	3.5	12.94	2.9	15.79	2.0
5	15.23	2.4	15.18	2.5	15.46	7.1
6	18.39	3.9	16.97	3.5	20.60	5.8
7	21.92	3.1	20.98	2.7	24.05	7.3
8	23.05	4.6	21.33	1.6	29.15	11.8
9	29.86	2.6	25.79	2.7	36.40	5.7
10	28.55	2.6	28.25	2.7	—	—
11	32.60	2.2	31.63	2.3	37.35	4.9
12	37.33	2.6	37.69	2.7	—	—
13	45.16	3.8	45.68	3.8	—	—
14	58.53	7.9	60.01	9.5	—	—
Not able to be leveled	23.88	9.7	23.34	13.2	—	—
Professional specialty and technical	28.26	2.3	26.42	2.3	31.96	4.7
Professional specialty	30.01	2.3	28.25	2.3	33.01	4.9
5	11.93	7.8	—	—	12.09	9.8
6	22.24	3.4	19.05	8.9	—	—
7	24.38	6.2	22.82	1.2	27.30	16.4
8	26.06	7.1	23.07	2.2	30.06	14.0
9	31.42	3.5	25.65	3.0	37.16	6.2
10	28.03	3.2	27.95	3.3	—	—
11	32.22	3.1	31.59	3.4	—	—
12	39.31	3.2	38.09	3.4	—	—
Not able to be leveled	24.80	6.7	23.26	13.0	—	—
Engineers, architects, and surveyors	29.61	4.6	30.49	4.1	—	—
9	24.97	2.6	24.57	2.3	—	—
10	28.15	3.0	28.15	3.0	—	—
11	29.51	3.2	29.51	3.2	—	—
Industrial engineers	27.02	7.0	27.02	7.0	—	—
Mechanical engineers	32.12	11.5	32.12	11.5	—	—
Engineers, n.e.c.	31.12	5.8	31.12	5.8	—	—
9	26.73	1.2	26.73	1.2	—	—
Mathematical and computer scientists	30.87	4.0	30.87	4.0	—	—
9	27.80	6.4	27.80	6.4	—	—
Computer systems analysts and scientists	30.13	5.3	30.13	5.3	—	—
9	23.63	2.4	23.63	2.4	—	—
Operations and systems researchers and analysts	33.02	12.5	33.02	12.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.80	2.1	24.24	2.0	27.80	7.8
7	22.76	1.2	22.67	1.3	—	—
8	24.23	2.7	23.26	1.5	—	—
9	25.97	4.3	25.33	3.7	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
Registered nurses	\$23.84	1.8	\$23.82	1.8	–	–
7	22.75	1.2	22.76	1.2	–	–
8	23.32	1.5	23.32	1.5	–	–
9	26.02	4.1	25.50	4.4	–	–
Teachers, college and university	37.38	21.6	37.38	21.6	–	–
Teachers, except college and university	36.33	4.7	23.57	9.6	\$37.19	5.1
5	11.07	6.8	–	–	10.97	7.2
6	16.77	15.0	–	–	–	–
7	37.84	9.3	–	–	–	–
8	34.53	13.4	23.27	13.3	–	–
9	40.40	2.2	–	–	40.59	2.2
Elementary school teachers	39.95	2.1	–	–	40.08	2.1
9	40.08	2.4	–	–	40.08	2.4
Secondary school teachers	36.40	5.2	25.51	5.5	40.82	6.0
8	31.55	18.1	–	–	–	–
9	39.06	6.0	–	–	–	–
Teachers, special education	39.15	5.6	–	–	–	–
Teachers, n.e.c.	29.64	22.1	15.88	15.0	–	–
Librarians, archivists, and curators	24.62	13.4	–	–	–	–
Librarians	24.62	13.4	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	25.56	4.6	–	–	–	–
Social workers	25.56	4.6	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.08	14.7	28.08	14.7	–	–
Technical	19.87	2.6	20.06	2.8	18.76	6.1
5	18.02	2.6	17.76	3.1	–	–
6	18.09	3.9	17.52	2.7	–	–
7	20.07	6.4	20.21	6.8	–	–
8	20.79	2.0	20.65	2.1	–	–
9	26.80	7.0	27.66	7.0	–	–
Licensed practical nurses	18.84	2.1	18.84	2.1	–	–
5	18.88	2.4	18.88	2.4	–	–
Health technologists and technicians, n.e.c.	17.41	2.6	16.75	2.4	–	–
Electrical and electronic technicians	20.95	8.5	20.95	8.5	–	–
Engineering technicians, n.e.c.	20.55	3.2	20.50	2.6	–	–
8	21.52	2.8	–	–	–	–
Executive, administrative, and managerial	31.34	3.1	30.52	3.7	33.42	5.5
6	15.48	7.1	15.01	7.3	–	–
7	21.99	5.2	20.63	5.2	–	–
8	20.92	3.3	20.60	3.2	–	–
9	25.18	5.1	24.81	5.8	–	–
10	29.86	4.0	29.20	3.9	–	–
11	33.49	3.3	31.98	2.4	40.74	7.2
12	36.24	2.6	37.34	3.9	–	–
13	45.16	4.4	45.77	4.4	–	–
14	63.36	10.2	–	–	–	–
Not able to be leveled	31.96	11.6	33.65	10.9	–	–
Executives, administrators, and managers	36.61	3.5	36.52	5.2	36.77	3.4
9	25.01	6.7	25.01	6.7	–	–
10	31.69	4.1	30.67	3.7	–	–
11	37.60	4.8	34.73	4.5	40.74	7.2
12	36.60	2.8	38.55	4.5	–	–
13	45.37	4.5	46.02	4.5	–	–
14	63.36	10.2	–	–	–	–
Financial managers	32.47	4.6	31.64	10.1	–	–
Administrators, education and related fields	38.22	6.1	33.17	10.8	–	–
Managers, medicine and health	52.73	16.4	–	–	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Managers and administrators, n.e.c.						
11	\$36.25	5.2	\$35.56	5.4	—	—
12	35.43	5.9	—	—	—	—
13	37.83	7.4	37.83	7.4	—	—
13	45.24	5.6	46.06	5.7	—	—
Management related	25.17	3.8	25.32	4.4	\$24.42	3.6
6	15.48	7.1	15.01	7.3	—	—
7	22.15	5.5	20.69	6.0	—	—
8	20.68	5.1	20.11	4.7	—	—
9	25.25	6.4	24.73	7.8	—	—
10	26.83	6.4	26.99	7.6	—	—
11	31.16	2.5	31.16	2.5	—	—
Not able to be leveled	25.27	7.7	—	—	—	—
Accountants and auditors	27.73	8.5	27.73	8.8	—	—
Management analysts	24.30	9.3	23.45	10.1	—	—
Personnel, training, and labor relations specialists						
.....	22.52	8.6	22.87	9.1	—	—
Purchasing agents and buyers, n.e.c.	23.29	6.1	23.29	6.1	—	—
Management related, n.e.c.	22.65	7.2	22.62	7.8	—	—
Sales						
1	14.53	13.4	14.53	13.4	—	—
2	7.09	2.7	7.09	2.7	—	—
3	6.38	5.0	6.38	5.0	—	—
4	9.13	6.5	9.13	6.5	—	—
5	10.85	11.6	10.85	11.6	—	—
.....	18.66	10.4	18.66	10.4	—	—
Supervisors, sales	28.51	18.4	28.51	18.4	—	—
Sales workers, other commodities	9.76	21.4	9.76	21.4	—	—
Cashiers						
1	7.49	5.1	7.49	5.1	—	—
.....	7.11	3.2	7.11	3.2	—	—
Administrative support, including clerical						
1	15.78	3.1	15.45	3.4	16.85	5.9
2	8.50	12.0	8.93	11.3	—	—
3	10.67	3.9	10.69	4.6	10.64	7.0
4	11.92	2.6	11.74	3.1	12.61	3.9
5	13.79	3.6	13.01	2.7	15.65	2.6
6	15.11	2.8	14.96	2.9	16.07	8.6
7	17.73	3.4	17.03	4.6	—	—
.....	20.43	4.5	20.00	6.1	—	—
Computer operators	18.05	6.2	18.05	6.2	—	—
Secretaries						
4	18.55	5.4	17.50	9.1	19.57	5.1
5	13.61	4.8	13.38	6.6	—	—
6	16.14	3.5	15.29	2.3	—	—
7	18.64	3.2	17.82	9.8	—	—
.....	22.00	6.4	22.14	14.6	—	—
Transportation ticket and reservation agents	15.06	3.7	15.06	3.7	—	—
Receptionists	9.74	4.0	10.06	3.1	—	—
Order clerks	13.75	12.6	13.75	12.6	—	—
Records clerks, n.e.c.	14.37	6.2	14.37	6.2	—	—
Bookkeepers, accounting and auditing clerks						
4	14.84	5.1	13.94	3.8	—	—
.....	13.03	4.1	12.57	2.6	—	—
Dispatchers	15.17	7.2	—	—	—	—
Traffic, shipping and receiving clerks						
4	12.33	6.4	12.33	6.4	—	—
.....	11.83	3.7	11.83	3.7	—	—
Stock and inventory clerks	14.74	8.0	14.64	9.2	—	—
Insurance adjusters, examiners, and investigators						
7	15.92	5.1	15.92	5.1	—	—
.....	18.27	5.1	18.27	5.1	—	—
Investigators and adjusters, except insurance	14.12	5.2	14.12	5.2	—	—
General office clerks						
4	14.66	4.4	13.28	4.0	16.03	1.5
.....	15.64	3.3	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Teachers' aides	\$11.73	3.9	—	—	\$11.77	4.1
3	12.25	6.3	—	—	12.25	6.3
Administrative support, n.e.c.	12.70	9.0	\$13.75	6.7	—	—
Blue collar	14.62	3.1	14.41	3.1	18.39	6.7
1	8.74	3.9	8.67	3.9	—	—
2	10.71	5.3	10.71	5.3	—	—
3	12.38	5.0	12.34	5.1	—	—
4	13.46	3.7	13.27	3.9	—	—
5	16.00	3.2	15.77	3.2	—	—
6	16.83	2.9	16.06	2.4	19.82	4.8
7	20.48	4.1	20.45	4.3	—	—
Precision production, craft, and repair	19.06	3.4	18.95	3.7	20.47	4.2
4	13.86	5.2	13.60	5.3	—	—
5	15.65	6.1	14.93	6.2	—	—
6	16.96	5.0	16.29	3.7	—	—
7	21.14	4.2	21.16	4.4	—	—
Machinists	19.23	4.3	19.23	4.3	—	—
Electrical and electronic equipment assemblers ..	14.94	7.7	14.94	7.7	—	—
Inspectors, testers, and graders	17.40	7.7	17.40	7.7	—	—
Machine operators, assemblers, and inspectors	12.78	3.6	12.78	3.6	—	—
1	9.39	4.3	9.39	4.3	—	—
2	11.34	4.5	11.34	4.5	—	—
3	12.11	4.5	12.11	4.5	—	—
4	12.93	2.9	12.93	2.9	—	—
5	16.05	3.9	16.05	3.9	—	—
6	15.78	4.3	15.78	4.3	—	—
7	17.49	6.7	17.49	6.7	—	—
Grinding, abrading, buffing, and polishing machine operators	13.52	3.3	13.52	3.3	—	—
Fabricating machine operators, n.e.c.	15.53	5.1	15.53	5.1	—	—
Miscellaneous machine operators, n.e.c.	12.00	6.6	12.00	6.6	—	—
6	15.36	7.6	15.36	7.6	—	—
Assemblers	11.08	6.1	11.08	6.1	—	—
1	9.20	5.4	9.20	5.4	—	—
Production inspectors, checkers and examiners ..	13.85	8.5	13.85	8.5	—	—
Transportation and material moving	13.54	9.7	12.71	10.8	19.05	5.3
4	17.41	10.9	17.32	12.8	—	—
6	18.06	6.9	—	—	—	—
Truck drivers	15.27	10.4	14.73	12.2	—	—
4	19.09	8.0	19.35	9.3	—	—
Industrial truck and tractor equipment operators ..	13.04	7.8	12.70	8.5	—	—
Handlers, equipment cleaners, helpers, and laborers	11.09	4.6	10.85	5.1	—	—
1	7.90	7.5	7.63	7.3	—	—
2	10.34	5.6	10.34	5.6	—	—
3	12.04	8.2	11.72	9.1	—	—
4	12.17	6.1	11.82	6.8	—	—
Stock handlers and baggers	9.58	8.9	9.58	8.9	—	—
1	7.61	9.7	7.61	9.7	—	—
Freight, stock, and material handlers, n.e.c.	11.53	8.2	11.53	8.2	—	—
Hand packers and packagers	9.49	6.1	9.49	6.1	—	—
Laborers, except construction, n.e.c.	11.00	8.9	10.24	10.4	—	—
Service	11.91	6.1	10.02	4.3	17.94	2.8
1	8.35	5.5	7.99	4.9	12.57	8.2
2	9.46	5.0	9.23	5.2	11.26	7.0
3	10.39	6.5	10.08	6.8	13.56	5.0
4	11.48	6.8	11.48	6.8	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
5	\$18.07	1.8	\$15.04	4.2	\$18.55	1.3
6	18.87	6.2	15.62	3.7	22.00	2.5
7	19.33	13.6	—	—	—	—
Protective service	16.68	7.5	10.53	8.0	19.71	3.9
3	9.18	9.2	8.69	9.8	—	—
5	18.73	1.6	—	—	18.81	1.8
6	21.08	4.1	—	—	22.00	2.5
Firefighting	20.77	2.8	—	—	20.77	2.8
Police and detectives, public service	22.84	4.6	—	—	22.84	4.6
Guards and police, except public service	10.55	7.8	10.52	8.2	—	—
3	9.08	10.5	—	—	—	—
Food service	8.70	8.2	8.70	8.4	—	—
1	8.07	6.3	8.07	6.3	—	—
2	7.11	4.8	6.96	5.0	—	—
3	7.79	13.2	7.79	13.2	—	—
Waiters, waitresses, and bartenders	4.81	3.6	4.81	3.6	—	—
Other food service	9.66	6.9	9.68	7.2	—	—
1	8.23	6.5	8.23	6.5	—	—
2	7.60	3.0	7.47	2.6	—	—
3	10.25	8.6	10.25	8.6	—	—
Supervisors, food preparation and service	14.32	14.2	14.32	14.2	—	—
Cooks	11.67	7.6	11.67	7.6	—	—
3	11.08	6.8	11.08	6.8	—	—
Kitchen workers, food preparation	7.49	3.5	7.30	2.9	—	—
Food preparation, n.e.c.	8.27	5.3	8.27	5.3	—	—
1	8.62	8.7	8.62	8.7	—	—
Health service	11.30	2.9	11.30	2.9	—	—
2	11.00	2.0	11.00	2.0	—	—
3	11.74	3.8	11.74	3.8	—	—
4	10.48	6.4	10.48	6.4	—	—
Health aides, except nursing	10.97	3.5	10.97	3.5	—	—
Nursing aides, orderlies and attendants	11.35	3.1	11.35	3.1	—	—
2	11.06	2.2	11.06	2.2	—	—
3	11.75	3.8	11.75	3.8	—	—
4	10.49	6.8	10.49	6.8	—	—
Cleaning and building service	10.92	7.2	9.61	8.4	14.50	3.2
1	8.55	8.3	7.91	6.6	—	—
2	12.13	4.8	11.64	6.7	—	—
3	12.64	8.8	—	—	—	—
Maids and housemen	9.34	8.0	9.34	8.0	—	—
1	8.51	7.5	8.51	7.5	—	—
Janitors and cleaners	10.62	9.0	9.05	10.2	13.98	3.5
1	8.57	12.3	7.51	8.9	—	—
2	12.45	4.9	—	—	—	—
3	12.76	9.6	—	—	—	—
Personal service	10.68	11.3	11.05	11.7	—	—
Welfare service aides	12.70	11.0	12.70	11.0	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay

of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$21.38	2.1	\$19.80	2.4	\$26.70	4.3
All excluding sales	21.44	2.1	19.80	2.4	26.70	4.3
White collar	24.89	2.1	23.39	2.3	28.93	4.6
1	8.98	10.7	8.98	10.7	—	—
2	9.50	12.2	8.93	13.9	—	—
3	11.96	2.8	11.70	3.2	13.39	5.3
4	13.63	3.9	12.83	3.1	15.77	2.2
5	15.81	3.2	15.70	3.6	16.62	6.6
6	18.33	3.9	16.89	3.5	20.60	5.8
7	21.89	3.4	20.83	3.1	24.05	7.3
8	23.02	5.2	21.79	3.2	33.08	14.3
9	29.92	2.6	25.82	2.8	36.31	5.7
10	28.57	2.6	28.28	2.7	—	—
11	32.74	2.1	31.81	2.2	37.35	4.9
12	37.55	2.5	38.08	2.7	—	—
13	45.29	3.7	45.80	3.7	—	—
14	58.53	7.9	60.01	9.5	—	—
Not able to be leveled	25.07	10.8	24.76	14.3	—	—
White collar excluding sales	25.16	2.1	23.66	2.3	28.93	4.6
2	10.97	3.5	10.71	4.7	—	—
3	11.98	2.8	11.72	3.2	13.39	5.3
4	13.91	3.7	13.11	3.0	15.77	2.2
5	15.35	2.4	15.14	2.6	16.62	6.6
6	18.37	4.0	16.89	3.7	20.60	5.8
7	21.96	3.4	20.91	3.1	24.05	7.3
8	22.49	5.5	21.03	1.7	33.08	14.3
9	29.96	2.6	25.82	2.8	36.31	5.7
10	28.42	2.6	28.11	2.7	—	—
11	32.68	2.2	31.71	2.3	37.35	4.9
12	37.33	2.6	37.69	2.7	—	—
13	45.16	3.8	45.68	3.8	—	—
14	58.53	7.9	60.01	9.5	—	—
Not able to be leveled	24.05	9.9	23.35	13.2	—	—
Professional specialty and technical	28.97	2.5	26.85	2.6	33.33	5.0
Professional specialty	30.82	2.5	28.92	2.5	33.96	5.2
6	22.32	3.3	19.14	10.1	—	—
7	24.94	7.6	23.09	1.5	27.30	16.4
8	27.90	12.9	23.23	3.1	—	—
9	31.65	3.6	25.70	3.3	37.07	6.2
10	27.84	3.2	27.76	3.3	—	—
11	32.35	3.1	31.72	3.5	—	—
12	39.31	3.2	38.09	3.4	—	—
Not able to be leveled	24.80	6.7	23.26	13.0	—	—
Engineers, architects, and surveyors	29.61	4.6	30.49	4.1	—	—
9	24.97	2.6	24.57	2.3	—	—
10	28.15	3.0	28.15	3.0	—	—
11	29.51	3.2	29.51	3.2	—	—
Industrial engineers	27.02	7.0	27.02	7.0	—	—
Mechanical engineers	32.12	11.5	32.12	11.5	—	—
Engineers, n.e.c.	31.12	5.8	31.12	5.8	—	—
9	26.73	1.2	26.73	1.2	—	—
Mathematical and computer scientists	30.88	4.0	30.88	4.0	—	—
9	27.78	6.5	27.78	6.5	—	—
Computer systems analysts and scientists	30.14	5.3	30.14	5.3	—	—
9	23.41	2.3	23.41	2.3	—	—
Operations and systems researchers and analysts	33.02	12.5	33.02	12.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.11	3.1	24.53	2.7	31.04	14.7
7	23.00	1.5	22.90	1.6	—	—
8	23.39	2.1	23.39	2.1	—	—
9	26.18	5.4	25.40	4.6	—	—
Registered nurses	24.37	2.5	24.40	2.5	—	—
7	22.88	1.5	22.90	1.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
Registered nurses –Continued						
9	\$26.94	4.1	\$26.37	4.4	–	–
Teachers, college and university	37.41	21.6	37.41	21.6	–	–
Teachers, except college and university	37.59	4.9	24.90	8.0	\$38.34	5.4
8	35.66	11.1	24.71	9.7	–	–
9	40.38	2.2	–	–	40.53	2.2
Elementary school teachers	39.88	2.1	–	–	40.01	2.0
9	39.99	2.4	–	–	39.99	2.4
Secondary school teachers	36.64	5.4	25.68	5.7	40.82	6.0
9	39.06	6.0	–	–	–	–
Teachers, special education	38.98	6.1	–	–	–	–
Librarians, archivists, and curators	23.49	19.9	–	–	–	–
Librarians	23.49	19.9	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	25.56	4.6	–	–	–	–
Social workers	25.56	4.6	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.23	11.8	30.23	11.8	–	–
Technical	20.16	2.7	20.12	2.9	–	–
5	17.72	3.0	17.32	3.6	–	–
6	17.84	4.6	17.08	2.8	–	–
7	20.09	6.5	20.23	7.0	–	–
8	20.79	2.0	20.65	2.1	–	–
9	26.80	7.0	27.66	7.0	–	–
Licensed practical nurses	18.50	2.6	18.50	2.6	–	–
Health technologists and technicians, n.e.c.	17.69	3.2	16.71	2.5	–	–
Electrical and electronic technicians	20.95	8.5	20.95	8.5	–	–
Engineering technicians, n.e.c.	20.55	3.2	20.50	2.6	–	–
8	21.52	2.8	–	–	–	–
Executive, administrative, and managerial	31.40	3.1	30.52	3.7	33.67	5.5
6	15.48	7.1	15.01	7.3	–	–
7	21.99	5.2	20.63	5.2	–	–
8	20.92	3.3	20.60	3.2	–	–
9	25.18	5.1	24.81	5.8	–	–
10	29.86	4.0	29.20	3.9	–	–
11	33.49	3.3	31.98	2.4	40.74	7.2
12	36.24	2.6	37.34	3.9	–	–
13	45.16	4.4	45.77	4.4	–	–
14	63.36	10.2	–	–	–	–
Not able to be leveled	33.65	10.9	33.65	10.9	–	–
Executives, administrators, and managers	36.62	3.5	36.52	5.2	36.77	3.4
9	25.01	6.7	25.01	6.7	–	–
10	31.69	4.1	30.67	3.7	–	–
11	37.60	4.8	34.73	4.5	40.74	7.2
12	36.60	2.8	38.55	4.5	–	–
13	45.37	4.5	46.02	4.5	–	–
14	63.36	10.2	–	–	–	–
Financial managers	32.47	4.6	31.64	10.1	–	–
Administrators, education and related fields	38.22	6.1	33.17	10.8	–	–
Managers, medicine and health	52.73	16.4	–	–	–	–
Managers and administrators, n.e.c.	36.25	5.2	35.56	5.4	–	–
11	35.43	5.9	–	–	–	–
12	37.83	7.4	37.83	7.4	–	–
13	45.24	5.6	46.06	5.7	–	–
Management related	25.24	3.8	25.32	4.4	24.81	3.8
6	15.48	7.1	15.01	7.3	–	–
7	22.15	5.5	20.69	6.0	–	–
8	20.68	5.1	20.11	4.7	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related —Continued						
9	\$25.25	6.4	\$24.73	7.8	—	—
10	26.83	6.4	26.99	7.6	—	—
11	31.16	2.5	31.16	2.5	—	—
Accountants and auditors	27.73	8.5	27.73	8.8	—	—
Management analysts	24.30	9.3	23.45	10.1	—	—
Personnel, training, and labor relations specialists	22.52	8.6	22.87	9.1	—	—
Purchasing agents and buyers, n.e.c.	23.29	6.1	23.29	6.1	—	—
Management related, n.e.c.	22.99	7.4	22.62	7.8	—	—
Sales	19.79	13.1	19.79	13.1	—	—
4	11.06	11.4	11.06	11.4	—	—
5	18.54	11.0	18.54	11.0	—	—
Supervisors, sales	28.51	18.4	28.51	18.4	—	—
Sales workers, other commodities	10.78	23.0	10.78	23.0	—	—
Administrative support, including clerical	16.09	3.2	15.69	3.6	\$17.40	5.6
2	10.97	3.5	10.71	4.7	—	—
3	11.98	2.8	11.72	3.2	13.39	5.3
4	14.04	3.5	13.21	2.5	15.77	2.2
5	15.11	2.8	14.96	2.9	16.07	8.6
6	17.73	3.4	17.03	4.6	—	—
7	20.51	4.6	20.09	6.3	—	—
Computer operators	18.36	5.7	18.36	5.7	—	—
Secretaries	18.65	5.4	17.64	9.2	19.62	5.1
4	13.73	5.2	13.54	6.9	—	—
5	16.18	3.6	15.32	2.4	—	—
6	18.64	3.2	17.82	9.8	—	—
7	22.00	6.4	22.14	14.6	—	—
Transportation ticket and reservation agents	15.70	8.2	15.70	8.2	—	—
Order clerks	13.75	12.6	13.75	12.6	—	—
Records clerks, n.e.c.	14.61	6.3	14.61	6.3	—	—
Bookkeepers, accounting and auditing clerks	14.84	5.1	13.92	3.9	—	—
4	12.94	4.2	12.45	2.4	—	—
Dispatchers	15.60	7.0	—	—	—	—
Traffic, shipping and receiving clerks	12.34	6.6	12.34	6.6	—	—
4	11.83	3.9	11.83	3.9	—	—
Stock and inventory clerks	14.74	8.0	14.64	9.2	—	—
Insurance adjusters, examiners, and investigators	15.92	5.1	15.92	5.1	—	—
7	18.27	5.1	18.27	5.1	—	—
Investigators and adjusters, except insurance	14.36	5.2	14.36	5.2	—	—
General office clerks	14.99	3.6	13.86	2.9	16.03	1.5
4	15.64	3.3	—	—	—	—
Teachers' aides	12.21	4.4	—	—	12.32	4.7
Administrative support, n.e.c.	13.75	6.7	13.75	6.7	—	—
Blue collar	14.98	3.1	14.78	3.2	18.39	6.7
1	9.26	4.1	9.18	4.1	—	—
2	10.84	5.0	10.84	5.0	—	—
3	12.45	5.0	12.41	5.1	—	—
4	13.50	3.7	13.32	3.9	—	—
5	16.00	3.2	15.77	3.2	—	—
6	16.81	2.9	16.03	2.4	19.82	4.8
7	20.51	4.1	20.48	4.4	—	—
Precision production, craft, and repair	19.09	3.4	18.98	3.7	20.47	4.2
4	13.86	5.2	13.60	5.3	—	—
5	15.65	6.1	14.93	6.2	—	—
6	16.91	5.1	16.23	3.8	—	—
7	21.15	4.2	21.17	4.5	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Machinists	\$19.23	4.3	\$19.23	4.3	—	—
Electrical and electronic equipment assemblers ..	15.12	7.7	15.12	7.7	—	—
Inspectors, testers, and graders	17.40	7.7	17.40	7.7	—	—
Machine operators, assemblers, and inspectors	12.79	3.7	12.79	3.7	—	—
1	9.39	4.3	9.39	4.3	—	—
2	11.33	4.6	11.33	4.6	—	—
3	12.11	4.5	12.11	4.5	—	—
4	12.95	2.9	12.95	2.9	—	—
5	16.05	3.9	16.05	3.9	—	—
6	15.78	4.3	15.78	4.3	—	—
7	17.49	6.7	17.49	6.7	—	—
Grinding, abrading, buffing, and polishing machine operators	13.52	3.3	13.52	3.3	—	—
Fabricating machine operators, n.e.c.	15.53	5.1	15.53	5.1	—	—
Miscellaneous machine operators, n.e.c.	12.01	6.7	12.01	6.7	—	—
6	15.36	7.6	15.36	7.6	—	—
Assemblers	11.08	6.1	11.08	6.1	—	—
1	9.20	5.4	9.20	5.4	—	—
Production inspectors, checkers and examiners ..	13.85	8.5	13.85	8.5	—	—
Transportation and material moving	14.05	8.4	13.20	9.7	\$19.05	5.3
4	17.52	11.2	17.44	13.3	—	—
6	18.06	6.9	—	—	—	—
Truck drivers	15.27	10.7	14.72	12.5	—	—
Industrial truck and tractor equipment operators ..	13.04	7.8	12.70	8.5	—	—
Handlers, equipment cleaners, helpers, and laborers	12.05	4.7	11.84	5.2	—	—
1	9.61	9.9	9.20	11.0	—	—
3	12.46	8.7	—	—	—	—
4	12.28	6.2	11.93	7.0	—	—
Stock handlers and baggers	11.26	6.7	11.26	6.7	—	—
Hand packers and packagers	9.44	6.6	9.44	6.6	—	—
Laborers, except construction, n.e.c.	12.18	4.2	—	—	—	—
Service	13.30	6.3	10.90	4.9	18.60	2.7
1	9.22	7.9	8.68	7.2	—	—
2	9.77	6.9	9.37	6.8	—	—
3	11.51	5.0	11.17	5.4	—	—
4	12.36	4.9	12.36	4.9	—	—
5	18.09	1.7	—	—	18.51	1.2
6	19.68	5.0	16.11	4.4	22.00	2.5
7	19.33	13.6	—	—	—	—
Protective service	17.74	7.1	—	—	19.95	4.3
5	18.68	1.4	—	—	—	—
6	21.08	4.1	—	—	22.00	2.5
Firefighting	20.77	2.8	—	—	20.77	2.8
Police and detectives, public service	22.84	4.6	—	—	22.84	4.6
Food service	10.21	9.8	10.21	9.8	—	—
1	9.60	10.0	9.60	10.0	—	—
2	7.28	4.0	7.28	4.0	—	—
3	9.57	12.3	9.57	12.3	—	—
Other food service	10.70	9.4	10.70	9.4	—	—
3	10.13	8.5	10.13	8.5	—	—
Supervisors, food preparation and service	14.32	14.2	14.32	14.2	—	—
Cooks	11.88	8.2	11.88	8.2	—	—
3	11.07	7.1	11.07	7.1	—	—
Food preparation, n.e.c.	9.28	8.4	9.28	8.4	—	—
Health service	11.85	3.1	11.85	3.1	—	—
3	12.09	5.1	12.09	5.1	—	—
Nursing aides, orderlies and attendants	11.87	3.4	11.87	3.4	—	—
3	12.09	5.1	12.09	5.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Cleaning and building service	\$11.70	6.2	\$10.39	8.1	\$14.50	3.2
1	9.18	8.5	8.39	6.8	—	—
2	12.21	4.8	11.76	6.6	—	—
3	13.38	7.4	—	—	—	—
Maids and housemen	9.35	8.2	9.35	8.2	—	—
1	8.51	7.5	8.51	7.5	—	—
Janitors and cleaners	11.80	7.1	10.25	10.4	13.98	3.5
1	9.80	13.7	8.24	12.0	—	—
2	12.45	4.9	—	—	—	—
3	13.62	8.0	—	—	—	—
Personal service	10.48	14.3	10.48	14.3	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$12.06	7.2	\$11.14	5.6	\$17.51	16.2
All excluding sales	13.09	7.8	12.14	6.6	17.51	16.2
White collar	14.98	8.5	13.83	7.3	18.92	15.1
1	6.83	1.9	6.86	1.9	—	—
2	6.92	3.3	6.69	2.8	—	—
3	9.77	5.4	9.45	5.8	10.98	7.5
4	13.14	8.8	11.73	5.0	—	—
5	14.24	8.9	16.95	11.7	10.97	7.2
6	19.25	2.5	19.17	2.6	—	—
8	24.73	2.9	22.91	2.3	—	—
9	27.19	7.4	25.15	4.6	—	—
White collar excluding sales	18.84	6.4	18.80	5.7	18.92	15.1
1	6.66	10.2	—	—	—	—
3	11.44	4.8	11.92	5.4	10.98	7.5
4	13.39	8.8	11.99	5.0	—	—
5	13.55	8.6	16.08	12.5	10.97	7.2
6	19.25	2.5	19.17	2.6	—	—
8	24.73	2.9	22.91	2.3	—	—
9	27.19	7.4	25.15	4.6	—	—
Professional specialty and technical	22.42	4.8	22.66	2.8	22.00	12.8
Professional specialty	23.43	3.9	23.14	3.0	24.01	8.8
5	11.09	5.1	—	—	10.97	7.2
8	24.73	2.9	22.91	2.3	—	—
9	27.19	7.4	25.15	4.6	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	24.20	2.6	23.56	2.5	—	—
8	24.54	3.0	23.15	1.9	—	—
9	25.05	4.9	25.05	4.9	—	—
Registered nurses	22.73	1.1	22.73	1.1	—	—
8	23.15	1.9	23.15	1.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	17.37	26.4	17.15	10.4	17.42	31.8
5	11.07	6.8	—	—	10.97	7.2
Teachers, n.e.c.	14.06	7.1	15.08	15.3	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.48	4.0	18.87	3.7	—	—
Licensed practical nurses	19.75	1.4	19.75	1.4	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.53	5.2	7.53	5.2	—	—
1	6.85	1.6	6.85	1.6	—	—
3	8.60	6.2	8.60	6.2	—	—
Sales workers, other commodities	8.22	16.4	8.22	16.4	—	—
Cashiers	7.38	5.9	7.38	5.9	—	—
1	6.86	1.8	6.86	1.8	—	—
Administrative support, including clerical	11.48	4.7	11.97	5.2	10.09	7.6
1	6.66	10.2	—	—	—	—
3	11.45	5.0	11.98	5.7	10.98	7.5
4	11.97	4.7	11.99	5.0	—	—
Teachers' aides	9.66	4.3	—	—	9.67	4.3
Blue collar	8.85	9.0	8.85	9.0	—	—
1	6.88	4.4	6.88	4.4	—	—
2	9.89	10.7	9.89	10.7	—	—
Precision production, craft, and repair	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	\$8.47	12.6	\$8.47	12.6	—	—
1	6.55	3.1	6.55	3.1	—	—
Stock handlers and baggers	6.53	3.5	6.53	3.5	—	—
Service	8.51	6.1	8.45	6.4	\$9.54	8.2
1	7.17	3.1	7.10	3.3	—	—
2	8.91	8.3	8.98	9.4	—	—
3	8.37	12.3	8.26	12.7	—	—
Protective service	8.63	8.8	—	—	—	—
3	8.12	7.8	—	—	—	—
Food service	6.59	4.3	6.45	3.5	—	—
1	7.32	2.6	7.32	2.6	—	—
2	6.81	9.1	—	—	—	—
Other food service	7.62	3.1	7.49	2.8	—	—
1	7.32	2.6	7.32	2.6	—	—
2	7.82	4.6	—	—	—	—
Kitchen workers, food preparation	7.74	8.3	—	—	—	—
Food preparation, n.e.c.	7.37	1.6	7.37	1.6	—	—
Health service	10.51	3.4	10.51	3.4	—	—
2	10.73	3.7	10.73	3.7	—	—
3	11.05	3.0	11.05	3.0	—	—
Health aides, except nursing	10.55	4.5	10.55	4.5	—	—
Nursing aides, orderlies and attendants	10.50	3.8	10.50	3.8	—	—
3	11.08	3.0	11.08	3.0	—	—
Cleaning and building service	6.85	5.0	6.85	5.0	—	—
1	6.68	5.1	6.68	5.1	—	—
Janitors and cleaners	6.80	5.0	6.80	5.0	—	—
Personal service	10.89	11.1	11.75	11.0	—	—
Welfare service aides	12.02	11.9	12.02	11.9	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Hartford, CT, October 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$21.38	\$12.06	\$22.48	\$19.29	\$20.29	\$18.69
All excluding sales	21.44	13.09	23.02	19.48	20.63	15.87
White collar	24.89	14.98	26.56	22.86	23.97	19.87
White-collar excluding sales	25.16	18.84	27.73	23.50	24.76	—
Professional specialty and technical	28.97	22.42	31.72	26.45	28.26	—
Professional specialty	30.82	23.43	33.17	28.14	30.01	—
Technical	20.16	17.48	19.06	20.08	19.87	—
Executive, administrative, and managerial	31.40	—	33.00	30.82	31.38	—
Sales	19.79	7.53	7.39	16.33	12.93	21.92
Administrative support, including clerical	16.09	11.48	16.90	15.43	15.83	—
Blue collar	14.98	8.85	16.99	13.41	14.53	17.28
Precision production, craft, and repair	19.09	—	21.98	17.12	19.18	—
Machine operators, assemblers, and inspectors	12.79	—	13.70	12.48	12.77	—
Transportation and material moving	14.05	—	17.82	10.59	13.45	—
Handlers, equipment cleaners, helpers, and laborers	12.05	8.47	11.32	10.94	11.09	—
Service	13.30	8.51	15.68	9.74	11.92	—
	Relative error ⁶ (percent)					
All occupations	2.1	7.2	4.0	2.4	2.0	14.2
All excluding sales	2.1	7.8	4.0	2.4	2.0	8.4
White collar	2.1	8.5	4.5	2.3	2.1	18.9
White-collar excluding sales	2.1	6.4	4.4	2.2	2.0	—
Professional specialty and technical	2.5	4.8	4.5	2.4	2.3	—
Professional specialty	2.5	3.9	4.8	2.3	2.3	—
Technical	2.7	4.0	5.0	3.1	2.6	—
Executive, administrative, and managerial	3.1	—	6.3	3.5	3.1	—
Sales	13.1	5.2	5.7	14.4	12.1	19.3
Administrative support, including clerical	3.2	4.7	5.7	3.4	3.1	—
Blue collar	3.1	9.0	5.7	3.7	3.2	7.1
Precision production, craft, and repair	3.4	—	2.8	5.3	3.6	—
Machine operators, assemblers, and inspectors	3.7	—	9.9	3.9	3.7	—
Transportation and material moving	8.4	—	7.0	10.6	10.1	—
Handlers, equipment cleaners, helpers, and laborers	4.7	12.6	8.6	6.1	4.6	—
Service	6.3	6.1	6.5	4.5	6.1	—

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Hartford, CT, October 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Con-struction	Manu-factur-ing	Total	Transporta-tion and public util-ities	Wholesale and retail trade	Finance, insurance, and real estate	Serv-ices
	Mean									
All occupations	\$18.66	\$19.64	-	-	\$19.44	-	-	\$12.72	-	-
All excluding sales	18.95	19.55	-	-	19.43	-	-	13.00	-	-
White collar	22.38	24.66	-	-	24.56	-	-	15.34	-	-
White-collar excluding sales	23.34	24.69	-	-	24.75	-	-	19.51	-	-
Professional specialty and technical	26.42	27.60	-	-	27.63	-	-	-	-	-
Professional specialty	28.25	30.54	-	-	30.61	-	-	-	-	-
Technical	20.06	20.06	-	-	20.07	-	-	-	-	-
Executive, administrative, and managerial	30.52	30.02	-	-	30.30	-	-	35.54	-	-
Sales	14.53	24.12	-	-	19.80	-	-	12.03	-	-
Administrative support, including clerical	15.45	15.03	-	-	15.01	-	-	14.18	-	-
Blue collar	14.41	14.95	-	-	14.57	-	-	11.41	-	-
Precision production, craft, and repair	18.95	18.67	-	-	18.23	-	-	15.87	-	-
Machine operators, assemblers, and inspectors	12.78	12.99	-	-	12.91	-	-	11.48	-	-
Transportation and material moving	12.71	14.84	-	-	13.91	-	-	11.48	-	-
Handlers, equipment cleaners, helpers, and laborers	10.85	13.16	-	-	12.36	-	-	9.69	-	-
Service	10.02	-	-	-	-	-	-	7.98	-	-
	Relative error ⁵ (percent)									
All occupations	2.3	3.7	-	-	3.8	-	-	8.1	-	-
All excluding sales	2.3	3.7	-	-	3.8	-	-	8.3	-	-
White collar	2.3	3.5	-	-	3.6	-	-	9.6	-	-
White-collar excluding sales	2.2	3.4	-	-	3.5	-	-	6.9	-	-
Professional specialty and technical	2.3	4.0	-	-	4.1	-	-	-	-	-
Professional specialty	2.3	4.2	-	-	4.3	-	-	-	-	-
Technical	2.8	3.3	-	-	3.4	-	-	-	-	-
Executive, administrative, and managerial	3.7	5.0	-	-	5.1	-	-	3.1	-	-
Sales	13.4	22.1	-	-	19.2	-	-	18.6	-	-
Administrative support, including clerical	3.4	3.2	-	-	3.3	-	-	7.5	-	-
Blue collar	3.1	3.7	-	-	3.7	-	-	7.0	-	-
Precision production, craft, and repair	3.7	3.4	-	-	3.1	-	-	12.3	-	-
Machine operators, assemblers, and inspectors	3.6	3.9	-	-	3.9	-	-	18.4	-	-
Transportation and material moving	10.8	9.8	-	-	8.1	-	-	13.9	-	-
Handlers, equipment cleaners, helpers, and laborers	5.1	11.2	-	-	10.6	-	-	6.1	-	-
Service	4.3	-	-	-	-	-	-	8.9	-	-

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Hartford, CT, October 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$18.66	\$15.02	\$19.49	\$16.03	\$23.34
All excluding sales	18.95	15.18	19.75	16.31	23.26
White collar	22.38	17.99	23.18	19.97	25.45
White-collar excluding sales	23.34	19.38	23.92	21.45	25.39
Professional specialty and technical	26.42	21.45	27.01	24.49	28.21
Professional specialty	28.25	23.70	28.66	26.40	29.50
Technical	20.06	17.85	20.55	20.54	20.56
Executive, administrative, and managerial	30.52	27.79	30.83	29.63	31.46
Sales	14.53	14.00	14.84	13.13	30.37
Administrative support, including clerical	15.45	14.82	15.58	14.68	16.32
Blue collar	14.41	14.13	14.50	13.14	17.68
Precision production, craft, and repair	18.95	18.85	19.00	17.11	20.50
Machine operators, assemblers, and inspectors	12.78	11.28	13.09	12.89	14.11
Transportation and material moving	12.71	—	14.07	12.38	19.22
Handlers, equipment cleaners, helpers, and laborers	10.85	10.72	10.89	10.13	12.87
Service	10.02	8.43	10.52	10.27	11.28
Relative error ⁴ (percent)					
All occupations	2.3	6.7	2.6	4.0	3.0
All excluding sales	2.3	6.6	2.5	3.9	2.9
White collar	2.3	6.9	2.4	3.8	3.0
White-collar excluding sales	2.2	5.3	2.3	3.0	3.0
Professional specialty and technical	2.3	2.7	2.2	2.6	2.9
Professional specialty	2.3	4.9	2.3	2.7	2.9
Technical	2.8	4.1	2.6	4.0	3.4
Executive, administrative, and managerial	3.7	8.1	4.0	5.2	5.5
Sales	13.4	21.1	17.5	20.4	38.1
Administrative support, including clerical	3.4	3.6	4.0	4.2	6.1
Blue collar	3.1	9.1	3.4	4.3	3.3
Precision production, craft, and repair	3.7	9.3	3.6	8.3	2.5
Machine operators, assemblers, and inspectors	3.6	8.4	4.0	4.6	5.1
Transportation and material moving	10.8	—	12.5	14.1	6.7
Handlers, equipment cleaners, helpers, and laborers	5.1	12.8	5.4	6.1	1.2
Service	4.3	10.5	4.5	5.3	7.7

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

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

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$12.23	\$18.40	\$25.63	\$35.26
All excluding sales	9.41	12.74	18.57	25.84	35.26
White collar	11.63	15.59	22.38	30.87	38.73
White collar excluding sales	12.76	16.37	22.94	31.65	39.13
Professional specialty and technical	19.00	22.60	25.84	34.67	41.56
Professional specialty	22.12	23.63	27.43	35.45	41.94
Engineers, architects, and surveyors	23.16	24.29	27.27	32.83	39.69
Industrial engineers	22.56	23.46	24.50	32.53	35.45
Mechanical engineers	21.96	25.86	26.84	40.52	44.90
Engineers, n.e.c.	24.57	25.59	29.47	36.63	42.82
Mathematical and computer scientists	23.18	27.11	31.65	33.96	39.54
Computer systems analysts and scientists	22.49	26.05	32.32	33.96	39.82
Operations and systems researchers and analysts	18.27	25.77	39.54	39.54	39.54
Natural scientists	-	-	-	-	-
Health related	21.51	22.34	23.77	25.84	29.77
Registered nurses	21.51	21.97	22.94	23.98	29.73
Teachers, college and university	26.72	26.72	26.72	45.42	64.34
Teachers, except college and university	26.06	32.12	39.14	41.86	45.51
Elementary school teachers	35.11	38.47	41.20	41.94	44.43
Secondary school teachers	25.04	29.01	35.43	40.60	48.90
Teachers, special education	27.97	32.12	40.55	43.29	48.17
Teachers, n.e.c.	12.96	12.96	41.37	45.51	45.51
Librarians, archivists, and curators	14.34	19.66	19.66	26.79	45.24
Librarians	14.34	19.66	19.66	26.79	45.24
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	22.34	24.67	24.67	24.67	31.24
Social workers	22.34	24.67	24.67	24.67	31.24
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.15	22.93	25.37	38.73	38.73
Technical	15.10	16.92	19.25	21.81	24.60
Licensed practical nurses	17.13	17.79	19.03	19.77	20.50
Health technologists and technicians, n.e.c.	9.13	16.36	16.48	19.17	22.08
Electrical and electronic technicians	14.95	17.85	21.65	23.67	29.05
Engineering technicians, n.e.c.	18.20	18.26	20.84	21.92	23.49
Executive, administrative, and managerial	18.96	23.84	31.70	35.78	44.43
Executives, administrators, and managers	21.92	31.70	35.26	40.00	51.44
Financial managers	21.92	32.65	32.65	36.06	37.97
Administrators, education and related fields	26.70	32.85	38.46	43.59	54.00
Managers, medicine and health	37.34	39.96	48.08	82.51	82.51
Managers and administrators, n.e.c.	21.27	28.85	33.88	43.66	54.60
Management related	18.25	19.90	24.07	29.55	32.65
Accountants and auditors	17.94	24.04	32.65	32.65	32.72
Management analysts	18.96	18.96	24.20	28.01	32.07
Personnel, training, and labor relations specialists	15.34	18.37	20.87	26.66	26.66
Purchasing agents and buyers, n.e.c.	18.95	19.23	23.97	25.29	29.20
Management related, n.e.c.	14.04	18.00	20.26	30.77	33.24
Sales	6.67	6.85	9.46	18.11	29.73
Supervisors, sales	13.85	14.91	16.71	35.63	53.02
Sales workers, other commodities	5.75	7.00	7.93	9.80	18.35
Cashiers	6.67	6.69	6.85	7.46	9.46
Administrative support, including clerical	10.50	12.43	15.25	18.80	21.89
Computer operators	16.11	16.11	20.14	20.14	20.60
Secretaries	13.34	15.01	19.05	21.89	21.89
Transportation ticket and reservation agents	12.00	13.67	15.25	15.90	21.78
Receptionists	7.86	9.74	9.74	10.00	11.83
Order clerks	9.41	13.00	13.00	16.01	21.03
Records clerks, n.e.c.	11.17	11.95	15.12	16.79	17.41
Bookkeepers, accounting and auditing clerks	11.93	12.15	14.36	15.85	20.33
Dispatchers	10.05	13.13	16.29	17.64	19.29
Traffic, shipping and receiving clerks	9.72	10.50	11.89	14.02	14.45
Stock and inventory clerks	9.60	10.25	15.41	17.25	17.25

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Insurance adjusters, examiners, and investigators	\$12.07	\$12.76	\$15.10	\$18.83	\$19.65
Investigators and adjusters, except insurance	10.36	12.13	14.43	17.19	17.56
General office clerks	12.89	13.22	15.50	16.19	16.19
Teachers' aides	9.27	10.00	11.63	13.98	14.85
Administrative support, n.e.c.	5.65	10.61	13.03	15.72	18.08
Blue collar	8.82	11.10	14.02	17.72	21.39
Precision production, craft, and repair					
Machinists	12.82	15.87	18.91	21.97	25.44
Electrical and electronic equipment assemblers ..	14.13	17.57	20.58	21.19	22.53
Inspectors, testers, and graders	12.23	12.23	14.98	17.62	20.93
Inspectors, testers, and graders	14.40	16.00	16.30	21.97	21.97
Machine operators, assemblers, and inspectors					
Grinding, abrading, buffing, and polishing machine operators	9.09	10.87	12.08	15.02	17.26
Fabricating machine operators, n.e.c.	12.25	12.93	13.17	14.40	14.89
Miscellaneous machine operators, n.e.c.	13.69	13.69	14.23	18.23	18.23
Assemblers	9.59	11.07	11.10	12.07	16.25
Production inspectors, checkers and examiners ..	7.70	9.14	11.22	12.36	15.11
Production inspectors, checkers and examiners ..	8.82	11.55	14.50	15.18	18.20
Transportation and material moving					
Truck drivers	7.00	8.90	13.40	16.81	21.72
Industrial truck and tractor equipment operators ..	6.67	10.70	16.40	17.99	21.72
Industrial truck and tractor equipment operators ..	7.35	11.66	14.52	14.93	15.46
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.77	8.25	11.02	13.39	15.83
Freight, stock, and material handlers, n.e.c.	6.00	6.77	8.91	11.75	13.39
Hand packers and packagers	8.67	8.67	11.28	13.55	16.00
Laborers, except construction, n.e.c.	7.83	8.25	9.93	10.50	11.02
Laborers, except construction, n.e.c.	7.25	9.00	12.08	12.54	13.75
Service					
Protective service	6.50	8.59	10.95	14.65	18.40
Firefighting	9.00	11.54	18.40	19.21	22.55
Police and detectives, public service	18.92	18.92	21.25	22.50	22.50
Guards and police, except public service	19.21	21.34	22.55	24.69	25.35
Food service	7.32	8.71	9.00	13.49	13.49
Waiters, waitresses, and bartenders	4.35	5.65	8.59	10.16	14.22
Other food service	4.35	4.35	4.35	5.52	5.89
Supervisors, food preparation and service	5.65	7.00	9.00	11.00	15.38
Cooks	5.75	11.00	16.80	18.63	19.25
Kitchen workers, food preparation	9.13	9.75	11.00	14.22	15.38
Food preparation, n.e.c.	4.80	6.61	8.59	8.59	8.78
Health service	5.65	7.00	8.38	9.00	10.95
Health aides, except nursing	9.63	10.38	10.99	12.54	13.29
Nursing aides, orderlies and attendants	9.63	9.95	10.62	12.22	12.54
Cleaning and building service	9.75	10.38	10.99	12.90	13.30
Maid and housemen	6.50	7.24	10.50	13.87	15.94
Janitors and cleaners	7.08	7.24	8.92	10.57	13.13
Personal service	6.50	6.57	10.05	13.87	15.65
Welfare service aides	6.50	8.51	10.50	12.67	15.60
Welfare service aides	8.51	11.29	12.34	14.74	15.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.23	\$11.28	\$16.09	\$23.72	\$31.95
All excluding sales	9.00	11.71	16.37	23.97	32.10
White collar	10.34	14.61	21.48	29.08	35.10
White collar excluding sales	12.15	15.48	21.92	29.36	35.13
Professional specialty and technical	18.40	21.83	24.60	29.77	35.98
Professional specialty	21.74	23.04	26.72	31.95	38.73
Engineers, architects, and surveyors	23.04	25.59	27.79	35.45	42.82
Industrial engineers	22.56	23.46	24.50	32.53	35.45
Mechanical engineers	21.96	25.86	26.84	40.52	44.90
Engineers, n.e.c.	24.57	25.59	29.47	36.63	42.82
Mathematical and computer scientists	23.18	27.11	31.65	33.96	39.54
Computer systems analysts and scientists	22.49	26.05	32.32	33.96	39.82
Operations and systems researchers and analysts	18.27	25.77	39.54	39.54	39.54
Natural scientists	-	-	-	-	-
Health related	21.50	22.12	23.34	24.15	29.73
Registered nurses	21.52	22.12	22.94	23.98	29.73
Teachers, college and university	26.72	26.72	26.72	45.42	64.34
Teachers, except college and university	12.08	20.00	25.95	27.97	28.77
Secondary school teachers	22.50	25.04	25.95	28.49	29.01
Teachers, n.e.c.	11.00	11.00	18.00	20.00	20.00
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.15	22.93	25.37	38.73	38.73
Technical	14.95	16.92	19.77	21.92	26.09
Licensed practical nurses	17.13	17.79	19.03	19.77	20.50
Health technologists and technicians, n.e.c.	9.13	9.13	16.36	16.92	34.06
Electrical and electronic technicians	14.95	17.85	21.65	23.67	29.05
Engineering technicians, n.e.c.	18.20	19.00	20.84	21.92	22.25
Executive, administrative, and managerial	18.70	21.92	29.55	33.88	45.24
Executives, administrators, and managers	21.37	28.85	33.88	43.66	51.44
Financial managers	21.92	21.92	30.38	36.06	38.46
Administrators, education and related fields	20.19	26.70	32.85	43.59	43.59
Managers and administrators, n.e.c.	21.27	26.41	32.96	43.66	51.44
Management related	18.03	19.23	24.65	30.77	32.65
Accountants and auditors	17.94	24.04	32.65	32.65	32.72
Management analysts	18.96	18.96	23.47	28.01	32.07
Personnel, training, and labor relations specialists	15.34	18.37	20.87	26.66	36.58
Purchasing agents and buyers, n.e.c.	18.95	19.23	23.97	25.29	29.20
Management related, n.e.c.	14.04	15.35	20.26	30.77	33.24
Sales	6.67	6.85	9.46	18.11	29.73
Supervisors, sales	13.85	14.91	16.71	35.63	53.02
Sales workers, other commodities	5.75	7.00	7.93	9.80	18.35
Cashiers	6.67	6.69	6.85	7.46	9.46
Administrative support, including clerical	10.36	12.20	14.55	17.25	21.74
Computer operators	16.11	16.11	20.14	20.14	20.60
Secretaries	13.08	14.42	15.70	19.43	29.18
Transportation ticket and reservation agents	12.00	13.67	15.25	15.90	21.78
Receptionists	9.74	9.74	9.83	10.00	11.83
Order clerks	9.41	13.00	13.00	16.01	21.03
Records clerks, n.e.c.	11.17	11.95	15.12	16.79	17.41
Bookkeepers, accounting and auditing clerks	11.64	12.06	13.38	14.84	16.84
Traffic, shipping and receiving clerks	9.72	10.50	11.89	14.02	14.45
Stock and inventory clerks	9.60	10.25	16.62	17.25	19.31
Insurance adjusters, examiners, and investigators	12.07	12.76	15.10	18.83	19.65
Investigators and adjusters, except insurance	10.36	12.13	14.43	17.19	17.56
General office clerks	12.09	12.94	14.51	14.51	15.50
Administrative support, n.e.c.	10.61	11.42	13.03	15.72	18.08

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar	\$8.67	\$10.88	\$13.58	\$17.34	\$21.39
Precision production, craft, and repair	12.55	15.87	18.81	21.97	25.69
Machinists	14.13	17.57	20.58	21.19	22.53
Electrical and electronic equipment assemblers ..	12.23	12.23	14.98	17.62	20.93
Inspectors, testers, and graders	14.40	16.00	16.30	21.97	21.97
Machine operators, assemblers, and inspectors	9.09	10.87	12.08	15.02	17.26
Grinding, abrading, buffing, and polishing machine operators	12.25	12.93	13.17	14.40	14.89
Fabricating machine operators, n.e.c.	13.69	13.69	14.23	18.23	18.23
Miscellaneous machine operators, n.e.c.	9.59	11.07	11.10	12.07	16.25
Assemblers	7.70	9.14	11.22	12.36	15.11
Production inspectors, checkers and examiners ..	8.82	11.55	14.50	15.18	18.20
Transportation and material moving	7.00	8.90	12.16	16.40	21.09
Truck drivers	6.67	10.70	16.40	16.81	21.72
Industrial truck and tractor equipment operators ..	7.35	11.66	13.40	14.52	15.46
Handlers, equipment cleaners, helpers, and laborers	6.60	8.16	10.50	12.67	15.79
Stock handlers and baggers	6.00	6.77	8.91	11.75	13.39
Freight, stock, and material handlers, n.e.c.	8.67	8.67	11.28	13.55	16.00
Hand packers and packagers	7.83	8.25	9.93	10.50	11.02
Laborers, except construction, n.e.c.	7.25	7.25	9.84	12.52	12.54
Service	5.81	7.32	10.05	11.89	13.61
Protective service	7.32	8.71	9.00	13.49	13.49
Guards and police, except public service	7.32	8.71	9.00	13.49	13.49
Food service	4.35	5.65	8.59	10.58	14.22
Waiters, waitresses, and bartenders	4.35	4.35	4.35	5.52	5.89
Other food service	5.65	7.00	9.00	11.00	15.38
Supervisors, food preparation and service	5.75	11.00	16.80	18.63	19.25
Cooks	9.13	9.75	11.00	14.22	15.38
Kitchen workers, food preparation	4.80	6.61	6.95	8.59	8.59
Food preparation, n.e.c.	5.65	7.00	8.38	9.00	10.95
Health service	9.63	10.38	10.99	12.54	13.29
Health aides, except nursing	9.63	9.95	10.62	12.22	12.54
Nursing aides, orderlies and attendants	9.75	10.38	10.99	12.90	13.30
Cleaning and building service	6.50	6.95	8.08	11.55	13.65
Maids and housemen	7.08	7.24	8.92	10.57	13.13
Janitors and cleaners	6.00	6.50	7.35	10.72	13.95
Personal service	5.65	9.00	11.29	12.80	15.60
Welfare service aides	8.51	11.29	12.34	14.74	15.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$14.55	\$18.40	\$23.16	\$35.26	\$41.86
All excluding sales	14.55	18.40	23.16	35.26	41.86
White collar	16.19	19.05	25.84	37.15	42.02
White collar excluding sales	16.19	19.05	25.84	37.15	42.02
Professional specialty and technical	22.08	23.84	33.47	41.46	42.02
Professional specialty	22.60	24.67	35.19	41.56	43.27
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	23.11	25.84	25.84	25.84	45.34
Teachers, except college and university	26.06	34.00	39.62	41.94	45.51
Elementary school teachers	35.11	38.47	41.20	41.94	44.43
Secondary school teachers	35.43	35.43	40.60	43.16	48.90
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Technical	16.48	16.48	18.26	21.27	22.08
Executive, administrative, and managerial	23.84	30.33	35.26	37.15	38.46
Executives, administrators, and managers	32.65	32.65	35.26	37.15	39.96
Management related	18.75	23.84	23.84	26.11	30.34
Administrative support, including clerical	11.63	14.85	16.23	19.05	21.89
Secretaries	14.55	19.05	19.05	21.89	21.89
General office clerks	15.47	16.19	16.19	16.19	16.19
Teachers' aides	9.27	10.00	11.63	13.98	14.85
Blue collar	13.75	15.42	19.32	21.25	22.91
Precision production, craft, and repair	17.10	18.36	20.18	22.91	22.91
Transportation and material moving	15.42	17.99	19.32	20.83	21.78
Handlers, equipment cleaners, helpers, and laborers	—	—	—	—	—
Service	11.54	15.94	18.40	19.72	22.55
Protective service	18.40	18.40	18.40	21.75	22.90
Firefighting	18.92	18.92	21.25	22.50	22.50
Police and detectives, public service	19.21	21.34	22.55	24.69	25.35
Food service	—	—	—	—	—
Other food service	—	—	—	—	—
Cleaning and building service	12.74	13.42	14.65	15.94	16.66
Janitors and cleaners	11.01	13.42	13.87	14.66	15.94
Personal service	—	—	—	—	—

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$10.34	\$13.51	\$19.05	\$26.72	\$35.68
All excluding sales	10.50	13.55	19.05	26.72	35.68
White collar	12.77	16.29	23.00	32.12	39.54
White collar excluding sales	13.18	16.62	23.16	32.32	39.54
Professional specialty and technical	19.66	22.79	26.49	35.19	41.86
Professional specialty	22.60	23.98	28.56	36.28	42.02
Engineers, architects, and surveyors	23.16	24.29	27.27	32.83	39.69
Industrial engineers	22.56	23.46	24.50	32.53	35.45
Mechanical engineers	21.96	25.86	26.84	40.52	44.90
Engineers, n.e.c.	24.57	25.59	29.47	36.63	42.82
Mathematical and computer scientists	23.18	27.11	31.65	33.96	39.54
Computer systems analysts and scientists	22.49	26.05	32.32	33.96	39.82
Operations and systems researchers and analysts	18.27	25.77	39.54	39.54	39.54
Natural scientists	-	-	-	-	-
Health related	21.51	22.79	23.72	25.61	29.77
Registered nurses	21.71	22.13	23.50	25.29	29.77
Teachers, college and university	26.72	26.72	26.72	45.42	64.34
Teachers, except college and university	26.06	34.00	39.62	41.94	45.51
Elementary school teachers	35.11	38.47	41.20	41.94	44.43
Secondary school teachers	25.04	29.01	35.43	43.16	48.90
Teachers, special education	27.97	32.12	40.55	43.29	48.17
Librarians, archivists, and curators	14.34	18.04	19.66	19.66	45.24
Librarians	14.34	18.04	19.66	19.66	45.24
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	22.34	24.67	24.67	24.67	31.24
Social workers	22.34	24.67	24.67	24.67	31.24
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.64	24.02	25.37	38.73	38.73
Technical	15.00	17.13	19.91	22.08	26.09
Licensed practical nurses	17.13	17.13	18.91	19.77	20.43
Health technologists and technicians, n.e.c.	9.13	12.74	16.92	21.27	34.06
Electrical and electronic technicians	14.95	17.85	21.65	23.67	29.05
Engineering technicians, n.e.c.	18.20	18.26	20.84	21.92	23.49
Executive, administrative, and managerial	19.02	23.84	31.87	36.06	44.43
Executives, administrators, and managers	21.92	31.70	35.26	40.00	51.44
Financial managers	21.92	32.65	32.65	36.06	37.97
Administrators, education and related fields	26.70	32.85	38.46	43.59	54.00
Managers, medicine and health	37.34	39.96	48.08	82.51	82.51
Managers and administrators, n.e.c.	21.27	28.85	33.88	43.66	54.60
Management related	18.70	20.26	24.09	29.55	32.65
Accountants and auditors	17.94	24.04	32.65	32.65	32.72
Management analysts	18.96	18.96	24.20	28.01	32.07
Personnel, training, and labor relations specialists	15.34	18.37	20.87	26.66	26.66
Purchasing agents and buyers, n.e.c.	18.95	19.23	23.97	25.29	29.20
Management related, n.e.c.	14.04	15.35	20.26	30.77	33.24
Sales	7.40	9.80	15.59	24.63	35.63
Supervisors, sales	13.85	14.91	16.71	35.63	53.02
Sales workers, other commodities	5.75	7.93	8.23	18.35	18.35
Administrative support, including clerical	11.25	12.95	15.25	18.98	21.89
Computer operators	16.11	16.11	20.14	20.14	20.60
Secretaries	13.49	15.48	19.05	21.89	21.89
Transportation ticket and reservation agents	13.67	15.25	15.25	15.90	21.78
Order clerks	9.41	13.00	13.00	16.01	21.03
Records clerks, n.e.c.	11.95	12.61	15.12	16.79	18.90
Bookkeepers, accounting and auditing clerks	11.93	12.15	14.36	15.85	20.33
Dispatchers	10.05	15.01	16.29	17.64	19.29
Traffic, shipping and receiving clerks	9.72	10.50	11.66	14.02	14.45
Stock and inventory clerks	9.60	10.25	15.41	17.25	17.25
Insurance adjusters, examiners, and investigators	12.07	12.76	15.10	18.83	19.65
Investigators and adjusters, except insurance	10.36	12.13	14.52	17.19	17.74
General office clerks	12.94	14.01	15.50	16.19	16.19

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Hartford, CT, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Teachers' aides	\$9.27	\$10.09	\$11.63	\$14.48	\$15.40
Administrative support, n.e.c.	10.61	11.42	13.03	15.72	18.08
Blue collar					
Precision production, craft, and repair	12.82	15.87	18.91	21.97	25.69
Machinists	14.13	17.57	20.58	21.19	22.53
Electrical and electronic equipment assemblers ..	12.23	12.80	14.98	17.62	20.93
Inspectors, testers, and graders	14.40	16.00	16.30	21.97	21.97
Machine operators, assemblers, and inspectors					
Grinding, abrading, buffing, and polishing machine operators	12.25	12.93	13.17	14.40	14.89
Fabricating machine operators, n.e.c.	13.69	13.69	14.23	18.23	18.23
Miscellaneous machine operators, n.e.c.	9.59	11.10	11.10	12.07	16.25
Assemblers	7.70	9.14	11.22	12.36	15.11
Production inspectors, checkers and examiners ..	8.82	11.55	14.50	15.18	18.20
Transportation and material moving					
Truck drivers	7.00	8.90	14.52	17.99	21.72
Industrial truck and tractor equipment operators ..	6.67	10.70	16.40	17.99	21.72
Industrial truck and tractor equipment operators ..	7.35	11.66	14.52	14.93	15.46
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	8.00	9.52	11.75	14.06	16.00
Hand packers and packagers	8.00	8.91	11.20	12.67	15.00
Hand packers and packagers	7.83	8.25	9.26	10.50	11.02
Laborers, except construction, n.e.c.	9.84	12.08	12.28	12.93	13.75
Service					
Protective service	7.24	9.75	12.74	18.40	19.21
Firefighting	9.88	14.43	18.40	21.25	22.71
Firefighting	18.92	18.92	21.25	22.50	22.50
Police and detectives, public service	19.21	21.34	22.55	24.69	25.35
Food service	4.80	7.00	9.75	11.89	16.80
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	5.75	8.59	9.75	12.25	18.02
Supervisors, food preparation and service	5.75	11.00	16.80	18.63	19.25
Cooks	9.13	9.75	11.00	14.22	15.38
Food preparation, n.e.c.	7.00	7.00	9.53	10.58	10.95
Health service	10.32	10.38	11.61	13.29	13.30
Nursing aides, orderlies and attendants	10.17	10.38	11.61	13.29	13.30
Cleaning and building service	7.08	8.07	11.60	14.65	15.94
Maids and housemen	7.08	7.24	8.92	10.57	13.13
Janitors and cleaners	6.57	9.15	12.74	14.65	15.80
Personal service	5.65	9.00	10.50	12.34	15.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Hartford, CT, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$6.85	\$9.46	\$14.74	\$23.77
All excluding sales	6.00	7.38	10.58	18.00	24.08
White collar	6.69	7.00	12.14	22.25	25.84
White collar excluding sales	9.87	12.22	20.34	23.77	25.84
Professional specialty and technical	16.48	20.34	22.77	25.84	25.91
Professional specialty	14.00	21.83	23.77	25.84	26.79
Mathematical and computer scientists	—	—	—	—	—
Health related	21.50	22.25	23.77	25.84	25.84
Registered nurses	21.50	21.83	22.77	23.77	24.08
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	9.87	9.87	12.96	20.00	41.23
Teachers, n.e.c.	11.00	12.96	12.96	14.00	20.00
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	16.48	16.48	16.48	19.22	20.50
Licensed practical nurses	19.10	19.22	19.28	20.50	20.50
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.67	6.75	6.85	7.46	9.46
Sales workers, other commodities	5.85	7.00	7.00	7.05	9.31
Cashiers	6.67	6.69	6.85	7.46	9.46
Administrative support, including clerical	7.00	9.74	12.00	13.17	17.75
Teachers' aides	8.00	8.00	10.00	10.00	10.84
Blue collar	6.00	6.60	7.50	9.85	13.55
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.00	6.00	7.25	9.51	13.32
Stock handlers and baggers	5.94	6.00	6.00	6.92	8.16
Service	5.52	6.50	8.71	10.50	11.64
Protective service	7.32	7.32	7.32	9.50	10.00
Food service	4.35	4.35	6.61	8.00	9.00
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	5.65	6.61	7.21	9.00	9.00
Kitchen workers, food preparation	6.61	6.61	6.95	8.78	9.81
Food preparation, n.e.c.	5.65	5.65	7.21	9.00	9.00
Health service	9.13	9.75	10.58	11.25	12.13
Health aides, except nursing	8.94	9.95	9.95	11.49	13.05
Nursing aides, orderlies and attendants	9.13	9.13	10.58	11.00	12.01
Cleaning and building service	6.00	6.00	6.50	7.50	8.50
Janitors and cleaners	6.00	6.00	6.50	7.50	8.50
Personal service	7.08	8.51	11.29	12.67	14.74
Welfare service aides	8.51	10.00	11.85	14.74	15.92

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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Appendix A: Technical Note

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

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

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

The Hartford, CT, Metropolitan Statistical Area includes:

- The cities of Bristol, Hartford, and New Britain, and twenty-five towns in Hartford County
- Five towns in Litchfield County
- The city of Middletown, and seven towns in Middlesex County
- Two towns in New London County
- Twelve towns in Tolland County
- Three towns in Windham County

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when neces-

sary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. See appendix table 2 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based

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

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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

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

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

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

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most nota-

bly knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on generic leveling through point factor analysis for more details on the leveling process.)

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding

establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

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

Survey response

	<i>Establish- ments</i>
Total in sample	310
Responding	198
Out of business or not in survey scope	26
Unable or refused to provide data	86

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

Estimation

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

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

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

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make

sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

Data reliability

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

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

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Hartford, CT, October 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	292,000	221,400	70,600
All excluding sales	273,700	203,100	70,600
White collar	189,800	132,300	57,500
White-collar excluding sales	171,500	114,000	57,500
Professional specialty and technical	80,400	48,800	31,600
Professional specialty	67,200	38,200	28,900
Technical	13,200	10,600	—
Executive, administrative, and managerial	33,600	23,500	10,100
Sales	18,300	18,300	—
Administrative support, including clerical	57,500	41,700	15,800
Blue collar	53,100	50,400	2,700
Precision production, craft, and repair	16,700	15,500	—
Machine operators, assemblers, and inspectors	20,200	20,200	—
Transportation and material moving	6,300	5,500	800
Handlers, equipment cleaners, helpers, and laborers	9,900	9,200	—
Service	49,100	38,600	10,500

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

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

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Hartford, CT, October 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,500	198	41	157	98	59
Private industry	1,400	175	40	135	90	45
Goods-producing industries	400	50	11	39	27	12
Construction	(³)	4	3	1	1	-
Manufacturing	300	46	8	38	26	12
Service-producing industries	1,000	125	29	96	63	33
Transportation and public utilities	100	8	3	5	2	3
Wholesale and retail trade	400	33	12	21	18	3
Finance, insurance and real estate	100	23	1	22	10	12
Services	400	61	13	48	33	15
State and local government	100	23	1	22	8	14

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

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

³ Number of establishments represented by the survey is fewer than 50.

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:**¹ **Selected occupations, all industries, National Compensation Survey, Hartford, CT, October 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	5	6	3
All excluding sales	6	6	3
White collar	7	8	4
White collar excluding sales	7	8	5
Professional specialty and technical	9	9	7
Professional specialty	9	9	8
Engineers, architects, and surveyors	10	10	—
Industrial engineers	9	9	—
Mechanical engineers	10	10	—
Engineers, n.e.c.	10	10	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	11	11	—
Operations and systems researchers and analysts	12	12	—
Natural scientists	—	—	—
Health related	8	9	8
Registered nurses	8	7	8
Teachers, college and university	11	11	—
Teachers, except college and university	9	9	5
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, special education	9	9	—
Teachers, n.e.c.	6	—	5
Librarians, archivists, and curators	9	7	—
Librarians	9	7	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	9	9	—
Social workers	9	9	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11	11	—
Technical	7	7	4
Licensed practical nurses	5	5	5
Health technologists and technicians, n.e.c.	4	7	—
Electrical and electronic technicians	8	8	—
Engineering technicians, n.e.c.	8	8	—
Executive, administrative, and managerial	11	11	—
Executives, administrators, and managers	12	12	—
Financial managers	12	12	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	12	12	—
Managers and administrators, n.e.c.	11	11	—
Management related	9	9	—
Accountants and auditors	11	11	—
Management analysts	8	8	—
Personnel, training, and labor relations specialists	6	6	—
Purchasing agents and buyers, n.e.c.	9	9	—
Management related, n.e.c.	8	9	—
Sales	2	5	1
Supervisors, sales	6	6	—
Sales workers, other commodities	3	4	2
Cashiers	1	—	1
Administrative support, including clerical	4	5	3
Computer operators	6	6	—
Secretaries	6	6	—
Transportation ticket and reservation agents	5	5	—
Receptionists	2	—	—
Order clerks	4	4	—
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Dispatchers	5	5	—
Traffic, shipping and receiving clerks	4	4	—
Stock and inventory clerks	4	4	—
Insurance adjusters, examiners, and investigators	5	5	—
Investigators and adjusters, except insurance	6	6	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:**¹ **Selected occupations, all industries, National Compensation Survey, Hartford, CT, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
General office clerks	4	4	—
Teachers' aides	3	3	3
Administrative support, n.e.c.	4	5	—
Blue collar	4	4	2
Precision production, craft, and repair			
Machinists	7	7	—
Electrical and electronic equipment assemblers	4	4	—
Inspectors, testers, and graders	5	5	—
Machine operators, assemblers, and inspectors			
Grinding, abrading, buffing, and polishing machine operators	5	5	—
Fabricating machine operators, n.e.c.	5	5	—
Miscellaneous machine operators, n.e.c.	2	2	—
Assemblers	2	2	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving			
Truck drivers	3	3	—
Industrial truck and tractor equipment operators	4	4	—
Handlers, equipment cleaners, helpers, and laborers			
Stock handlers and baggers	2	4	1
Freight, stock, and material handlers, n.e.c.	1	2	1
Freight, stock, and material handlers, n.e.c.	2	—	—
Hand packers and packagers	3	3	—
Laborers, except construction, n.e.c.	2	4	—
Service			
Protective service	3	3	2
Firefighting	5	5	3
Police and detectives, public service	6	6	—
Guards and police, except public service	7	7	—
Food service	3	—	—
Waiters, waitresses, and bartenders	2	3	2
Other food service	2	3	1
Supervisors, food preparation and service	6	6	—
Cooks	3	3	—
Kitchen workers, food preparation	2	—	1
Food preparation, n.e.c.	1	1	1
Health service	3	3	3
Health aides, except nursing	2	—	2
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	1	2	1
Maids and housemen	1	1	—
Janitors and cleaners	1	2	1
Personal service	2	4	2
Welfare service aides	2	—	2

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

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

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

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