

Honolulu, HI National Compensation Survey February 2003



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

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Kathleen P. Utgoff, Commissioner

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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://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Honolulu, HI, metropolitan area. Data were collected between December 2002 and April 2003; the average reference month is February 2003. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

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

About the tables

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

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

Establishment characteristics include goods and service producing and size of establishment.

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2-2 presents the same type of information for full-time workers only. Table 2-3 provides similar data for workers designated as part-time.

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

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

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

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3.

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

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

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$18.32	3.3	35.0	\$17.42	3.8	34.5	\$20.91	7.5	36.4
Worker characteristics:⁴									
White-collar occupations ⁵	22.58	4.6	36.2	21.92	5.7	35.7	24.00	7.5	37.5
Professional specialty and technical	31.39	6.8	36.8	33.62	10.8	35.8	28.86	7.4	38.0
Executive, administrative, and managerial	29.09	10.5	40.4	31.79	12.2	40.6	24.42	20.0	40.0
Sales	12.01	8.7	31.4	11.89	9.0	31.2	-	-	-
Administrative support	14.25	2.3	36.5	14.27	2.9	37.1	14.17	3.4	34.8
Blue-collar occupations ⁵	16.23	4.4	37.5	16.51	5.1	37.0	14.87	5.5	40.0
Precision production, craft, and repair	20.21	8.6	39.2	21.04	9.3	39.0	17.14	16.4	40.0
Machine operators, assemblers, and inspectors	21.54	9.3	39.0	21.54	9.3	39.0	-	-	-
Transportation and material moving	14.33	4.6	37.6	14.46	5.4	37.2	-	-	-
Handlers, equipment cleaners, helpers, and laborers	13.13	3.9	35.6	13.19	4.6	34.8	-	-	-
Service occupations ⁵	10.82	2.5	31.2	10.09	2.4	31.1	13.88	7.0	31.2
Full time	19.36	3.4	38.9	18.53	3.6	39.0	21.53	8.1	38.7
Part time	10.65	5.9	20.0	10.86	6.5	20.5	8.86	13.8	16.7
Union	20.50	5.1	37.7	19.63	5.3	37.1	21.27	8.2	38.3
Nonunion	16.61	5.0	33.1	16.55	5.2	33.6	17.77	13.1	25.3
Time	18.30	3.3	35.0	17.37	3.6	34.5	20.91	7.5	36.4
Incentive	19.41	17.0	34.6	19.41	17.0	34.6	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	22.38	11.6	38.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.24	11.8	32.0	15.24	11.8	32.0	-	-	-
100-499 workers	17.11	6.8	34.9	17.06	6.9	34.8	23.79	1.7	40.0
500 workers or more	20.11	4.3	36.2	19.36	3.8	36.1	20.89	7.5	36.3

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

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

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.32	3.3	\$17.42	3.8	\$20.91	7.5
All excluding sales	18.92	3.3	18.12	3.6	20.98	7.5
White collar	22.58	4.6	21.92	5.7	24.00	7.5
White collar excluding sales	24.56	4.6	24.81	5.8	24.15	7.6
Professional specialty and technical	31.39	6.8	33.62	10.8	28.86	7.4
Professional specialty	31.31	7.6	32.04	9.6	30.57	11.7
Engineers, architects, and surveyors	25.36	7.6	31.07	7.9	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	36.54	18.7	37.54	19.7	—	—
Registered nurses	29.05	1.4	29.12	1.5	—	—
Teachers, college and university	50.36	11.2	40.59	13.7	—	—
Teachers, except college and university	29.69	4.5	27.88	9.5	30.19	5.0
Elementary school teachers	32.37	1.5	34.08	.4	—	—
Librarians, archivists, and curators	27.79	26.6	27.79	26.6	—	—
Librarians	27.79	26.6	27.79	26.6	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.70	13.4	18.30	7.1	—	—
Social workers	23.70	13.4	18.30	7.1	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.00	17.5	24.00	17.5	—	—
Technical	31.67	19.5	37.87	21.1	20.77	4.2
Clinical laboratory technologists and technicians	19.07	7.8	19.07	7.8	—	—
Radiological technicians	24.39	2.0	24.39	2.0	—	—
Licensed practical nurses	16.48	1.7	16.66	1.3	—	—
Health technologists and technicians, n.e.c.	17.04	4.3	17.04	4.3	—	—
Executive, administrative, and managerial	29.09	10.5	31.79	12.2	24.42	20.0
Executives, administrators, and managers	36.25	15.8	37.47	16.7	—	—
Financial managers	30.59	3.6	30.59	3.6	—	—
Managers and administrators, n.e.c.	48.01	19.1	48.01	19.1	—	—
Management related	23.46	13.9	22.75	7.0	24.00	23.7
Accountants and auditors	21.21	17.0	20.59	18.5	—	—
Management related, n.e.c.	25.47	9.4	22.13	6.4	—	—
Sales	12.01	8.7	11.89	9.0	—	—
Supervisors, sales	19.07	16.3	19.07	16.3	—	—
Sales workers, other commodities	8.98	6.8	8.98	6.8	—	—
Cashiers	9.37	7.2	8.92	5.9	—	—
Administrative support, including clerical	14.25	2.3	14.27	2.9	14.17	3.4
Secretaries	16.20	2.7	15.76	4.7	—	—
Hotel clerks	15.00	.5	15.00	.5	—	—
Transportation ticket and reservation agents	14.03	11.3	14.03	11.3	—	—
Receptionists	11.48	5.6	11.45	7.3	—	—
Records clerks, n.e.c.	13.67	10.2	13.67	10.2	—	—
Bookkeepers, accounting and auditing clerks	12.27	4.2	12.26	5.1	—	—
Payroll and timekeeping clerks	17.32	11.8	17.32	11.8	—	—
Telephone operators	13.21	3.4	13.21	3.4	—	—
Stock and inventory clerks	13.48	21.0	13.48	21.0	—	—
General office clerks	12.42	9.0	13.35	7.7	—	—
Teachers' aides	15.23	5.7	—	—	—	—
Administrative support, n.e.c.	12.29	5.3	12.29	5.3	—	—
Blue collar	16.23	4.4	16.51	5.1	14.87	5.5
Precision production, craft, and repair	20.21	8.6	21.04	9.3	17.14	16.4
Mechanics and repairers, n.e.c.	20.60	6.7	20.87	7.2	—	—
Plumbers, pipefitters and steamfitters	20.81	10.1	—	—	—	—
Machine operators, assemblers, and inspectors	21.54	9.3	21.54	9.3	—	—
Transportation and material moving	14.33	4.6	14.46	5.4	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Transportation and material moving –Continued						
Truck drivers	\$12.07	6.8	\$11.59	7.3	–	–
Taxicab drivers and chauffeurs	10.35	15.6	10.35	15.6	–	–
Industrial truck and tractor equipment operators ..	16.20	16.0	16.20	16.0	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.64	5.3	11.49	7.7	–	–
Construction laborers	19.73	12.1	19.73	12.1	–	–
Stock handlers and baggers	10.55	4.4	10.55	4.4	–	–
Freight, stock, and material handlers, n.e.c.	16.25	17.4	16.25	17.4	–	–
Vehicle washers and equipment cleaners	11.67	29.2	11.67	29.2	–	–
Laborers, except construction, n.e.c.	12.35	4.1	12.35	4.1	–	–
Service						
Protective service	13.22	10.7	9.44	3.1	\$13.88	7.0
Guards and police, except public service	9.20	3.4	9.20	3.4	19.06	5.7
Food service	8.56	3.8	8.53	3.9	–	–
Waiters, waitresses, and bartenders	6.63	1.4	6.63	1.4	–	–
Bartenders	11.69	13.6	11.69	13.6	–	–
Waiters and waitresses	6.22	1.0	6.22	1.0	–	–
Waiters'/Waitresses' assistants	6.31	1.4	6.31	1.4	–	–
Other food service	9.90	5.6	9.86	5.7	–	–
Supervisors, food preparation and service	11.41	15.9	11.41	15.9	–	–
Cooks	12.74	5.3	12.74	5.5	–	–
Food counter, fountain, and related	6.63	7.3	6.63	7.3	–	–
Kitchen workers, food preparation	10.46	6.9	10.46	6.9	–	–
Food preparation, n.e.c.	9.67	4.6	9.67	4.6	–	–
Health service	12.10	3.9	12.61	2.6	–	–
Health aides, except nursing	11.65	12.5	13.51	.5	–	–
Nursing aides, orderlies and attendants	12.28	2.5	12.31	3.0	–	–
Cleaning and building service	11.44	1.2	11.37	1.7	11.59	.4
Maids and housemen	12.05	1.2	12.05	1.2	–	–
Janitors and cleaners	10.59	2.9	10.39	4.8	–	–
Personal service	10.83	11.5	11.51	12.3	–	–
Supervisors, personal service	16.98	15.3	16.98	15.3	–	–
Baggage porters and bellhops	6.86	.2	6.86	.2	–	–
Early childhood teachers' assistants	10.71	4.6	10.71	4.6	–	–

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.36	3.4	\$18.53	3.6	\$21.53	8.1
All excluding sales	19.82	3.4	19.07	3.5	21.61	8.1
White collar	23.42	4.8	23.05	6.0	24.11	8.0
White collar excluding sales	24.84	5.0	25.21	6.2	24.26	8.1
Professional specialty and technical	31.69	7.2	34.47	12.0	28.86	7.4
Professional specialty	31.50	7.9	32.55	10.2	30.57	11.7
Engineers, architects, and surveyors	25.36	7.6	31.07	7.9	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	37.98	21.9	39.37	23.3	—	—
Registered nurses	29.40	1.4	29.52	1.5	—	—
Teachers, college and university	50.36	11.2	40.59	13.7	—	—
Teachers, except college and university	29.86	4.3	28.56	8.1	30.19	5.0
Elementary school teachers	32.37	1.5	34.08	.4	—	—
Librarians, archivists, and curators	27.79	26.6	27.79	26.6	—	—
Librarians	27.79	26.6	27.79	26.6	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.70	13.4	18.30	7.1	—	—
Social workers	23.70	13.4	18.30	7.1	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.22	4.9	22.22	4.9	—	—
Technical	32.33	21.3	39.45	24.0	20.77	4.2
Clinical laboratory technologists and technicians	19.35	6.0	19.35	6.0	—	—
Radiological technicians	24.48	1.8	24.48	1.8	—	—
Licensed practical nurses	16.48	1.8	16.66	1.4	—	—
Health technologists and technicians, n.e.c.	16.44	3.3	16.44	3.3	—	—
Executive, administrative, and managerial	29.09	10.5	31.79	12.2	24.42	20.0
Executives, administrators, and managers	36.25	15.8	37.47	16.7	—	—
Financial managers	30.59	3.6	30.59	3.6	—	—
Managers and administrators, n.e.c.	48.01	19.1	48.01	19.1	—	—
Management related	23.46	13.9	22.75	7.0	24.00	23.7
Accountants and auditors	21.21	17.0	20.59	18.5	—	—
Management related, n.e.c.	25.47	9.4	22.13	6.4	—	—
Sales	13.24	9.1	13.13	9.6	—	—
Supervisors, sales	19.07	16.3	19.07	16.3	—	—
Cashiers	9.85	8.6	9.27	7.2	—	—
Administrative support, including clerical	14.34	2.2	14.42	2.7	14.12	3.7
Secretaries	16.20	2.7	15.76	4.7	—	—
Hotel clerks	15.41	3.6	15.41	3.6	—	—
Transportation ticket and reservation agents	14.20	3.6	14.20	3.6	—	—
Receptionists	11.68	5.1	11.70	6.5	—	—
Records clerks, n.e.c.	13.70	10.3	13.70	10.3	—	—
Bookkeepers, accounting and auditing clerks	12.27	4.2	12.26	5.1	—	—
Payroll and timekeeping clerks	17.32	11.8	17.32	11.8	—	—
Telephone operators	13.21	3.5	13.21	3.5	—	—
Stock and inventory clerks	13.48	21.0	13.48	21.0	—	—
General office clerks	12.56	9.2	13.59	7.5	—	—
Administrative support, n.e.c.	12.93	4.8	12.93	4.8	—	—
Blue collar	16.66	4.4	17.04	5.2	14.87	5.5
Precision production, craft, and repair	20.43	8.4	21.36	8.9	17.14	16.4
Mechanics and repairers, n.e.c.	20.80	7.0	21.09	7.5	—	—
Plumbers, pipefitters and steamfitters	20.81	10.1	—	—	—	—
Machine operators, assemblers, and inspectors	21.67	9.0	21.67	9.0	—	—
Transportation and material moving	14.62	4.6	14.81	5.3	—	—
Truck drivers	12.05	6.3	11.54	6.6	—	—
Taxicab drivers and chauffeurs	10.35	15.6	10.35	15.6	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Industrial truck and tractor equipment operators ..	\$17.50	18.9	\$17.50	18.9	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.74	4.7	11.64	7.2	—	—
Construction laborers	19.73	12.1	19.73	12.1	—	—
Freight, stock, and material handlers, n.e.c.	16.40	15.2	16.40	15.2	—	—
Vehicle washers and equipment cleaners	11.67	29.2	11.67	29.2	—	—
Laborers, except construction, n.e.c.	12.35	4.1	12.35	4.1	—	—
Service						
Protective service	14.22	12.9	9.79	5.5	\$15.56	10.2
Guards and police, except public service	9.58	5.9	9.58	5.9	19.06	5.7
Food service	9.25	3.8	9.22	3.8	—	—
Waiters, waitresses, and bartenders	6.74	2.3	6.74	2.3	—	—
Bartenders	12.45	22.3	12.45	22.3	—	—
Waiters and waitresses	6.18	.6	6.18	.6	—	—
Waiters/Waitresses' assistants	6.44	1.0	6.44	1.0	—	—
Other food service	11.27	9.1	11.24	9.3	—	—
Cooks	13.09	4.7	13.11	4.9	—	—
Food counter, fountain, and related	7.52	2.0	7.52	2.0	—	—
Kitchen workers, food preparation	12.66	9.3	12.66	9.3	—	—
Food preparation, n.e.c.	10.35	9.6	10.35	9.6	—	—
Health service	12.54	2.4	12.59	2.8	—	—
Health aides, except nursing	13.47	.9	13.47	.9	—	—
Nursing aides, orderlies and attendants	12.26	2.8	12.29	3.3	—	—
Cleaning and building service	11.83	2.0	11.65	2.2	—	—
Maids and housemen	12.14	1.0	12.14	1.0	—	—
Janitors and cleaners	11.19	4.0	10.83	5.2	—	—
Personal service	12.26	14.2	12.26	14.2	—	—
Supervisors, personal service	16.98	15.3	16.98	15.3	—	—
Baggage porters and bellhops	6.36	1.5	6.36	1.5	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$10.65	5.9	\$10.86	6.5	\$8.86	13.8
All excluding sales	11.08	7.9	11.42	9.1	8.86	13.8
White collar	14.11	6.4	14.06	6.6	—	—
White collar excluding sales	19.47	11.8	19.89	12.3	—	—
Professional specialty and technical	26.43	14.9	26.43	14.9	—	—
Professional specialty	28.21	16.0	28.21	16.0	—	—
Health related	29.58	6.5	29.58	6.5	—	—
Registered nurses	27.63	4.8	27.63	4.8	—	—
Teachers, except college and university	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	9.04	6.6	9.04	6.6	—	—
Sales workers, other commodities	9.24	7.3	9.24	7.3	—	—
Cashiers	8.02	3.6	8.02	3.6	—	—
Administrative support, including clerical	13.05	14.1	12.61	17.4	—	—
Transportation ticket and reservation agents	13.78	22.2	13.78	22.2	—	—
Blue collar	9.76	5.4	9.76	5.4	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.60	13.0	9.60	13.0	—	—
Handlers, equipment cleaners, helpers, and laborers	10.07	5.6	10.07	5.6	—	—
Stock handlers and baggers	8.03	3.1	8.03	3.1	—	—
Freight, stock, and material handlers, n.e.c.	15.61	26.7	15.61	26.7	—	—
Service	7.93	4.9	8.01	5.8	7.58	8.5
Protective service	8.58	4.7	8.58	4.7	—	—
Guards and police, except public service	8.11	2.7	8.11	2.7	—	—
Food service	7.01	7.3	7.01	7.3	—	—
Waiters, waitresses, and bartenders	6.33	1.8	6.33	1.8	—	—
Waiters and waitresses	6.36	2.8	6.36	2.8	—	—
Waiters'/Waitresses' assistants	6.13	1.0	6.13	1.0	—	—
Other food service	7.36	11.6	7.36	11.6	—	—
Food counter, fountain, and related	6.18	2.0	6.18	2.0	—	—
Kitchen workers, food preparation	9.01	9.9	9.01	9.9	—	—
Food preparation, n.e.c.	7.70	8.0	7.70	8.0	—	—
Health service	9.69	18.8	12.81	4.7	—	—
Nursing aides, orderlies and attendants	12.47	3.2	12.47	3.2	—	—
Cleaning and building service	9.04	11.0	9.43	8.8	—	—
Maids and housemen	11.35	1.6	11.35	1.6	—	—
Janitors and cleaners	7.97	14.2	7.43	7.7	—	—
Personal service	8.04	6.5	8.54	5.4	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$754	3.3	38.9	\$723	3.4	39.0	\$833	8.0	38.7
All excluding sales	773	3.3	39.0	746	3.2	39.1	836	8.0	38.7
White collar	911	4.7	38.9	905	5.8	39.3	921	8.0	38.2
White collar excluding sales	968	4.7	39.0	995	5.6	39.5	926	8.1	38.2
Professional specialty and technical	1,220	6.4	38.5	1,344	10.0	39.0	1,098	7.2	38.0
Professional specialty	1,221	7.7	38.8	1,306	10.0	40.1	1,151	10.7	37.6
Engineers, architects, and surveyors	1,025	8.4	40.4	1,280	7.9	41.2	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,510	22.0	39.8	1,564	23.5	39.7	-	-	-
Registered nurses	1,167	1.4	39.7	1,171	1.5	39.7	-	-	-
Teachers, college and university	1,929	13.5	38.3	1,467	14.7	36.1	-	-	-
Teachers, except college and university	1,083	3.7	36.3	1,134	8.7	39.7	1,071	4.2	35.5
Elementary school teachers	1,159	1.0	35.8	1,367	2.0	40.1	-	-	-
Librarians, archivists, and curators	1,102	27.1	39.6	1,102	27.1	39.6	-	-	-
Librarians	1,102	27.1	39.6	1,102	27.1	39.6	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	948	13.4	40.0	732	7.1	40.0	-	-	-
Social workers	948	13.4	40.0	732	7.1	40.0	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	885	4.9	39.8	885	4.9	39.8	-	-	-
Technical	1,218	15.9	37.7	1,436	16.5	36.4	831	4.2	40.0
Clinical laboratory technologists and technicians	774	6.0	40.0	774	6.0	40.0	-	-	-
Radiological technicians	979	1.8	40.0	979	1.8	40.0	-	-	-
Licensed practical nurses	654	1.7	39.7	660	1.5	39.6	-	-	-
Health technologists and technicians, n.e.c.	658	3.3	40.0	658	3.3	40.0	-	-	-
Executive, administrative, and managerial	1,174	10.3	40.4	1,290	11.8	40.6	977	20.0	40.0
Executives, administrators, and managers	1,464	15.2	40.4	1,515	16.0	40.4	-	-	-
Financial managers	1,224	3.6	40.0	1,224	3.6	40.0	-	-	-
Managers and administrators, n.e.c.	1,957	18.4	40.8	1,957	18.4	40.8	-	-	-
Management related	946	14.0	40.4	929	7.0	40.8	960	23.7	40.0
Accountants and auditors	835	18.6	39.4	810	20.2	39.3	-	-	-
Management related, n.e.c.	1,047	8.5	41.1	922	6.2	41.7	-	-	-
Sales	508	9.6	38.3	502	10.2	38.3	-	-	-
Supervisors, sales	770	15.8	40.4	770	15.8	40.4	-	-	-
Cashiers	365	10.6	37.1	341	9.2	36.8	-	-	-
Administrative support, including clerical	556	2.2	38.8	568	2.7	39.4	525	3.1	37.2
Secretaries	644	2.9	39.8	624	5.2	39.6	-	-	-
Hotel clerks	607	3.2	39.4	607	3.2	39.4	-	-	-
Transportation ticket and reservation agents	568	3.6	40.0	568	3.6	40.0	-	-	-
Receptionists	463	4.7	39.6	462	6.1	39.5	-	-	-
Records clerks, n.e.c.	539	9.6	39.3	539	9.6	39.3	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Bookkeepers, accounting and auditing clerks	\$483	4.1	39.3	\$480	4.9	39.1	—	—	—
Payroll and timekeeping clerks	677	11.0	39.1	677	11.0	39.1	—	—	—
Telephone operators	529	3.5	40.0	529	3.5	40.0	—	—	—
Stock and inventory clerks	522	22.1	38.7	522	22.1	38.7	—	—	—
General office clerks	498	8.6	39.6	537	6.6	39.5	—	—	—
Administrative support, n.e.c.	517	4.8	40.0	517	4.8	40.0	—	—	—
Blue collar	665	4.5	39.9	680	5.3	39.9	\$595	5.5	40.0
Precision production, craft, and repair	815	8.4	39.9	851	9.0	39.9	685	16.4	40.0
Mechanics and repairers, n.e.c.	811	8.0	39.0	821	8.7	38.9	—	—	—
Plumbers, pipefitters and steamfitters	833	10.1	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	858	9.9	39.6	858	9.9	39.6	—	—	—
Transportation and material moving	585	4.6	40.0	592	5.3	40.0	—	—	—
Truck drivers	482	6.3	40.0	462	6.6	40.0	—	—	—
Taxicab drivers and chauffeurs	414	15.6	40.0	414	15.6	40.0	—	—	—
Industrial truck and tractor equipment operators	700	18.9	40.0	700	18.9	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	539	4.1	39.8	545	4.9	39.8	—	—	—
Groundskeepers and gardeners, except farm	463	5.7	39.4	455	8.2	39.1	—	—	—
Construction laborers	789	12.1	40.0	789	12.1	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	656	15.2	40.0	656	15.2	40.0	—	—	—
Vehicle washers and equipment cleaners	467	29.2	40.0	467	29.2	40.0	—	—	—
Laborers, except construction, n.e.c.	494	4.1	40.0	494	4.1	40.0	—	—	—
Service	446	4.3	38.3	406	4.5	37.9	622	10.2	40.0
Protective service	554	14.5	38.9	372	7.0	38.0	762	5.7	40.0
Guards and police, except public service	362	7.6	37.8	362	7.6	37.8	—	—	—
Food service	339	7.6	36.6	338	7.6	36.6	—	—	—
Waiters, waitresses, and bartenders	246	4.3	36.5	246	4.3	36.5	—	—	—
Bartenders	424	31.2	34.1	424	31.2	34.1	—	—	—
Waiters and waitresses	226	2.5	36.5	226	2.5	36.5	—	—	—
Waiters'/Waitresses' assistants	252	3.4	39.1	252	3.4	39.1	—	—	—
Other food service	414	14.3	36.7	412	14.5	36.7	—	—	—
Cooks	495	7.3	37.8	495	7.6	37.8	—	—	—
Food counter, fountain, and related	233	1.0	31.0	233	1.0	31.0	—	—	—
Kitchen workers, food preparation	506	9.3	40.0	506	9.3	40.0	—	—	—
Food preparation, n.e.c.	385	14.5	37.2	385	14.5	37.2	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service	\$501	2.4	40.0	\$503	2.8	40.0	—	—	—
Health aides, except nursing ..	539	.9	40.0	539	.9	40.0	—	—	—
Nursing aides, orderlies and attendants	490	2.7	40.0	491	3.2	40.0	—	—	—
Cleaning and building service	465	2.4	39.3	454	2.3	39.0	—	—	—
Maids and housemen	471	.5	38.8	471	.5	38.8	—	—	—
Janitors and cleaners	442	4.4	39.5	426	5.5	39.3	—	—	—
Personal service	455	8.8	37.1	455	8.8	37.1	—	—	—
Supervisors, personal service	679	15.3	40.0	679	15.3	40.0	—	—	—
Baggage porters and bellhops	244	1.3	38.3	244	1.3	38.3	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$38,290	3.3	1,977	\$37,232	3.4	2,010	\$40,876	8.0	1,898
All excluding sales	39,172	3.3	1,976	38,368	3.2	2,012	40,977	8.0	1,896
White collar	45,568	4.7	1,946	46,378	5.8	2,012	44,181	8.0	1,833
White collar excluding sales	48,171	4.7	1,939	50,840	5.6	2,017	44,370	8.1	1,829
Professional specialty and technical	58,590	6.4	1,849	66,885	10.0	1,940	50,935	7.2	1,765
Professional specialty	57,297	7.7	1,819	63,785	10.0	1,960	52,276	10.7	1,710
Engineers, architects, and surveyors	53,309	8.4	2,102	66,554	7.9	2,142	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	78,507	22.0	2,067	81,325	23.5	2,066	-	-	-
Registered nurses	60,686	1.4	2,064	60,898	1.5	2,063	-	-	-
Teachers, college and university	77,499	13.5	1,539	61,298	14.7	1,510	-	-	-
Teachers, except college and university	45,727	3.7	1,531	45,336	8.7	1,587	45,824	4.2	1,518
Elementary school teachers	47,799	1.0	1,477	51,409	2.0	1,509	-	-	-
Librarians, archivists, and curators	50,097	27.1	1,802	50,097	27.1	1,802	-	-	-
Librarians	50,097	27.1	1,802	50,097	27.1	1,802	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	49,286	13.4	2,080	38,072	7.1	2,080	-	-	-
Social workers	49,286	13.4	2,080	38,072	7.1	2,080	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	46,015	4.9	2,071	46,015	4.9	2,071	-	-	-
Technical	63,346	15.9	1,960	74,648	16.5	1,892	43,205	4.2	2,080
Clinical laboratory technologists and technicians	40,247	6.0	2,080	40,247	6.0	2,080	-	-	-
Radiological technicians	50,911	1.8	2,080	50,911	1.8	2,080	-	-	-
Licensed practical nurses	34,015	1.7	2,065	34,314	1.5	2,059	-	-	-
Health technologists and technicians, n.e.c.	34,195	3.3	2,080	34,195	3.3	2,080	-	-	-
Executive, administrative, and managerial	60,924	10.3	2,094	66,826	11.8	2,102	50,791	20.0	2,080
Executives, administrators, and managers	75,718	15.2	2,089	78,315	16.0	2,090	-	-	-
Financial managers	63,628	3.6	2,080	63,628	3.6	2,080	-	-	-
Managers and administrators, n.e.c.	101,760	18.4	2,119	101,760	18.4	2,119	-	-	-
Management related	49,216	14.0	2,098	48,287	7.0	2,122	49,926	23.7	2,080
Accountants and auditors	43,412	18.6	2,047	42,106	20.2	2,045	-	-	-
Management related, n.e.c.	54,418	8.5	2,136	47,967	6.2	2,168	-	-	-
Sales	26,403	9.6	1,994	26,124	10.2	1,989	-	-	-
Supervisors, sales	40,037	15.8	2,100	40,037	15.8	2,100	-	-	-
Cashiers	18,987	10.6	1,928	17,737	9.2	1,914	-	-	-
Administrative support, including clerical	28,337	2.2	1,976	29,488	2.7	2,045	25,615	3.1	1,814
Secretaries	33,513	2.9	2,069	32,425	5.2	2,057	-	-	-
Hotel clerks	31,578	3.2	2,049	31,578	3.2	2,049	-	-	-
Transportation ticket and reservation agents	29,545	3.6	2,080	29,545	3.6	2,080	-	-	-
Receptionists	24,051	4.7	2,060	24,034	6.1	2,055	-	-	-
Records clerks, n.e.c.	28,006	9.6	2,045	28,006	9.6	2,045	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Bookkeepers, accounting and auditing clerks	\$25,094	4.1	2,045	\$24,946	4.9	2,035	—	—	—
Payroll and timekeeping clerks	35,207	11.0	2,033	35,207	11.0	2,033	—	—	—
Telephone operators	27,484	3.5	2,080	27,484	3.5	2,080	—	—	—
Stock and inventory clerks	27,148	22.1	2,014	27,148	22.1	2,014	—	—	—
General office clerks	25,874	8.6	2,060	27,910	6.6	2,053	—	—	—
Administrative support, n.e.c.	26,885	4.8	2,080	26,885	4.8	2,080	—	—	—
Blue collar	34,322	4.5	2,061	35,047	5.3	2,057	\$30,926	5.5	2,080
Precision production, craft, and repair	41,898	8.4	2,050	43,612	9.0	2,042	35,643	16.4	2,080
Mechanics and repairers, n.e.c.	42,184	8.0	2,028	42,688	8.7	2,024	—	—	—
Plumbers, pipefitters and steamfitters	43,293	10.1	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	44,620	9.9	2,059	44,620	9.9	2,059	—	—	—
Transportation and material moving	30,414	4.6	2,080	30,796	5.3	2,080	—	—	—
Truck drivers	25,056	6.3	2,080	24,001	6.6	2,080	—	—	—
Taxicab drivers and chauffeurs	21,535	15.6	2,080	21,535	15.6	2,080	—	—	—
Industrial truck and tractor equipment operators	36,392	18.9	2,080	36,392	18.9	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,789	4.1	2,055	28,058	4.9	2,049	—	—	—
Groundskeepers and gardeners, except farm	24,057	5.7	2,049	23,670	8.2	2,034	—	—	—
Construction laborers	33,208	12.1	1,683	33,208	12.1	1,683	—	—	—
Freight, stock, and material handlers, n.e.c.	34,113	15.2	2,080	34,113	15.2	2,080	—	—	—
Vehicle washers and equipment cleaners	24,267	29.2	2,080	24,267	29.2	2,080	—	—	—
Laborers, except construction, n.e.c.	25,690	4.1	2,080	25,690	4.1	2,080	—	—	—
Service	23,174	4.3	1,986	21,049	4.5	1,964	32,361	10.2	2,080
Protective service	28,795	14.5	2,025	19,343	7.0	1,976	39,648	5.7	2,080
Guards and police, except public service	18,827	7.6	1,965	18,827	7.6	1,965	—	—	—
Food service	17,635	7.6	1,906	17,555	7.6	1,904	—	—	—
Waiters, waitresses, and bartenders	12,798	4.3	1,900	12,798	4.3	1,900	—	—	—
Bartenders	22,059	31.2	1,772	22,059	31.2	1,772	—	—	—
Waiters and waitresses	11,736	2.5	1,898	11,736	2.5	1,898	—	—	—
Waiters'/Waitresses' assistants	13,079	3.4	2,031	13,079	3.4	2,031	—	—	—
Other food service	21,521	14.3	1,910	21,440	14.5	1,907	—	—	—
Cooks	25,764	7.3	1,968	25,729	7.6	1,963	—	—	—
Food counter, fountain, and related	12,134	1.0	1,613	12,134	1.0	1,613	—	—	—
Kitchen workers, food preparation	26,323	9.3	2,080	26,323	9.3	2,080	—	—	—
Food preparation, n.e.c.	20,006	14.5	1,933	20,006	14.5	1,933	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service	\$26,055	2.4	2,078	\$26,166	2.8	2,078	—	—	—
Health aides, except nursing ..	28,009	.9	2,080	28,009	.9	2,080	—	—	—
Nursing aides, orderlies and attendants	25,477	2.7	2,078	25,541	3.2	2,078	—	—	—
Cleaning and building service	24,167	2.4	2,043	23,634	2.3	2,028	—	—	—
Maids and housemen	24,469	.5	2,015	24,469	.5	2,015	—	—	—
Janitors and cleaners	23,000	4.4	2,055	22,127	5.5	2,042	—	—	—
Personal service	23,260	8.8	1,897	23,260	8.8	1,897	—	—	—
Supervisors, personal service	35,318	15.3	2,080	35,318	15.3	2,080	—	—	—
Baggage porters and bellhops	12,676	1.3	1,994	12,676	1.3	1,994	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

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

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

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.32	3.3	\$17.42	3.8	\$20.91	7.5
All excluding sales	18.92	3.3	18.12	3.6	20.98	7.5
White collar	22.58	4.6	21.92	5.7	24.00	7.5
1	6.77	1.4	6.77	1.4	—	—
2	9.60	5.3	9.60	5.3	—	—
3	11.72	3.9	11.74	4.2	—	—
4	14.15	3.3	14.42	3.8	13.49	7.7
5	15.86	4.2	15.67	5.1	—	—
6	18.10	3.6	17.95	2.8	—	—
7	23.41	7.2	20.54	5.2	25.51	13.1
8	24.19	3.5	25.35	4.1	—	—
9	28.02	3.8	29.04	2.3	—	—
10	36.33	7.8	29.01	11.2	38.75	8.2
11	43.18	18.0	44.02	18.7	—	—
12	59.07	11.9	59.07	11.9	—	—
14	99.29	24.6	99.29	24.6	—	—
Not able to be leveled	26.91	27.0	26.91	27.0	—	—
White collar excluding sales	24.56	4.6	24.81	5.8	24.15	7.6
2	10.08	5.4	10.08	5.4	—	—
3	12.85	6.2	13.12	7.0	—	—
4	13.96	2.4	14.30	1.4	13.22	9.3
5	15.86	4.8	15.63	6.2	—	—
6	18.25	3.7	18.19	3.0	—	—
7	23.45	7.3	20.55	5.3	25.51	13.1
8	24.25	4.0	25.64	5.0	—	—
9	27.59	3.5	28.50	1.8	—	—
10	36.29	8.0	27.99	12.1	38.75	8.2
11	43.18	18.0	44.02	18.7	—	—
12	59.07	11.9	59.07	11.9	—	—
14	99.29	24.6	99.29	24.6	—	—
Not able to be leveled	26.91	27.0	26.91	27.0	—	—
Professional specialty and technical	31.39	6.8	33.62	10.8	28.86	7.4
Professional specialty	31.31	7.6	32.04	9.6	30.57	11.7
6	17.42	10.4	17.42	10.4	—	—
7	27.46	8.1	24.40	7.6	28.38	10.7
8	24.25	7.9	29.43	3.0	—	—
9	28.91	2.6	29.13	2.7	—	—
10	38.90	13.8	29.13	18.9	—	—
11	32.25	9.0	32.83	11.1	—	—
12	44.30	9.9	44.30	9.9	—	—
13	50.76	24.4	50.76	24.4	—	—
Not able to be leveled	39.32	30.7	39.32	30.7	—	—
Engineers, architects, and surveyors	25.36	7.6	31.07	7.9	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	36.54	18.7	37.54	19.7	—	—
7	25.35	6.8	27.60	2.0	—	—
9	28.50	2.4	28.59	2.5	—	—
11	33.72	5.8	34.88	7.0	—	—
13	74.70	7.1	74.70	7.1	—	—
Physicians	—	—	—	—	—	—
13	74.70	7.1	74.70	7.1	—	—
Registered nurses	29.05	1.4	29.12	1.5	—	—
9	28.78	2.1	28.90	2.2	—	—
Teachers, college and university	50.36	11.2	40.59	13.7	—	—
Teachers, except college and university	29.69	4.5	27.88	9.5	30.19	5.0
7	30.75	3.7	16.15	6.3	31.48	3.5
8	23.08	14.1	—	—	—	—
9	34.06	3.8	34.06	3.8	—	—
Elementary school teachers	32.37	1.5	34.08	.4	—	—
Librarians, archivists, and curators	27.79	26.6	27.79	26.6	—	—
Librarians	27.79	26.6	27.79	26.6	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.70	13.4	18.30	7.1	—	—

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, Honolulu, HI, February 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Social, recreation, and religious workers						
—Continued						
Social workers	\$23.70	13.4	\$18.30	7.1	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.00	17.5	24.00	17.5	—	—
Not able to be leveled	26.62	32.7	26.62	32.7	—	—
Technical	31.67	19.5	37.87	21.1	\$20.77	4.2
4	15.55	7.7	15.55	7.7	—	—
5	16.91	5.2	15.79	4.0	—	—
6	19.57	4.8	18.95	5.0	—	—
7	22.19	3.3	22.19	3.3	—	—
8	20.91	7.1	20.91	7.1	—	—
9	22.81	3.5	—	—	—	—
Clinical laboratory technologists and technicians	19.07	7.8	19.07	7.8	—	—
Radiological technicians	24.39	2.0	24.39	2.0	—	—
Licensed practical nurses	16.48	1.7	16.66	1.3	—	—
5	16.36	2.8	16.36	2.8	—	—
6	16.69	2.9	—	—	—	—
Health technologists and technicians, n.e.c.	17.04	4.3	17.04	4.3	—	—
Executive, administrative, and managerial	29.09	10.5	31.79	12.2	24.42	20.0
7	17.62	4.8	17.91	5.7	—	—
8	25.29	5.5	24.16	6.9	—	—
9	28.18	5.2	27.15	6.1	—	—
10	31.31	7.8	—	—	—	—
11	37.34	9.1	37.34	9.1	—	—
12	44.81	12.9	44.81	12.9	—	—
Not able to be leveled	19.32	15.9	19.32	15.9	—	—
Executives, administrators, and managers	36.25	15.8	37.47	16.7	—	—
8	24.49	6.9	—	—	—	—
9	30.61	2.5	30.61	2.5	—	—
11	37.95	8.9	37.95	8.9	—	—
12	48.22	11.6	48.22	11.6	—	—
Financial managers	30.59	3.6	30.59	3.6	—	—
Managers and administrators, n.e.c.	48.01	19.1	48.01	19.1	—	—
9	30.12	4.1	30.12	4.1	—	—
11	40.05	4.9	40.05	4.9	—	—
Management related	23.46	13.9	22.75	7.0	24.00	23.7
7	17.43	5.5	17.53	7.8	—	—
9	27.15	8.0	24.98	9.0	—	—
Accountants and auditors	21.21	17.0	20.59	18.5	—	—
Management related, n.e.c.	25.47	9.4	22.13	6.4	—	—
9	27.70	9.9	—	—	—	—
Sales	12.01	8.7	11.89	9.0	—	—
1	6.69	.7	6.69	.7	—	—
2	7.94	5.6	7.94	5.6	—	—
3	10.41	4.0	10.41	4.0	—	—
4	14.95	13.5	14.84	16.8	—	—
5	15.85	6.3	15.85	6.3	—	—
8	23.38	4.3	23.38	4.3	—	—
Supervisors, sales	19.07	16.3	19.07	16.3	—	—
Sales workers, other commodities	8.98	6.8	8.98	6.8	—	—
Cashiers	9.37	7.2	8.92	5.9	—	—
1	6.72	.7	6.72	.7	—	—
3	11.07	8.5	11.07	8.5	—	—
4	13.16	13.8	10.30	15.9	—	—
Administrative support, including clerical	14.25	2.3	14.27	2.9	14.17	3.4
2	10.08	5.4	10.08	5.4	—	—

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, Honolulu, HI, February 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
3	\$12.86	6.2	\$13.12	7.0	—	—
4	13.87	2.5	14.18	1.2	\$13.22	9.3
5	15.66	6.3	15.59	8.4	—	—
6	17.42	4.0	18.01	5.3	—	—
7	18.02	9.7	18.02	9.7	—	—
Secretaries	16.20	2.7	15.76	4.7	—	—
4	15.25	4.2	13.89	3.7	—	—
5	16.42	5.2	14.49	7.9	—	—
Hotel clerks	15.00	.5	15.00	.5	—	—
4	15.14	1.4	15.14	1.4	—	—
Transportation ticket and reservation agents	14.03	11.3	14.03	11.3	—	—
3	12.79	17.9	12.79	17.9	—	—
4	15.13	1.4	15.13	1.4	—	—
Receptionists	11.48	5.6	11.45	7.3	—	—
3	12.26	4.2	12.51	5.1	—	—
Records clerks, n.e.c.	13.67	10.2	13.67	10.2	—	—
4	14.58	14.6	14.58	14.6	—	—
Bookkeepers, accounting and auditing clerks	12.27	4.2	12.26	5.1	—	—
4	12.73	2.4	12.94	3.3	—	—
Payroll and timekeeping clerks	17.32	11.8	17.32	11.8	—	—
Telephone operators	13.21	3.4	13.21	3.4	—	—
3	13.42	4.1	13.42	4.1	—	—
Stock and inventory clerks	13.48	21.0	13.48	21.0	—	—
General office clerks	12.42	9.0	13.35	7.7	—	—
3	12.69	9.5	12.69	9.5	—	—
4	11.35	11.5	13.67	7.4	—	—
Teachers' aides	15.23	5.7	—	—	—	—
Administrative support, n.e.c.	12.29	5.3	12.29	5.3	—	—
Blue collar	16.23	4.4	16.51	5.1	14.87	5.5
1	7.62	8.5	7.62	8.5	—	—
2	9.59	4.3	9.59	4.3	—	—
3	14.94	6.7	15.56	8.1	—	—
4	15.97	3.5	16.80	5.0	—	—
5	19.51	9.9	20.83	8.9	—	—
6	16.08	9.0	18.73	5.1	—	—
7	25.17	5.9	25.22	6.7	—	—
Precision production, craft, and repair	20.21	8.6	21.04	9.3	17.14	16.4
4	15.90	15.5	16.32	17.9	—	—
5	19.30	13.7	19.30	13.7	—	—
6	15.31	7.5	17.34	7.1	—	—
7	24.69	6.3	24.67	7.2	—	—
Mechanics and repairers, n.e.c.	20.60	6.7	20.87	7.2	—	—
7	24.58	11.0	24.58	11.0	—	—
Plumbers, pipefitters and steamfitters	20.81	10.1	—	—	—	—
Machine operators, assemblers, and inspectors	21.54	9.3	21.54	9.3	—	—
Transportation and material moving	14.33	4.6	14.46	5.4	—	—
1	6.66	.3	6.66	.3	—	—
2	9.17	5.3	9.17	5.3	—	—
3	12.72	10.0	12.72	10.0	—	—
4	16.82	5.1	17.69	4.0	—	—
Truck drivers	12.07	6.8	11.59	7.3	—	—
2	8.78	6.6	8.78	6.6	—	—
4	13.96	5.2	14.71	9.4	—	—
Bus drivers	—	—	—	—	—	—
2	9.45	3.0	9.45	3.0	—	—
Taxicab drivers and chauffeurs	10.35	15.6	10.35	15.6	—	—
Industrial truck and tractor equipment operators ..	16.20	16.0	16.20	16.0	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$13.13	3.9	\$13.19	4.6	—	—
1	8.68	8.6	8.68	8.6	—	—
2	10.25	5.2	10.25	5.2	—	—
3	15.17	7.9	16.13	10.4	—	—
4	14.26	6.4	14.85	7.6	—	—
Groundskeepers and gardeners, except farm	11.64	5.3	11.49	7.7	—	—
3	11.75	1.3	11.58	2.2	—	—
Construction laborers	19.73	12.1	19.73	12.1	—	—
Stock handlers and baggers	10.55	4.4	10.55	4.4	—	—
1	7.76	7.7	7.76	7.7	—	—
2	9.01	5.7	9.01	5.7	—	—
3	13.05	20.1	13.05	20.1	—	—
Freight, stock, and material handlers, n.e.c.	16.25	17.4	16.25	17.4	—	—
3	18.70	20.3	18.70	20.3	—	—
Vehicle washers and equipment cleaners	11.67	29.2	11.67	29.2	—	—
Laborers, except construction, n.e.c.	12.35	4.1	12.35	4.1	—	—
Service	10.82	2.5	10.09	2.4	\$13.88	7.0
1	7.30	3.7	7.43	3.7	—	—
2	9.20	4.6	9.32	4.6	—	—
3	9.91	4.5	9.64	5.0	11.22	4.5
4	12.85	5.8	12.65	6.5	—	—
5	13.81	4.8	14.12	5.6	—	—
6	16.69	7.9	14.24	7.7	—	—
Protective service	13.22	10.7	9.44	3.1	19.06	5.7
2	8.47	1.0	8.47	1.0	—	—
3	9.05	5.6	9.05	5.6	—	—
4	13.40	10.6	—	—	—	—
Guards and police, except public service	9.20	3.4	9.20	3.4	—	—
2	8.47	1.0	8.47	1.0	—	—
3	9.00	7.2	9.00	7.2	—	—
Food service	8.56	3.8	8.53	3.9	—	—
1	6.83	4.2	6.83	4.2	—	—
2	7.94	8.5	7.94	8.5	—	—
3	7.54	4.6	7.54	4.6	—	—
4	11.13	7.8	11.07	8.2	—	—
5	14.22	12.1	14.22	12.1	—	—
Waiters, waitresses, and bartenders	6.63	1.4	6.63	1.4	—	—
1	6.24	1.8	6.24	1.8	—	—
2	6.27	2.5	6.27	2.5	—	—
3	6.52	3.7	6.52	3.7	—	—
4	7.90	18.8	7.90	18.8	—	—
Bartenders	11.69	13.6	11.69	13.6	—	—
Waiters and waitresses	6.22	1.0	6.22	1.0	—	—
1	6.28	1.4	6.28	1.4	—	—
2	6.24	3.3	6.24	3.3	—	—
3	6.28	.3	6.28	.3	—	—
4	5.98	.1	5.98	.1	—	—
Waiters'/Waitresses' assistants	6.31	1.4	6.31	1.4	—	—
1	6.25	1.9	6.25	1.9	—	—
Other food service	9.90	5.6	9.86	5.7	—	—
1	7.03	7.0	7.03	7.0	—	—
2	9.37	8.4	9.37	8.4	—	—
3	9.80	1.4	9.80	1.4	—	—
4	12.97	4.4	12.99	4.7	—	—
5	14.22	12.1	14.22	12.1	—	—
Supervisors, food preparation and service	11.41	15.9	11.41	15.9	—	—
Cooks	12.74	5.3	12.74	5.5	—	—
4	13.23	2.1	13.26	2.3	—	—
Food counter, fountain, and related	6.63	7.3	6.63	7.3	—	—
1	6.72	9.9	6.72	9.9	—	—
Kitchen workers, food preparation	10.46	6.9	10.46	6.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$9.67	4.6	\$9.67	4.6	—	—
1	7.37	1.7	7.37	1.7	—	—
2	11.17	9.1	11.17	9.1	—	—
3	10.97	4.5	10.97	4.5	—	—
Health service	12.10	3.9	12.61	2.6	—	—
3	11.94	3.6	11.94	3.6	—	—
4	12.59	1.8	12.74	2.3	—	—
Health aides, except nursing	11.65	12.5	13.51	.5	—	—
4	12.78	3.2	12.78	3.2	—	—
Nursing aides, orderlies and attendants	12.28	2.5	12.31	3.0	—	—
3	11.87	3.5	11.87	3.5	—	—
4	12.52	1.9	12.72	2.6	—	—
Cleaning and building service	11.44	1.2	11.37	1.7	\$11.59	0.4
1	8.31	7.8	8.93	4.3	—	—
2	11.72	3.2	11.72	3.2	—	—
3	11.72	1.7	11.62	2.8	—	—
Maids and housemen	12.05	1.2	12.05	1.2	—	—
2	11.99	2.9	11.99	2.9	—	—
Janitors and cleaners	10.59	2.9	10.39	4.8	—	—
1	7.53	8.7	8.12	8.3	—	—
2	10.19	15.9	10.19	15.9	—	—
3	11.45	2.7	11.01	4.3	—	—
Personal service	10.83	11.5	11.51	12.3	—	—
1	7.00	5.9	7.00	5.9	—	—
2	6.80	6.9	7.42	1.4	—	—
3	8.46	5.6	8.38	8.0	—	—
4	17.67	10.0	17.67	10.0	—	—
Supervisors, personal service	16.98	15.3	16.98	15.3	—	—
Baggage porters and bellhops	6.86	.2	6.86	.2	—	—
Early childhood teachers' assistants	10.71	4.6	10.71	4.6	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.36	3.4	\$18.53	3.6	\$21.53	8.1
All excluding sales	19.82	3.4	19.07	3.5	21.61	8.1
White collar	23.42	4.8	23.05	6.0	24.11	8.0
1	6.73	1.3	6.73	1.3	—	—
2	9.97	5.5	9.97	5.5	—	—
3	12.39	4.4	12.50	4.8	—	—
4	14.17	3.9	14.49	4.6	13.49	7.7
5	16.09	4.6	15.95	5.5	—	—
6	18.03	3.7	17.84	2.7	—	—
7	23.43	7.4	20.42	5.5	25.51	13.1
8	24.05	3.5	25.19	4.2	—	—
9	28.09	4.1	29.21	2.5	—	—
10	36.33	7.8	29.01	11.2	38.75	8.2
11	43.24	18.2	44.09	18.9	—	—
12	59.07	11.9	59.07	11.9	—	—
14	99.29	24.6	99.29	24.6	—	—
Not able to be leveled	26.26	33.6	26.26	33.6	—	—
White collar excluding sales	24.84	5.0	25.21	6.2	24.26	8.1
2	10.18	6.3	10.18	6.3	—	—
3	13.17	4.8	13.53	5.1	—	—
4	13.86	2.9	14.19	2.2	13.22	9.3
5	15.93	5.2	15.67	6.7	—	—
6	18.19	3.8	18.08	2.8	—	—
7	23.46	7.4	20.43	5.6	25.51	13.1
8	24.10	4.0	25.48	5.2	—	—
9	27.63	3.8	28.64	2.1	—	—
10	36.29	8.0	27.99	12.1	38.75	8.2
11	43.24	18.2	44.09	18.9	—	—
12	59.07	11.9	59.07	11.9	—	—
14	99.29	24.6	99.29	24.6	—	—
Not able to be leveled	26.26	33.6	26.26	33.6	—	—
Professional specialty and technical	31.69	7.2	34.47	12.0	28.86	7.4
Professional specialty	31.50	7.9	32.55	10.2	30.57	11.7
6	16.48	7.3	16.48	7.3	—	—
7	27.49	8.2	24.27	8.6	28.38	10.7
8	23.93	7.9	29.48	3.6	—	—
9	29.13	2.8	29.39	2.9	—	—
10	38.90	13.8	29.13	18.9	—	—
11	32.00	9.3	32.56	11.5	—	—
12	44.30	9.9	44.30	9.9	—	—
Not able to be leveled	50.30	46.2	50.30	46.2	—	—
Engineers, architects, and surveyors	25.36	7.6	31.07	7.9	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	37.98	21.9	39.37	23.3	—	—
7	24.76	8.8	—	—	—	—
9	28.78	2.6	28.91	2.8	—	—
11	33.41	6.4	—	—	—	—
Registered nurses	29.40	1.4	29.52	1.5	—	—
9	29.16	2.1	29.32	2.2	—	—
Teachers, college and university	50.36	11.2	40.59	13.7	—	—
Teachers, except college and university	29.86	4.3	28.56	8.1	30.19	5.0
7	30.83	3.6	15.05	4.1	31.48	3.5
8	23.08	14.1	—	—	—	—
Elementary school teachers	32.37	1.5	34.08	4	—	—
Librarians, archivists, and curators	27.79	26.6	27.79	26.6	—	—
Librarians	27.79	26.6	27.79	26.6	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.70	13.4	18.30	7.1	—	—
Social workers	23.70	13.4	18.30	7.1	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.22	4.9	22.22	4.9	—	—
Technical	32.33	21.3	39.45	24.0	20.77	4.2

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
4	\$15.55	7.7	\$15.55	7.7	–	–
5	17.02	5.4	15.85	4.1	–	–
6	19.56	5.0	18.90	5.3	–	–
7	22.71	4.0	22.71	4.0	–	–
Clinical laboratory technologists and technicians	19.35	6.0	19.35	6.0	–	–
Radiological technicians	24.48	1.8	24.48	1.8	–	–
Licensed practical nurses	16.48	1.8	16.66	1.4	–	–
5	16.35	3.3	16.35	3.3	–	–
6	16.69	2.9	–	–	–	–
Health technologists and technicians, n.e.c.	16.44	3.3	16.44	3.3	–	–
Executive, administrative, and managerial	29.09	10.5	31.79	12.2	\$24.42	20.0
7	17.62	4.8	17.91	5.7	–	–
8	25.29	5.5	24.16	6.9	–	–
9	28.18	5.2	27.15	6.1	–	–
10	31.31	7.8	–	–	–	–
11	37.34	9.1	37.34	9.1	–	–
12	44.81	12.9	44.81	12.9	–	–
Not able to be leveled	19.32	15.9	19.32	15.9	–	–
Executives, administrators, and managers	36.25	15.8	37.47	16.7	–	–
8	24.49	6.9	–	–	–	–
9	30.61	2.5	30.61	2.5	–	–
11	37.95	8.9	37.95	8.9	–	–
12	48.22	11.6	48.22	11.6	–	–
Financial managers	30.59	3.6	30.59	3.6	–	–
Managers and administrators, n.e.c.	48.01	19.1	48.01	19.1	–	–
9	30.12	4.1	30.12	4.1	–	–
11	40.05	4.9	40.05	4.9	–	–
Management related	23.46	13.9	22.75	7.0	24.00	23.7
7	17.43	5.5	17.53	7.8	–	–
9	27.15	8.0	24.98	9.0	–	–
Accountants and auditors	21.21	17.0	20.59	18.5	–	–
Management related, n.e.c.	25.47	9.4	22.13	6.4	–	–
9	27.70	9.9	–	–	–	–
Sales	13.24	9.1	13.13	9.6	–	–
1	6.68	.7	6.68	.7	–	–
3	11.04	5.8	11.04	5.8	–	–
4	15.75	16.1	15.87	20.8	–	–
5	17.25	3.2	17.25	3.2	–	–
8	23.38	4.3	23.38	4.3	–	–
Supervisors, sales	19.07	16.3	19.07	16.3	–	–
Cashiers	9.85	8.6	9.27	7.2	–	–
1	6.68	.9	6.68	.9	–	–
3	11.42	8.5	11.42	8.5	–	–
Administrative support, including clerical	14.34	2.2	14.42	2.7	14.12	3.7
2	10.18	6.3	10.18	6.3	–	–
3	13.17	4.8	13.53	5.1	–	–
4	13.75	3.1	14.05	2.2	13.22	9.3
5	15.69	6.9	15.60	8.9	–	–
6	17.42	4.0	18.01	5.3	–	–
7	18.02	9.7	18.02	9.7	–	–
Secretaries	16.20	2.7	15.76	4.7	–	–
4	15.25	4.2	13.89	3.7	–	–
5	16.42	5.2	14.49	7.9	–	–
Hotel clerks	15.41	3.6	15.41	3.6	–	–
4	15.14	1.4	15.14	1.4	–	–
Transportation ticket and reservation agents	14.20	3.6	14.20	3.6	–	–
3	13.70	9.5	13.70	9.5	–	–
Receptionists	11.68	5.1	11.70	6.5	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Receptionists —Continued						
3	\$12.26	4.2	\$12.51	5.1	—	—
Records clerks, n.e.c.	13.70	10.3	13.70	10.3	—	—
Bookkeepers, accounting and auditing clerks	12.27	4.2	12.26	5.1	—	—
4	12.73	2.4	12.94	3.3	—	—
Payroll and timekeeping clerks	17.32	11.8	17.32	11.8	—	—
Telephone operators	13.21	3.5	13.21	3.5	—	—
3	13.42	4.1	13.42	4.1	—	—
Stock and inventory clerks	13.48	21.0	13.48	21.0	—	—
General office clerks	12.56	9.2	13.59	7.5	—	—
3	12.69	9.5	12.69	9.5	—	—
4	11.34	11.5	13.67	7.5	—	—
Administrative support, n.e.c.	12.93	4.8	12.93	4.8	—	—
Blue collar	16.66	4.4	17.04	5.2	\$14.87	5.5
1	7.80	10.9	7.80	10.9	—	—
2	9.64	5.1	9.64	5.1	—	—
3	15.23	6.9	16.04	8.6	—	—
4	15.94	3.6	16.78	5.3	—	—
5	19.57	10.0	20.93	9.0	—	—
6	16.08	9.0	18.73	5.1	—	—
7	25.17	5.9	25.22	6.7	—	—
Precision production, craft, and repair	20.43	8.4	21.36	8.9	17.14	16.4
4	15.90	15.5	16.32	17.9	—	—
5	19.45	14.0	19.45	14.0	—	—
6	15.31	7.5	17.34	7.1	—	—
7	24.69	6.3	24.67	7.2	—	—
Mechanics and repairers, n.e.c.	20.80	7.0	21.09	7.5	—	—
7	24.58	11.0	24.58	11.0	—	—
Plumbers, pipefitters and steamfitters	20.81	10.1	—	—	—	—
Machine operators, assemblers, and inspectors	21.67	9.0	21.67	9.0	—	—
Transportation and material moving	14.62	4.6	14.81	5.3	—	—
2	9.10	6.1	9.10	6.1	—	—
3	12.72	10.0	12.72	10.0	—	—
4	16.82	5.4	17.72	4.6	—	—
Truck drivers	12.05	6.3	11.54	6.6	—	—
2	8.83	6.7	8.83	6.7	—	—
4	13.74	4.0	14.40	7.5	—	—
Bus drivers						
2	9.44	3.1	9.44	3.1	—	—
Taxicab drivers and chauffeurs	10.35	15.6	10.35	15.6	—	—
Industrial truck and tractor equipment operators ..	17.50	18.9	17.50	18.9	—	—
Handlers, equipment cleaners, helpers, and laborers	13.52	3.9	13.69	4.8	—	—
1	9.07	9.4	9.07	9.4	—	—
2	10.41	5.9	10.41	5.9	—	—
3	15.50	8.2	16.82	11.4	—	—
4	14.18	6.3	14.75	7.6	—	—
Groundskeepers and gardeners, except farm	11.74	4.7	11.64	7.2	—	—
3	11.75	1.3	11.58	2.2	—	—
Construction laborers	19.73	12.1	19.73	12.1	—	—
Freight, stock, and material handlers, n.e.c.	16.40	15.2	16.40	15.2	—	—
Vehicle washers and equipment cleaners	11.67	29.2	11.67	29.2	—	—
Laborers, except construction, n.e.c.	12.35	4.1	12.35	4.1	—	—
Service	11.67	3.0	10.71	3.1	15.56	10.2
1	8.04	3.1	8.04	3.1	—	—
2	9.68	4.6	9.68	4.6	—	—
3	10.25	4.8	9.96	5.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
4	\$13.29	6.2	\$13.13	7.2	—	—
5	13.69	4.5	13.83	4.4	—	—
6	16.69	7.9	14.24	7.7	—	—
Protective service	14.22	12.9	9.79	5.5	\$19.06	5.7
4	14.54	7.5	12.55	3.6	—	—
Guards and police, except public service	9.58	5.9	9.58	5.9	—	—
Food service	9.25	3.8	9.22	3.8	—	—
1	7.34	1.6	7.34	1.6	—	—
2	8.43	9.0	8.43	9.0	—	—
3	7.57	4.7	7.57	4.7	—	—
4	11.60	8.6	11.55	9.0	—	—
5	13.61	10.4	13.61	10.4	—	—
Waiters, waitresses, and bartenders	6.74	2.3	6.74	2.3	—	—
1	6.30	2.3	6.30	2.3	—	—
2	6.15	.8	6.15	.8	—	—
3	6.56	4.8	6.56	4.8	—	—
4	8.50	26.4	8.50	26.4	—	—
Bartenders	12.45	22.3	12.45	22.3	—	—
Waiters and waitresses	6.18	.6	6.18	.6	—	—
1	6.27	1.4	6.27	1.4	—	—
3	6.26	.6	6.26	.6	—	—
Waiters'/Waitresses' assistants	6.44	1.0	6.44	1.0	—	—
Other food service	11.27	9.1	11.24	9.3	—	—
1	7.91	2.4	7.91	2.4	—	—
2	10.65	16.1	10.65	16.1	—	—
3	10.35	1.4	10.35	1.4	—	—
4	12.97	4.2	12.98	4.4	—	—
5	13.61	10.4	13.61	10.4	—	—
Cooks	13.09	4.7	13.11	4.9	—	—
4	13.24	1.9	13.28	2.1	—	—
Food counter, fountain, and related	7.52	2.0	7.52	2.0	—	—
Kitchen workers, food preparation	12.66	9.3	12.66	9.3	—	—
Food preparation, n.e.c.	10.35	9.6	10.35	9.6	—	—
1	7.80	7.3	7.80	7.3	—	—
2	11.70	13.0	11.70	13.0	—	—
Health service	12.54	2.4	12.59	2.8	—	—
3	11.78	3.7	11.78	3.7	—	—
4	12.58	1.9	12.74	2.4	—	—
Health aides, except nursing	13.47	.9	13.47	.9	—	—
4	12.71	3.7	12.71	3.7	—	—
Nursing aides, orderlies and attendants	12.26	2.8	12.29	3.3	—	—
3	11.78	3.7	11.78	3.7	—	—
4	12.53	1.9	12.76	2.6	—	—
Cleaning and building service	11.83	2.0	11.65	2.2	—	—
1	9.37	6.5	9.37	6.5	—	—
2	11.83	3.7	11.83	3.7	—	—
3	11.86	1.4	11.85	2.1	—	—
Maids and housemen	12.14	1.0	12.14	1.0	—	—
2	12.15	3.0	12.15	3.0	—	—
Janitors and cleaners	11.19	4.0	10.83	5.2	—	—
1	8.75	12.8	8.75	12.8	—	—
2	10.32	16.7	10.32	16.7	—	—
3	11.59	2.0	11.28	2.3	—	—

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, Honolulu, HI, February 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$12.26	14.2	\$12.26	14.2	—	—
3	8.25	11.4	8.25	11.4	—	—
4	18.71	12.5	18.71	12.5	—	—
Supervisors, personal service	16.98	15.3	16.98	15.3	—	—
Baggage porters and bellhops	6.36	1.5	6.36	1.5	—	—

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$10.65	5.9	\$10.86	6.5	\$8.86	13.8
All excluding sales	11.08	7.9	11.42	9.1	8.86	13.8
White collar	14.11	6.4	14.06	6.6	—	—
1	6.87	2.7	6.87	2.7	—	—
2	8.33	6.2	8.33	6.2	—	—
3	9.45	2.8	9.45	2.8	—	—
4	13.96	9.6	13.96	9.6	—	—
5	13.89	7.4	13.05	9.0	—	—
9	26.87	7.4	26.87	7.4	—	—
White collar excluding sales	19.47	11.8	19.89	12.3	—	—
2	9.39	6.1	9.39	6.1	—	—
3	9.54	12.8	9.54	12.8	—	—
5	15.11	7.0	15.00	13.9	—	—
9	26.87	7.4	26.87	7.4	—	—
Professional specialty and technical	26.43	14.9	26.43	14.9	—	—
Professional specialty	28.21	16.0	28.21	16.0	—	—
9	26.97	7.5	26.97	7.5	—	—
Health related	29.58	6.5	29.58	6.5	—	—
9	27.08	7.6	27.08	7.6	—	—
Registered nurses	27.63	4.8	27.63	4.8	—	—
9	27.08	7.6	27.08	7.6	—	—
Teachers, except college and university	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	9.04	6.6	9.04	6.6	—	—
1	6.70	1.3	6.70	1.3	—	—
2	7.43	3.7	7.43	3.7	—	—
3	9.43	3.4	9.43	3.4	—	—
4	12.20	13.6	12.20	13.6	—	—
Sales workers, other commodities	9.24	7.3	9.24	7.3	—	—
Cashiers	8.02	3.6	8.02	3.6	—	—
1	6.81	1.9	6.81	1.9	—	—
3	9.72	6.9	9.72	6.9	—	—
Administrative support, including clerical	13.05	14.1	12.61	17.4	—	—
2	9.39	6.1	9.39	6.1	—	—
3	9.47	12.7	9.47	12.7	—	—
Transportation ticket and reservation agents	13.78	22.2	13.78	22.2	—	—
Blue collar	9.76	5.4	9.76	5.4	—	—
1	7.08	6.4	7.08	6.4	—	—
2	9.19	7.1	9.19	7.1	—	—
3	12.34	15.9	12.34	15.9	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.60	13.0	9.60	13.0	—	—
Handlers, equipment cleaners, helpers, and laborers	10.07	5.6	10.07	5.6	—	—
1	7.65	7.0	7.65	7.0	—	—
3	12.66	17.3	12.66	17.3	—	—
Stock handlers and baggers	8.03	3.1	8.03	3.1	—	—
1	7.53	7.6	7.53	7.6	—	—
Freight, stock, and material handlers, n.e.c.	15.61	26.7	15.61	26.7	—	—
Service	7.93	4.9	8.01	5.8	7.58	8.5
1	6.52	2.4	6.62	3.0	—	—
2	7.86	8.9	8.17	9.7	—	—
3	8.70	4.3	8.35	3.9	—	—
4	10.06	6.0	10.06	6.0	—	—

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, Honolulu, HI, February 2003 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Protective service	\$8.58	4.7	\$8.58	4.7	—	—
Guards and police, except public service	8.11	2.7	8.11	2.7	—	—
Food service	7.01	7.3	7.01	7.3	—	—
1	6.41	1.4	6.41	1.4	—	—
2	6.97	8.6	6.97	8.6	—	—
3	7.43	6.2	7.43	6.2	—	—
4	7.74	13.4	7.74	13.4	—	—
Waiters, waitresses, and bartenders	6.33	1.8	6.33	1.8	—	—
1	6.15	1.2	6.15	1.2	—	—
2	6.55	7.3	6.55	7.3	—	—
3	6.34	1.4	6.34	1.4	—	—
Waiters and waitresses	6.36	2.8	6.36	2.8	—	—
2	6.55	7.6	6.55	7.6	—	—
3	6.34	1.4	6.34	1.4	—	—
Waiters/Waitresses' assistants	6.13	1.0	6.13	1.0	—	—
1	6.13	1.1	6.13	1.1	—	—
Other food service	7.36	11.6	7.36	11.6	—	—
1	6.46	2.3	6.46	2.3	—	—
2	7.24	10.5	7.24	10.5	—	—
3	8.68	8.2	8.68	8.2	—	—
Food counter, fountain, and related	6.18	2.0	6.18	2.0	—	—
Kitchen workers, food preparation	9.01	9.9	9.01	9.9	—	—
Food preparation, n.e.c.	7.70	8.0	7.70	8.0	—	—
Health service	9.69	18.8	12.81	4.7	—	—
Nursing aides, orderlies and attendants	12.47	3.2	12.47	3.2	—	—
Cleaning and building service	9.04	11.0	9.43	8.8	—	—
1	6.70	10.9	7.49	15.2	—	—
Maids and housemen	11.35	1.6	11.35	1.6	—	—
Janitors and cleaners	7.97	14.2	7.43	7.7	—	—
1	6.11	1.2	—	—	—	—
Personal service	8.04	6.5	8.54	5.4	—	—
1	6.84	1.3	6.84	1.3	—	—
3	8.74	3.7	8.84	9.7	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Honolulu, HI, February 2003**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$19.36	\$10.65	\$20.50	\$16.61	\$18.30	\$19.41
All excluding sales	19.82	11.08	20.59	17.42	18.93	16.92
White collar	23.42	14.11	24.42	21.31	22.62	20.48
White-collar excluding sales	24.84	19.47	24.74	24.40	24.59	—
Professional specialty and technical	31.69	26.43	31.33	31.47	31.39	—
Professional specialty	31.50	28.21	30.33	32.83	31.31	—
Technical	32.33	—	35.61	27.92	31.67	—
Executive, administrative, and managerial	29.09	—	—	31.44	29.23	—
Sales	13.24	9.04	15.10	11.72	10.97	21.46
Administrative support, including clerical	14.34	13.05	14.82	13.81	14.26	—
Blue collar	16.66	9.76	19.04	12.18	16.17	18.67
Precision production, craft, and repair	20.43	—	22.77	15.68	20.31	—
Machine operators, assemblers, and inspectors	21.67	—	22.24	20.24	21.54	—
Transportation and material moving	14.62	9.60	17.34	10.56	14.28	—
Handlers, equipment cleaners, helpers, and laborers	13.52	10.07	15.67	9.87	13.13	—
Service	11.67	7.93	13.38	9.18	10.82	—
	Relative error ⁶ (percent)					
All occupations	3.4	5.9	5.1	5.0	3.3	17.0
All excluding sales	3.4	7.9	5.1	4.6	3.3	5.5
White collar	4.8	6.4	7.0	5.7	4.6	25.0
White-collar excluding sales	5.0	11.8	7.3	5.0	4.6	—
Professional specialty and technical	7.2	14.9	7.4	10.9	6.8	—
Professional specialty	7.9	16.0	9.5	11.8	7.6	—
Technical	21.3	—	25.5	21.2	19.5	—
Executive, administrative, and managerial	10.5	—	—	10.9	10.3	—
Sales	9.1	6.6	2.4	9.7	4.9	24.9
Administrative support, including clerical	2.2	14.1	3.6	2.5	2.3	—
Blue collar	4.4	5.4	4.3	7.6	4.4	.2
Precision production, craft, and repair	8.4	—	9.4	17.2	9.1	—
Machine operators, assemblers, and inspectors	9.0	—	4.2	28.5	9.3	—
Transportation and material moving	4.6	13.0	5.4	12.0	4.4	—
Handlers, equipment cleaners, helpers, and laborers	3.9	5.6	6.8	4.3	3.9	—
Service	3.0	4.9	3.8	1.2	2.6	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Honolulu, HI, February 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.42	\$22.38	–	\$27.74	\$17.35	–	–	–	–	\$17.51
All excluding sales	18.12	22.78	–	27.74	17.69	–	–	–	–	17.98
White collar	21.92	23.83	–	29.33	19.17	–	–	–	–	23.66
White-collar excluding sales	24.81	25.59	–	29.33	21.24	–	–	–	–	25.24
Professional specialty and technical	33.62	24.43	–	–	–	–	–	–	–	30.12
Professional specialty	32.04	–	–	–	–	–	–	–	–	33.17
Technical	37.87	–	–	–	–	–	–	–	–	18.79
Executive, administrative, and managerial	31.79	31.12	–	34.45	23.48	–	–	–	–	29.64
Sales	11.89	13.54	–	–	13.54	–	–	–	–	7.73
Administrative support, including clerical	14.27	19.13	–	–	19.46	–	–	–	–	14.24
Blue collar	16.51	21.81	–	27.12	16.55	–	–	–	–	13.51
Precision production, craft, and repair	21.04	22.41	–	28.81	–	–	–	–	–	18.14
Machine operators, assemblers, and inspectors	21.54	22.92	–	–	22.87	–	–	–	–	–
Transportation and material moving	14.46	19.21	–	–	16.13	–	–	–	–	10.10
Handlers, equipment cleaners, helpers, and laborers	13.19	20.94	–	23.36	14.29	–	–	–	–	11.37
Service	10.09	–	–	–	–	–	–	–	–	10.71
	Relative error ⁵ (percent)									
All occupations	3.8	11.6	–	5.3	25.4	–	–	–	–	4.4
All excluding sales	3.6	10.3	–	5.3	24.9	–	–	–	–	4.0
White collar	5.7	10.1	–	1.0	14.4	–	–	–	–	6.5
White-collar excluding sales	5.8	5.2	–	1.0	5.7	–	–	–	–	5.7
Professional specialty and technical	10.8	11.0	–	–	–	–	–	–	–	10.9
Professional specialty	9.6	–	–	–	–	–	–	–	–	10.9
Technical	21.1	–	–	–	–	–	–	–	–	2.4
Executive, administrative, and managerial	12.2	5.7	–	2.9	5.9	–	–	–	–	9.0
Sales	9.0	11.2	–	–	11.2	–	–	–	–	9.1
Administrative support, including clerical	2.9	9.2	–	–	9.6	–	–	–	–	1.3
Blue collar	5.1	14.4	–	8.6	31.0	–	–	–	–	10.5
Precision production, craft, and repair	9.3	23.3	–	13.7	–	–	–	–	–	5.2
Machine operators, assemblers, and inspectors	9.3	6.1	–	–	6.2	–	–	–	–	–
Transportation and material moving	5.4	9.7	–	–	8.8	–	–	–	–	12.5
Handlers, equipment cleaners, helpers, and laborers	4.6	1.3	–	2.4	12.6	–	–	–	–	3.9
Service	2.4	–	–	–	–	–	–	–	–	2.2

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Honolulu, HI, February 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$17.42	\$15.24	\$18.13	\$17.06	\$19.36
All excluding sales	18.12	15.99	18.80	17.68	20.04
White collar	21.92	20.86	22.19	21.17	23.26
White-collar excluding sales	24.81	25.45	24.66	23.91	25.36
Professional specialty and technical	33.62	31.50	34.26	33.36	34.84
Professional specialty	32.04	28.35	32.97	34.99	31.22
Technical	37.87	36.80	38.37	18.95	42.27
Executive, administrative, and managerial	31.79	29.66	32.42	33.60	30.61
Sales	11.89	10.01	12.60	12.70	12.46
Administrative support, including clerical	14.27	12.94	14.47	14.04	14.92
Blue collar	16.51	14.87	17.24	15.94	18.93
Precision production, craft, and repair	21.04	19.03	22.27	22.22	22.31
Machine operators, assemblers, and inspectors	21.54	—	21.79	22.08	—
Transportation and material moving	14.46	10.86	16.07	13.34	—
Handlers, equipment cleaners, helpers, and laborers	13.19	13.37	13.13	11.52	15.08
Service	10.09	7.94	10.89	10.57	11.29
	Relative error ⁴ (percent)				
All occupations	3.8	11.8	3.3	6.9	3.8
All excluding sales	3.6	12.4	3.2	6.7	4.2
White collar	5.7	15.7	5.2	9.8	4.1
White-collar excluding sales	5.8	14.5	5.2	9.9	4.9
Professional specialty and technical	10.8	14.5	10.4	21.6	8.6
Professional specialty	9.6	5.7	11.4	22.9	2.9
Technical	21.1	28.4	19.5	6.7	21.0
Executive, administrative, and managerial	12.2	10.4	13.5	20.6	12.2
Sales	9.0	6.2	12.4	20.6	6.4
Administrative support, including clerical	2.9	6.0	3.0	2.8	4.0
Blue collar	5.1	12.8	3.7	7.9	2.2
Precision production, craft, and repair	9.3	20.6	4.8	8.0	4.9
Machine operators, assemblers, and inspectors	9.3	—	9.0	11.2	—
Transportation and material moving	5.4	12.3	10.5	14.0	—
Handlers, equipment cleaners, helpers, and laborers	4.6	16.1	6.5	7.8	5.4
Service	2.4	6.3	3.6	2.5	6.0

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

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

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.84	\$10.52	\$14.42	\$21.93	\$31.63
All excluding sales	7.17	11.17	15.00	22.93	31.84
White collar	9.23	13.13	18.01	28.10	36.60
White collar excluding sales	11.40	14.60	19.81	29.75	37.50
Professional specialty and technical	16.49	20.14	26.78	34.69	43.48
Professional specialty	17.63	22.81	29.57	35.85	43.48
Engineers, architects, and surveyors	18.01	21.93	23.73	29.25	31.73
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	22.78	26.73	29.84	31.89	44.33
Registered nurses	24.00	27.40	29.75	30.89	32.60
Teachers, college and university	24.92	39.73	54.07	66.84	66.84
Teachers, except college and university	18.01	23.22	29.25	35.85	42.20
Elementary school teachers	23.22	26.78	31.68	36.46	43.47
Librarians, archivists, and curators	16.49	17.12	24.16	37.27	49.06
Librarians	16.49	17.12	24.16	37.27	49.06
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.73	17.34	25.66	30.02	31.21
Social workers	12.73	17.34	25.66	30.02	31.21
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.54	17.01	21.15	30.36	44.10
Technical	14.90	17.06	20.53	24.30	66.53
Clinical laboratory technologists and technicians	13.13	14.16	15.53	24.36	26.80
Radiological technicians	21.94	22.55	22.70	26.50	26.58
Licensed practical nurses	14.35	15.21	16.90	17.11	17.96
Health technologists and technicians, n.e.c.	13.56	14.70	16.01	20.00	21.78
Executive, administrative, and managerial	15.60	18.26	27.15	32.75	44.82
Executives, administrators, and managers	18.38	22.74	28.87	42.98	48.14
Financial managers	26.45	28.61	30.58	33.02	36.06
Managers and administrators, n.e.c.	25.11	28.61	37.50	48.00	124.11
Management related	15.60	15.60	20.66	30.46	35.00
Accountants and auditors	12.71	15.61	18.84	28.85	30.58
Management related, n.e.c.	17.44	18.92	26.22	31.70	34.62
Sales	6.25	7.00	9.89	14.43	19.49
Supervisors, sales	7.25	10.75	15.87	21.85	48.51
Sales workers, other commodities	6.25	7.20	8.70	10.64	12.00
Cashiers	6.25	6.25	7.73	12.25	14.66
Administrative support, including clerical	9.36	11.39	13.96	16.22	19.73
Secretaries	12.16	13.47	16.69	18.62	19.73
Hotel clerks	12.59	14.73	15.81	16.05	16.75
Transportation ticket and reservation agents	8.32	10.50	12.22	17.19	24.16
Receptionists	8.10	9.74	11.54	12.69	14.38
Records clerks, n.e.c.	8.62	11.25	13.34	15.00	19.97
Bookkeepers, accounting and auditing clerks	9.23	10.24	11.88	14.19	15.28
Payroll and timekeeping clerks	12.00	13.50	20.60	20.60	21.43
Telephone operators	11.44	12.13	13.41	14.23	14.30
Stock and inventory clerks	9.00	9.50	10.38	15.72	20.00
General office clerks	8.56	9.36	11.91	14.29	18.59
Teachers' aides	14.29	14.29	15.20	16.73	17.38
Administrative support, n.e.c.	9.23	11.00	12.71	13.37	15.67
Blue collar	7.50	10.66	13.84	21.27	26.33
Precision production, craft, and repair	10.00	13.84	18.63	26.09	32.90
Mechanics and repairers, n.e.c.	15.09	16.92	17.74	29.46	31.02
Plumbers, pipefitters and steamfitters	14.79	15.93	22.33	22.43	30.30
Machine operators, assemblers, and inspectors	12.63	16.19	19.08	26.28	31.38
Transportation and material moving	7.40	9.00	12.78	18.80	21.67
Truck drivers	7.40	8.60	12.52	14.04	14.43
Taxicab drivers and chauffeurs	7.50	7.50	10.54	11.74	16.70
Industrial truck and tractor equipment operators ..	9.00	12.42	16.04	16.45	28.50

See footnotes at end of table.

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

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers	\$7.57	\$9.45	\$12.19	\$13.84	\$21.97
Groundskeepers and gardeners, except farm	9.80	10.82	11.93	12.19	12.69
Construction laborers	10.65	12.65	23.25	23.25	23.25
Stock handlers and baggers	6.35	7.38	9.88	13.00	13.63
Freight, stock, and material handlers, n.e.c.	10.57	10.88	14.75	23.07	25.21
Vehicle washers and equipment cleaners	6.25	6.50	7.50	19.05	21.39
Laborers, except construction, n.e.c.	10.12	10.12	12.87	13.29	14.35
Service	6.25	6.75	10.76	12.87	16.07
Protective service	7.50	8.23	12.33	17.20	21.17
Guards and police, except public service	7.00	7.62	8.48	10.36	13.00
Food service	6.00	6.25	6.38	10.30	13.76
Waiters, waitresses, and bartenders	6.00	6.00	6.25	6.35	6.54
Bartenders	6.00	6.00	14.38	16.91	17.98
Waiters and waitresses	6.00	6.00	6.24	6.33	6.38
Waiters/Waitresses' assistants	6.00	6.00	6.25	6.43	6.75
Other food service	6.25	6.25	8.50	12.78	16.19
Supervisors, food preparation and service	7.50	7.50	9.61	11.48	13.77
Cooks	7.25	9.46	12.32	16.50	18.46
Food counter, fountain, and related	5.75	6.05	6.25	6.40	7.83
Kitchen workers, food preparation	6.25	9.29	10.37	12.53	12.72
Food preparation, n.e.c.	6.25	6.50	8.50	13.49	13.65
Health service	9.50	11.34	12.15	13.70	14.72
Health aides, except nursing	6.25	6.25	12.72	14.16	15.97
Nursing aides, orderlies and attendants	9.97	11.39	12.01	13.70	14.19
Cleaning and building service	7.25	10.76	11.93	12.65	12.95
Maids and housemen	10.76	11.51	12.65	12.92	12.95
Janitors and cleaners	6.25	8.00	11.71	11.93	12.98
Personal service	6.25	6.88	8.68	11.40	16.25
Supervisors, personal service	10.58	11.59	16.01	24.58	24.58
Baggage porters and bellhops	6.25	6.25	6.30	6.88	7.75
Early childhood teachers' assistants	8.25	8.75	10.25	12.92	13.82

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.33	\$9.20	\$13.29	\$20.60	\$30.58
All excluding sales	6.50	9.85	13.76	21.40	30.89
White collar	7.85	11.88	16.49	26.50	36.60
White collar excluding sales	10.99	13.85	18.47	28.85	37.54
Professional specialty and technical	15.41	20.00	27.63	33.39	49.06
Professional specialty	17.00	22.39	29.57	34.74	46.19
Engineers, architects, and surveyors	22.39	29.25	30.50	32.46	37.67
Mathematical and computer scientists	—	—	—	—	—
Health related	23.17	27.45	29.86	32.60	50.00
Registered nurses	24.00	27.57	29.84	30.89	32.79
Teachers, college and university	18.66	24.92	46.19	49.22	56.12
Teachers, except college and university	14.52	15.91	27.25	37.25	47.01
Elementary school teachers	20.06	27.54	34.32	42.99	47.95
Librarians, archivists, and curators	16.49	17.12	24.16	37.27	49.06
Librarians	16.49	17.12	24.16	37.27	49.06
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.47	12.99	17.35	22.95	24.00
Social workers	12.47	12.99	17.35	22.95	24.00
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.54	17.01	21.15	30.36	44.10
Technical	14.09	16.37	20.00	27.66	107.01
Clinical laboratory technologists and technicians	13.13	14.16	15.53	24.36	26.80
Radiological technicians	21.94	22.55	22.70	26.50	26.58
Licensed practical nurses	13.84	15.23	16.90	17.50	19.82
Health technologists and technicians, n.e.c.	13.56	14.70	16.01	20.00	21.78
Executive, administrative, and managerial	16.25	18.38	27.93	36.06	48.00
Executives, administrators, and managers	18.38	21.35	30.64	45.20	55.93
Financial managers	26.45	28.61	30.58	33.02	36.06
Managers and administrators, n.e.c.	25.11	28.61	37.50	48.00	124.11
Management related	13.76	17.31	20.66	28.61	32.75
Accountants and auditors	12.71	13.89	18.84	28.85	28.85
Management related, n.e.c.	17.10	17.94	20.30	26.22	34.62
Sales	6.25	7.00	9.50	13.66	19.87
Supervisors, sales	7.25	10.75	15.87	21.85	48.51
Sales workers, other commodities	6.25	7.20	8.70	10.64	12.00
Cashiers	6.25	6.25	7.33	11.94	13.66
Administrative support, including clerical	9.23	11.21	13.71	16.43	20.60
Secretaries	12.00	12.70	15.85	17.83	19.83
Hotel clerks	12.59	14.73	15.81	16.05	16.75
Transportation ticket and reservation agents	8.32	10.50	12.22	17.19	24.16
Receptionists	8.10	9.68	11.69	12.69	15.05
Records clerks, n.e.c.	8.62	11.25	13.34	15.00	19.97
Bookkeepers, accounting and auditing clerks	9.23	10.09	11.88	13.96	15.47
Payroll and timekeeping clerks	12.00	13.50	20.60	20.60	21.43
Telephone operators	11.44	12.13	13.41	14.23	14.30
Stock and inventory clerks	9.00	9.50	10.38	15.72	20.00
General office clerks	7.95	9.98	14.19	15.38	19.62
Administrative support, n.e.c.	9.23	11.00	12.71	13.37	15.67
Blue collar	7.37	9.85	14.94	21.50	28.30
Precision production, craft, and repair	7.43	15.04	20.49	26.67	33.94
Mechanics and repairers, n.e.c.	15.00	16.92	17.74	29.46	31.84
Machine operators, assemblers, and inspectors	12.63	16.19	19.08	26.28	31.38
Transportation and material moving	7.20	8.58	13.10	21.27	21.67
Truck drivers	7.20	8.00	11.00	14.04	16.79
Taxicab drivers and chauffeurs	7.50	7.50	10.54	11.74	16.70
Industrial truck and tractor equipment operators ..	9.00	12.42	16.04	16.45	28.50
Handlers, equipment cleaners, helpers, and laborers	7.25	9.00	11.43	16.02	23.25

See footnotes at end of table.

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

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers					
—Continued					
Groundskeepers and gardeners, except farm	\$8.50	\$10.65	\$11.63	\$12.40	\$13.45
Construction laborers	10.65	12.65	23.25	23.25	23.25
Stock handlers and baggers	6.35	7.38	9.88	13.00	13.63
Freight, stock, and material handlers, n.e.c.	10.57	10.88	14.75	23.07	25.21
Vehicle washers and equipment cleaners	6.25	6.50	7.50	19.05	21.39
Laborers, except construction, n.e.c.	10.12	10.12	12.87	13.29	14.35
Service					
Protective service	6.07	6.38	9.77	12.65	13.89
Guards and police, except public service	7.00	8.00	8.50	10.50	13.12
Food service	7.00	7.62	8.48	10.36	13.00
Waiters, waitresses, and bartenders	6.00	6.25	6.38	10.02	13.76
Bartenders	6.00	6.00	6.25	6.35	6.54
Waiters and waitresses	6.00	6.00	14.38	16.91	17.98
Waiters/Waitresses' assistants	6.00	6.00	6.24	6.33	6.38
Other food service	6.00	6.00	6.25	6.43	6.75
Supervisors, food preparation and service	6.25	6.25	8.50	12.75	16.19
Cooks	7.50	7.50	9.61	11.48	13.77
Food counter, fountain, and related	7.25	9.46	11.26	16.86	18.46
Kitchen workers, food preparation	5.75	6.05	6.25	6.40	7.83
Food preparation, n.e.c.	6.25	9.29	10.37	12.53	12.72
Health service	6.25	6.50	8.50	13.49	13.65
Health aides, except nursing	9.97	11.44	12.72	13.77	14.92
Nursing aides, orderlies and attendants	11.45	12.14	13.36	15.23	15.97
Cleaning and building service	9.54	11.34	12.15	13.70	14.19
Maids and housemen	7.25	10.05	11.71	12.92	13.49
Janitors and cleaners	10.76	11.51	12.65	12.92	12.95
Personal service	6.25	7.32	10.05	12.00	13.59
Supervisors, personal service	6.25	7.00	10.16	11.80	17.08
Baggage porters and bellhops	10.58	11.59	16.01	24.58	24.58
Early childhood teachers' assistants	6.25	6.25	6.30	6.88	7.75
	8.25	8.75	10.25	12.92	13.82

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.93	\$13.84	\$17.55	\$26.09	\$35.00
All excluding sales	11.93	13.84	17.63	26.09	35.00
White collar	13.47	15.60	21.09	30.61	36.98
White collar excluding sales	13.47	15.60	21.35	30.71	37.36
Professional specialty and technical	17.63	21.09	26.67	34.76	42.20
Professional specialty	18.01	23.22	29.63	35.85	43.47
Engineers, architects, and surveyors	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	19.49	23.95	29.75	35.85	42.20
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Technical	16.87	18.99	21.09	21.93	24.20
Executive, administrative, and managerial	15.60	15.60	24.67	30.46	35.00
Executives, administrators, and managers	-	-	-	-	-
Management related	15.60	15.60	20.28	31.70	35.00
Sales	-	-	-	-	-
Administrative support, including clerical	10.14	11.87	14.29	16.22	18.25
Blue collar	11.93	12.78	13.84	14.41	20.46
Precision production, craft, and repair	13.84	13.84	13.84	19.19	26.09
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	-	-	-	-	-
Service	6.25	11.93	12.64	17.20	21.17
Protective service	14.62	16.07	18.37	21.17	24.97
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	6.00	11.93	11.93	12.64	12.64
Personal service	-	-	-	-	-

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	10	25	Median 50	75	90
All	\$7.95	\$11.71	\$15.40	\$23.22	\$32.67
All excluding sales	8.50	11.93	15.60	23.73	32.90
White collar	10.24	13.90	18.44	28.87	37.27
White collar excluding sales	11.88	14.83	19.85	29.84	37.50
Professional specialty and technical	16.65	20.28	26.78	34.74	43.48
Professional specialty	17.86	22.81	29.64	35.85	43.48
Engineers, architects, and surveyors	18.01	21.93	23.73	29.25	31.73
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	23.00	26.91	29.84	32.60	50.10
Registered nurses	25.06	27.79	29.84	30.89	32.89
Teachers, college and university	24.92	39.73	54.07	66.84	66.84
Teachers, except college and university	18.74	23.22	29.64	35.85	42.20
Elementary school teachers	23.22	26.78	31.68	36.46	43.47
Librarians, archivists, and curators	16.49	17.12	24.16	37.27	49.06
Librarians	16.49	17.12	24.16	37.27	49.06
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.73	17.34	25.66	30.02	31.21
Social workers	12.73	17.34	25.66	30.02	31.21
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.72	18.80	21.15	25.00	30.36
Technical	14.90	17.06	20.66	24.75	68.54
Clinical laboratory technologists and technicians	13.13	14.90	16.97	24.64	26.80
Radiological technicians	22.19	22.55	22.70	26.50	26.58
Licensed practical nurses	14.35	15.21	16.90	17.14	18.35
Health technologists and technicians, n.e.c.	13.56	13.91	14.90	16.42	23.09
Executive, administrative, and managerial	15.60	18.26	27.15	32.75	44.82
Executives, administrators, and managers	18.38	22.74	28.87	42.98	48.14
Financial managers	26.45	28.61	30.58	33.02	36.06
Managers and administrators, n.e.c.	25.11	28.61	37.50	48.00	124.11
Management related	15.60	15.60	20.66	30.46	35.00
Accountants and auditors	12.71	15.61	18.84	28.85	30.58
Management related, n.e.c.	17.44	18.92	26.22	31.70	34.62
Sales	6.25	7.00	11.07	15.00	21.24
Supervisors, sales	7.25	10.75	15.87	21.85	48.51
Cashiers	6.25	6.25	8.50	13.11	14.87
Administrative support, including clerical	9.36	11.50	14.04	16.43	19.73
Secretaries	12.16	13.47	16.69	18.62	19.73
Hotel clerks	12.59	14.99	15.81	16.31	16.75
Transportation ticket and reservation agents	9.93	10.82	13.19	15.82	24.14
Receptionists	8.26	10.45	11.56	12.69	14.51
Records clerks, n.e.c.	8.62	11.25	13.34	15.00	19.97
Bookkeepers, accounting and auditing clerks	9.23	10.24	11.88	14.19	15.28
Payroll and timekeeping clerks	12.00	13.50	20.60	20.60	21.43
Telephone operators	11.44	12.13	13.41	14.23	14.73
Stock and inventory clerks	9.00	9.50	10.38	15.72	20.00
General office clerks	8.65	9.36	12.38	15.00	19.62
Administrative support, n.e.c.	9.23	11.34	12.96	13.37	15.67
Blue collar	8.00	11.55	14.35	21.37	26.55
Precision production, craft, and repair	10.62	13.84	18.75	26.09	32.90
Mechanics and repairers, n.e.c.	15.00	16.94	17.74	29.46	31.84
Plumbers, pipefitters and steamfitters	14.79	15.93	22.33	22.43	30.30
Machine operators, assemblers, and inspectors	13.16	16.19	19.08	26.42	31.38
Transportation and material moving	7.50	9.45	13.82	20.09	21.67
Truck drivers	7.50	8.60	12.52	14.04	14.43
Taxicab drivers and chauffeurs	7.50	7.50	10.54	11.74	16.70
Industrial truck and tractor equipment operators ..	9.50	14.00	16.45	19.00	28.50
Handlers, equipment cleaners, helpers, and laborers	8.25	10.00	12.40	14.40	23.25
Groundskeepers and gardeners, except farm	9.80	10.82	11.93	12.19	12.87

See footnotes at end of table.

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

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers					
—Continued					
Construction laborers	\$10.65	\$12.65	\$23.25	\$23.25	\$23.25
Freight, stock, and material handlers, n.e.c.	10.00	10.88	14.94	23.25	25.23
Vehicle washers and equipment cleaners	6.25	6.50	7.50	19.05	21.39
Laborers, except construction, n.e.c.	10.12	10.12	12.87	13.29	14.35
Service					
Protective service	6.25	8.00	11.69	13.37	16.91
Guards and police, except public service	8.00	9.00	14.62	18.06	22.05
Food service	7.25	8.00	8.97	10.50	13.12
Waiters, waitresses, and bartenders	6.00	6.25	7.00	12.32	16.10
Bartenders	6.00	6.00	6.25	6.38	6.52
Waiters and waitresses	6.00	6.00	15.31	16.91	17.98
Waiters/Waitresses' assistants	6.00	6.00	6.25	6.33	6.38
Other food service	6.25	6.38	6.43	6.43	6.75
Cooks	6.25	8.00	11.00	13.61	16.86
Food counter, fountain, and related	8.00	10.00	12.50	16.86	18.34
Kitchen workers, food preparation	5.50	6.05	7.00	8.06	10.50
Food preparation, n.e.c.	9.29	11.50	12.72	12.72	16.19
Health service	6.25	7.00	10.81	13.53	13.65
Health aides, except nursing	9.97	11.39	12.58	13.70	14.92
Nursing aides, orderlies and attendants	11.45	11.88	13.36	15.52	15.97
Cleaning and building service	9.54	11.39	12.04	13.70	14.19
Maid and housemen	10.00	11.51	11.93	12.65	12.95
Janitors and cleaners	10.76	11.51	12.65	12.92	12.95
Personal service	7.00	10.05	11.81	11.93	13.49
Supervisors, personal service	6.30	7.00	10.70	12.57	21.58
Baggage porters and bellhops	10.58	11.59	16.01	24.58	24.58
	6.25	6.25	6.25	6.30	6.58

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, February 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$6.25	\$8.00	\$11.92	\$19.50
All excluding sales	6.00	6.25	8.00	12.04	20.00
White collar	6.25	7.50	10.61	16.90	28.48
White collar excluding sales	7.50	10.61	16.80	25.63	30.89
Professional specialty and technical	12.37	20.00	25.63	30.89	44.10
Professional specialty	11.54	20.00	29.12	31.50	44.10
Health related	20.00	25.63	29.21	30.89	34.78
Registered nurses	20.00	25.63	29.21	30.89	30.89
Teachers, except college and university	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Sales	6.25	6.79	8.28	10.68	12.87
Sales workers, other commodities	7.00	7.50	8.90	10.95	12.00
Cashiers	6.25	6.25	7.00	9.50	12.10
Administrative support, including clerical	6.76	9.59	12.22	15.20	19.50
Transportation ticket and reservation agents	6.63	10.10	12.22	18.21	24.26
Blue collar	6.25	6.35	8.00	12.42	13.64
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	6.25	6.25	7.80	12.42	15.86
Handlers, equipment cleaners, helpers, and laborers	6.25	6.76	8.25	13.58	13.64
Stock handlers and baggers	6.25	6.35	7.49	8.50	10.91
Freight, stock, and material handlers, n.e.c.	10.57	10.57	11.46	22.96	23.07
Service	6.00	6.25	6.50	9.00	11.93
Protective service	6.33	7.25	8.00	9.25	12.33
Guards and police, except public service	6.25	7.00	8.00	8.50	10.50
Food service	6.00	6.00	6.25	6.50	10.00
Waiters, waitresses, and bartenders	6.00	6.00	6.00	6.25	7.00
Waiters and waitresses	6.00	6.00	6.00	6.25	7.00
Waiters/Waitresses' assistants	6.00	6.00	6.00	6.25	6.25
Other food service	5.75	6.25	6.25	7.25	10.37
Food counter, fountain, and related	5.75	6.25	6.25	6.25	6.25
Kitchen workers, food preparation	6.25	6.25	10.00	10.37	12.04
Food preparation, n.e.c.	6.25	6.25	6.50	9.05	10.94
Health service	6.25	6.25	11.34	12.58	14.16
Nursing aides, orderlies and attendants	11.91	11.91	11.91	13.02	13.70
Cleaning and building service	6.00	6.25	7.98	11.51	11.93
Maids and housemen	9.99	10.84	11.51	11.51	12.67
Janitors and cleaners	6.00	6.00	6.25	11.47	11.93
Personal service	6.00	6.25	8.68	8.68	10.30

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Honolulu, HI, Metropolitan Statistical Area consists of Honolulu 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 necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

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

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

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

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

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

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

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely

on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

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

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

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

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

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

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,134
Total in sample	397
Responding	244
Out of business or not in survey scope	29
Unable or refused to provide data	124

In this survey, the nonresponse rate for private industry exceeded regular survey standards.

Estimation

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

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

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

Percentiles

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

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

Data reliability

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

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

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

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

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Honolulu, HI, February 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	187,300	138,700	48,600
All excluding sales	169,600	121,500	48,100
White collar	100,600	68,000	32,600
White-collar excluding sales	82,900	50,800	32,100
Professional specialty and technical	38,300	20,500	17,900
Professional specialty	30,300	15,100	15,200
Technical	8,000	5,300	2,600
Executive, administrative, and managerial	13,600	8,600	5,000
Sales	17,600	17,100	–
Administrative support, including clerical	31,000	21,800	9,300
Blue collar	32,400	27,400	5,000
Precision production, craft, and repair	10,700	8,500	2,200
Machine operators, assemblers, and inspectors	1,200	1,200	–
Transportation and material moving	9,400	8,200	–
Handlers, equipment cleaners, helpers, and laborers	11,200	9,500	–
Service	54,300	43,300	10,900

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.