

St. Louis, MO–IL National Compensation Survey June 2003



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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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Contents

	<i>Page</i>
Introduction	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government	6
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government	9
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government	10
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government	13
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government	16
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government	22
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government	28
5–1. Selected worker characteristics: Mean hourly earnings by occupational group	30
5–2. Major industry division: Mean hourly earnings by occupational group, private industry	31
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry	32
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	33
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry	36
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	38
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	40
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	43
Appendixes:	
A. Technical Note	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group	A – 5
B. Occupational Classifications	B – 1
C. Occupational Leveling Criteria	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the St. Louis, MO–IL, metropolitan area. Data were collected between December 2002 and January 2004; the average reference month is June 2003. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

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

About the tables

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

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

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$18.56	2.2	35.7	\$18.15	2.4	35.4	\$20.45	4.2	37.3
Worker characteristics:⁴									
White-collar occupations ⁵	21.45	2.6	36.3	21.17	2.7	36.2	22.41	6.4	36.8
Professional specialty and technical	25.72	3.4	36.3	25.94	3.2	36.2	25.26	8.0	36.3
Executive, administrative, and managerial	29.23	5.6	40.0	29.75	6.4	40.2	26.86	11.3	39.2
Sales	13.40	6.1	28.9	13.43	6.1	29.0	—	—	—
Administrative support	13.80	1.6	37.9	14.04	1.9	38.1	12.74	2.9	37.4
Blue-collar occupations ⁵	17.72	2.0	38.1	17.84	2.1	38.1	15.99	4.1	38.8
Precision production, craft, and repair	22.75	3.4	39.7	23.42	3.5	39.7	15.98	6.9	39.8
Machine operators, assemblers, and inspectors	16.09	1.5	39.4	16.09	1.5	39.4	—	—	—
Transportation and material moving	16.62	5.9	36.8	16.59	6.9	36.9	16.76	3.1	36.1
Handlers, equipment cleaners, helpers, and laborers	13.22	4.6	34.7	13.05	5.0	34.3	15.17	4.1	40.0
Service occupations ⁵	10.60	2.8	30.5	9.06	1.8	28.8	16.02	4.8	38.2
Full time	19.54	2.2	39.3	19.27	2.5	39.5	20.65	4.0	38.6
Part time	10.09	4.7	19.8	9.77	5.0	19.8	14.90	13.2	19.0
Union	20.52	2.8	36.6	19.82	3.3	36.6	23.15	2.9	36.6
Nonunion	17.79	2.8	35.3	17.53	3.1	34.9	19.09	5.6	37.6
Time	18.39	2.2	35.6	17.92	2.5	35.2	20.45	4.2	37.3
Incentive	25.74	20.8	39.7	25.74	20.8	39.7	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	21.19	3.2	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.57	3.4	33.4	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	14.89	4.9	33.4	14.64	5.2	33.3	19.64	7.0	34.3
100-499 workers	16.24	3.8	35.7	16.00	4.1	35.7	19.37	2.9	35.8
500 workers or more	22.08	2.4	36.8	22.75	3.0	36.4	20.69	5.0	37.7

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, St. Louis, MO-IL, June 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.56	2.2	\$18.15	2.4	\$20.45	4.2
All excluding sales	18.87	2.3	18.49	2.6	20.47	4.2
White collar	21.45	2.6	21.17	2.7	22.41	6.4
White collar excluding sales	22.37	2.7	22.35	2.8	22.45	6.4
Professional specialty and technical	25.72	3.4	25.94	3.2	25.26	8.0
Professional specialty	27.22	3.6	27.09	3.9	27.42	7.3
Engineers, architects, and surveyors	30.42	2.0	30.47	2.0	—	—
Civil engineers	27.71	5.4	27.89	5.7	—	—
Mathematical and computer scientists	29.74	4.6	31.33	4.4	—	—
Computer systems analysts and scientists	29.52	5.2	31.23	4.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.11	4.4	25.04	2.0	46.04	16.0
Physicians	57.27	4.6	49.93	5.5	—	—
Registered nurses	22.99	2.4	23.08	2.5	21.54	6.4
Pharmacists	39.16	3.3	40.06	1.1	—	—
Occupational therapists	21.64	2.9	21.64	2.9	—	—
Physical therapists	22.56	10.9	22.56	10.9	—	—
Teachers, college and university	38.07	18.3	—	—	27.36	16.7
Other post-secondary teachers	27.02	13.7	28.64	11.5	—	—
Teachers, except college and university	29.11	2.0	17.33	11.1	30.26	2.5
Elementary school teachers	31.55	3.5	—	—	32.68	1.4
Secondary school teachers	33.28	6.2	—	—	34.36	6.6
Teachers, special education	24.61	8.7	—	—	24.61	8.7
Teachers, n.e.c.	17.45	11.5	19.24	7.3	16.47	15.6
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	26.43	11.6	—	—	—	—
Social, recreation, and religious workers	15.48	9.3	13.75	7.1	16.24	12.6
Social workers	15.45	9.5	13.54	7.2	16.24	12.6
Lawyers and judges	24.93	10.6	—	—	—	—
Lawyers	24.93	10.6	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.75	10.7	20.85	10.9	—	—
Technical	19.91	2.7	22.45	2.0	8.96	1.9
Clinical laboratory technologists and technicians	19.65	11.4	19.65	11.4	—	—
Radiological technicians	22.00	7.0	22.00	7.0	—	—
Licensed practical nurses	12.82	3.7	16.20	2.5	—	—
Health technologists and technicians, n.e.c.	14.15	10.7	—	—	—	—
Drafters	18.73	2.8	18.73	2.8	—	—
Computer programmers	29.42	8.5	29.42	8.5	—	—
Technical and related, n.e.c.	19.81	20.6	—	—	—	—
Executive, administrative, and managerial	29.23	5.6	29.75	6.4	26.86	11.3
Executives, administrators, and managers	35.05	7.1	35.27	7.9	33.91	14.2
Administrators and officials, public administration	29.87	5.1	—	—	29.87	5.1
Financial managers	38.14	19.4	38.14	19.4	—	—
Managers, marketing, advertising, and public relations	36.43	31.0	36.43	31.0	—	—
Administrators, education and related fields	39.51	14.7	38.48	20.7	40.04	18.9
Managers, medicine and health	33.06	2.7	33.06	2.7	—	—
Managers, service organizations, n.e.c.	23.71	23.7	—	—	—	—
Managers and administrators, n.e.c.	38.51	10.5	38.66	10.5	—	—
Management related	20.74	3.4	21.21	4.1	18.93	5.4
Accountants and auditors	21.30	6.5	20.45	5.6	—	—
Other financial officers	23.86	9.2	—	—	—	—
Personnel, training, and labor relations specialists	20.27	4.4	20.55	5.4	—	—
Purchasing agents and buyers, n.e.c.	25.18	6.5	—	—	—	—
Construction inspectors	18.95	4.1	—	—	18.02	6.8
Management related, n.e.c.	19.54	5.5	20.30	6.4	15.46	4.4
Sales	13.40	6.1	13.43	6.1	—	—
Supervisors, sales	19.86	24.3	—	—	—	—
Sales workers, apparel	8.13	8.0	8.13	8.0	—	—
Sales counter clerks	10.64	10.1	10.64	10.1	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Sales –Continued						
Cashiers	\$8.52	5.9	\$8.52	5.9	–	–
Administrative support, including clerical						
Secretaries	13.80	1.6	14.04	1.9	\$12.74	2.9
Typists	15.33	2.4	15.96	3.2	14.01	3.1
Receptionists	11.78	9.9	–	–	–	–
Library clerks	12.10	6.1	12.18	6.3	–	–
Records clerks, n.e.c.	11.03	5.3	–	–	10.61	4.6
Bookkeepers, accounting and auditing clerks	12.21	5.6	12.35	6.3	–	–
Traffic, shipping and receiving clerks	13.67	4.1	13.60	4.6	–	–
Stock and inventory clerks	11.18	5.0	11.18	5.0	–	–
Investigators and adjusters, except insurance	12.94	10.2	13.10	11.0	–	–
Bill and account collectors	16.00	10.7	16.19	11.6	–	–
General office clerks	17.45	8.9	17.45	8.9	–	–
Bank tellers	11.90	6.1	11.73	7.3	12.70	5.3
Teachers' aides	10.24	1.5	10.24	1.5	–	–
Administrative support, n.e.c.	11.75	10.0	–	–	11.75	10.0
Administrative support, n.e.c.	13.49	5.7	13.55	5.9	–	–
Blue collar	17.72	2.0	17.84	2.1	15.99	4.1
Precision production, craft, and repair						
Supervisors, mechanics and repairers	22.75	3.4	23.42	3.5	15.98	6.9
Industrial machinery repairers	26.58	11.4	26.58	11.4	–	–
Mechanics and repairers, n.e.c.	24.69	8.4	24.69	8.4	–	–
Carpenters	17.42	4.1	18.04	3.4	–	–
Electricians	28.57	4.3	28.57	4.3	–	–
Plumbers, pipefitters and steamfitters	29.27	4.7	29.27	4.7	–	–
Supervisors, production	22.50	9.2	24.91	4.9	–	–
Machinists	23.24	3.8	23.24	3.8	–	–
Machinists	22.53	10.8	22.53	10.8	–	–
Machine operators, assemblers, and inspectors						
Printing press operators	16.09	1.5	16.09	1.5	–	–
Painting and paint spraying machine operators ...	16.85	12.8	16.85	12.8	–	–
Miscellaneous machine operators, n.e.c.	18.22	6.9	18.22	6.9	–	–
Welders and cutters	14.33	10.8	14.33	10.8	–	–
Assemblers	14.33	12.8	14.33	12.8	–	–
Production inspectors, checkers and examiners ..	19.05	7.1	19.05	7.1	–	–
Production inspectors, checkers and examiners ..	14.70	4.6	14.70	4.6	–	–
Transportation and material moving						
Truck drivers	16.62	5.9	16.59	6.9	16.76	3.1
Bus drivers	14.53	11.5	14.49	11.6	–	–
Industrial truck and tractor equipment operators ..	14.36	6.6	–	–	–	–
Industrial truck and tractor equipment operators ..	16.70	4.6	16.70	4.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Construction laborers	13.22	4.6	13.05	5.0	15.17	4.1
Production laborers	17.16	1.9	17.49	3.6	–	–
Stock handlers and baggers	11.76	9.3	11.76	9.3	–	–
Freight, stock, and material handlers, n.e.c.	9.97	6.0	9.97	6.0	–	–
Laborers, except construction, n.e.c.	19.78	3.3	19.78	3.3	–	–
Laborers, except construction, n.e.c.	13.51	10.4	13.21	13.3	14.53	4.2
Service						
Protective service	10.60	2.8	9.06	1.8	16.02	4.8
Police and detectives, public service	17.14	3.9	11.69	11.9	18.65	4.0
Guards and police, except public service	19.43	2.7	–	–	19.43	2.7
Food service	12.25	15.2	11.94	16.5	–	–
Waiters, waitresses, and bartenders	7.38	5.6	7.32	6.1	8.35	3.8
Waiters and waitresses	5.62	20.7	5.62	20.7	–	–
Waiters'/Waitresses' assistants	6.08	27.1	6.08	27.1	–	–
Other food service	3.92	12.3	3.92	12.3	–	–
Supervisors, food preparation and service	7.90	2.7	7.86	3.0	8.35	3.8
Cooks	11.30	16.6	11.30	16.6	–	–
Kitchen workers, food preparation	9.98	11.4	9.95	12.3	–	–
Kitchen workers, food preparation	6.93	10.2	6.68	14.7	–	–

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$6.96	2.1	\$6.90	2.3	—	—
Health service	10.09	2.1	9.85	2.5	\$13.71	5.2
Health aides, except nursing	9.01	11.1	8.69	11.3	—	—
Nursing aides, orderlies and attendants	10.21	3.6	9.94	3.8	—	—
Cleaning and building service	9.94	5.0	9.24	6.0	12.18	10.0
Maids and housemen	8.25	4.3	8.25	4.5	—	—
Janitors and cleaners	9.41	6.9	8.90	6.8	11.22	3.7
Personal service	13.62	18.6	13.74	20.0	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.54	2.2	\$19.27	2.5	\$20.65	4.0
All excluding sales	19.63	2.4	19.37	2.7	20.66	4.0
White collar	22.18	2.7	22.06	2.9	22.56	6.3
White collar excluding sales	22.55	2.7	22.53	3.0	22.58	6.3
Professional specialty and technical	25.74	3.6	25.95	3.5	25.34	8.3
Professional specialty	27.28	3.8	27.10	4.2	27.58	7.6
Engineers, architects, and surveyors	30.42	2.0	30.47	2.0	—	—
Civil engineers	27.71	5.4	27.89	5.7	—	—
Mathematical and computer scientists	29.74	4.6	31.33	4.4	—	—
Computer systems analysts and scientists	29.52	5.2	31.23	4.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.89	5.5	24.58	3.5	46.04	17.4
Physicians	53.50	12.0	40.80	25.7	—	—
Registered nurses	22.95	2.7	23.06	2.8	—	—
Pharmacists	38.81	3.5	39.74	1.4	—	—
Occupational therapists	21.31	2.6	21.31	2.6	—	—
Teachers, college and university	40.00	16.6	—	—	28.47	18.1
Other post-secondary teachers	27.33	16.3	—	—	—	—
Teachers, except college and university	29.71	2.3	17.58	14.2	30.76	3.1
Elementary school teachers	31.55	3.5	—	—	32.68	1.4
Secondary school teachers	33.45	6.1	—	—	34.36	6.6
Teachers, special education	24.61	8.7	—	—	24.61	8.7
Teachers, n.e.c.	17.06	20.5	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	26.43	11.6	—	—	—	—
Social, recreation, and religious workers	15.48	9.3	13.74	7.2	16.24	12.6
Social workers	15.45	9.5	13.54	7.2	16.24	12.6
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.75	10.7	20.85	10.9	—	—
Technical	19.93	2.8	22.56	2.0	8.96	1.9
Clinical laboratory technologists and technicians	19.76	11.8	19.76	11.8	—	—
Radiological technicians	21.94	8.1	21.94	8.1	—	—
Licensed practical nurses	12.64	3.7	16.08	2.5	—	—
Health technologists and technicians, n.e.c.	14.11	11.0	—	—	—	—
Drafters	18.73	2.8	18.73	2.8	—	—
Computer programmers	29.42	8.5	29.42	8.5	—	—
Technical and related, n.e.c.	19.81	20.6	—	—	—	—
Executive, administrative, and managerial	29.33	5.5	29.90	6.2	26.77	11.3
Executives, administrators, and managers	35.30	7.0	35.60	7.8	33.74	14.5
Administrators and officials, public administration	29.41	6.5	—	—	29.41	6.5
Financial managers	38.14	19.4	38.14	19.4	—	—
Managers, marketing, advertising, and public relations	36.43	31.0	36.43	31.0	—	—
Administrators, education and related fields	39.51	14.7	38.48	20.7	40.04	18.9
Managers, medicine and health	33.06	2.7	33.06	2.7	—	—
Managers and administrators, n.e.c.	38.51	10.5	38.66	10.5	—	—
Management related	20.74	3.4	21.21	4.1	18.93	5.4
Accountants and auditors	21.30	6.5	20.45	5.6	—	—
Other financial officers	23.86	9.2	—	—	—	—
Personnel, training, and labor relations specialists	20.27	4.4	20.55	5.4	—	—
Purchasing agents and buyers, n.e.c.	25.18	6.5	—	—	—	—
Construction inspectors	18.95	4.1	—	—	18.02	6.8
Management related, n.e.c.	19.54	5.5	20.30	6.4	15.46	4.4
Sales	17.01	7.0	17.04	7.1	—	—
Supervisors, sales	19.86	24.3	—	—	—	—
Cashiers	10.23	4.3	10.23	4.3	—	—
Administrative support, including clerical	13.98	1.6	14.22	2.0	12.91	2.3
Secretaries	15.50	2.5	16.14	3.7	14.20	2.5
Typists	11.78	9.9	—	—	—	—

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Receptionists	\$12.20	6.4	\$12.25	6.6	–	–
Records clerks, n.e.c.	12.76	3.6	13.04	4.1	–	–
Bookkeepers, accounting and auditing clerks	13.67	4.1	13.60	4.6	–	–
Traffic, shipping and receiving clerks	11.18	5.0	11.18	5.0	–	–
Stock and inventory clerks	12.94	10.2	13.10	11.0	–	–
Investigators and adjusters, except insurance	16.00	10.7	16.19	11.6	–	–
Bill and account collectors	18.21	9.4	18.21	9.4	–	–
General office clerks	12.12	6.7	11.94	8.2	\$12.87	5.3
Bank tellers	10.45	.2	10.45	.2	–	–
Teachers' aides	12.05	7.0	–	–	12.05	7.0
Administrative support, n.e.c.	13.63	6.0	13.70	6.3	–	–
Blue collar	18.24	1.7	18.39	1.8	16.09	4.2
Precision production, craft, and repair						
Supervisors, mechanics and repairers	22.83	3.3	23.51	3.4	16.00	7.1
Industrial machinery repairers	26.58	11.4	26.58	11.4	–	–
Mechanics and repairers, n.e.c.	24.69	8.4	24.69	8.4	–	–
Carpenters	17.42	4.1	18.04	3.4	–	–
Electricians	28.56	4.5	28.56	4.5	–	–
Plumbers, pipefitters and steamfitters	29.27	4.7	29.27	4.7	–	–
Supervisors, production	22.50	9.2	24.91	4.9	–	–
Machinists	23.24	3.8	23.24	3.8	–	–
.....	22.53	10.8	22.53	10.8	–	–
Machine operators, assemblers, and inspectors						
Printing press operators	16.22	1.7	16.22	1.7	–	–
Painting and paint spraying machine operators ...	16.85	12.8	16.85	12.8	–	–
Miscellaneous machine operators, n.e.c.	18.22	6.9	18.22	6.9	–	–
Welders and cutters	14.33	10.8	14.33	10.8	–	–
Assemblers	14.33	12.8	14.33	12.8	–	–
Production inspectors, checkers and examiners ..	19.38	7.7	19.38	7.7	–	–
.....	14.70	4.6	14.70	4.6	–	–
Transportation and material moving						
Truck drivers	17.17	5.4	17.16	6.3	17.22	3.1
Industrial truck and tractor equipment operators ..	14.30	12.0	14.26	12.1	–	–
.....	16.70	4.6	16.70	4.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Construction laborers	14.26	4.4	14.16	4.9	15.17	4.1
Production helpers	16.90	.9	–	–	–	–
Freight, stock, and material handlers, n.e.c.	11.76	9.3	11.76	9.3	–	–
Laborers, except construction, n.e.c.	19.81	3.5	19.81	3.5	–	–
.....	13.52	10.4	13.22	13.5	14.53	4.2
Service						
Protective service	11.77	4.8	9.98	4.0	16.34	5.0
Police and detectives, public service	17.49	5.7	12.29	18.5	18.66	4.0
Guards and police, except public service	19.46	2.7	–	–	19.46	2.7
Food service	12.15	16.1	11.80	17.7	–	–
Waiters, waitresses, and bartenders	8.37	5.9	8.38	6.5	–	–
Waiters and waitresses	6.05	26.7	6.05	26.7	–	–
Other food service	6.66	28.7	6.66	28.7	–	–
Supervisors, food preparation and service	9.18	3.7	9.30	4.5	–	–
Cooks	11.30	16.6	11.30	16.6	–	–
Kitchen workers, food preparation	11.43	11.5	11.48	12.6	–	–
Food preparation, n.e.c.	8.03	8.2	8.20	13.1	–	–
Health service	7.76	2.9	7.76	2.9	–	–
Health aides, except nursing	10.11	3.2	9.75	4.2	13.71	5.2
Nursing aides, orderlies and attendants	9.31	8.6	8.90	8.1	–	–
.....	10.28	4.4	9.90	5.4	–	–

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$10.05	5.4	\$9.33	6.3	\$12.55	9.8
Maids and housemen	8.32	4.9	8.32	5.1	—	—
Janitors and cleaners	9.47	7.4	8.95	7.2	11.57	3.2
Personal service	14.20	24.1	14.32	25.9	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$10.09	4.7	\$9.77	5.0	\$14.90	13.2
All excluding sales	10.59	5.6	10.21	6.0	15.11	13.2
White collar	13.08	8.3	12.64	8.8	17.60	21.3
White collar excluding sales	18.43	10.4	18.51	11.8	18.09	21.8
Professional specialty and technical	25.11	9.1	25.73	10.7	22.79	14.2
Professional specialty	26.00	10.8	27.03	13.2	22.79	14.2
Health related	28.76	13.2	28.13	13.9	-	-
Registered nurses	23.18	1.3	23.17	1.4	-	-
Teachers, college and university	24.33	1.9	-	-	-	-
Teachers, except college and university	16.59	21.7	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-
Technical	19.34	5.9	19.34	5.9	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Sales	8.36	4.6	8.37	4.6	-	-
Sales counter clerks	10.82	6.1	10.82	6.1	-	-
Cashiers	8.05	4.9	8.05	5.0	-	-
Administrative support, including clerical	10.90	6.1	11.20	7.1	9.25	2.5
Secretaries	12.61	9.9	-	-	-	-
General office clerks	10.21	1.3	-	-	-	-
Blue collar	9.70	6.4	9.55	6.8	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	12.10	17.8	11.90	21.9	-	-
Handlers, equipment cleaners, helpers, and laborers	8.69	7.3	8.69	7.3	-	-
Stock handlers and baggers	8.33	5.7	8.33	5.7	-	-
Service	7.11	5.5	6.99	6.0	9.81	5.5
Protective service	-	-	-	-	-	-
Food service	6.11	4.6	6.03	4.9	-	-
Waiters, waitresses, and bartenders	4.85	9.5	4.85	9.5	-	-
Waiters and waitresses	4.76	26.9	4.76	26.9	-	-
Waiters/Waitresses' assistants	4.79	23.9	4.79	23.9	-	-
Other food service	6.40	4.9	6.31	5.2	-	-
Cooks	8.06	10.5	8.07	10.7	-	-
Kitchen workers, food preparation	5.62	22.8	5.51	24.8	-	-
Food preparation, n.e.c.	6.36	2.6	6.22	3.1	-	-
Health service	10.05	5.8	10.05	5.8	-	-
Nursing aides, orderlies and attendants	10.04	6.4	10.04	6.4	-	-
Cleaning and building service	8.59	5.2	-	-	-	-
Janitors and cleaners	8.75	5.5	-	-	-	-
Personal service	-	-	-	-	-	-

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, St. Louis, MO-IL, June 2003

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$768	2.2	39.3	\$761	2.6	39.5	\$798	3.4	38.6
All excluding sales	771	2.4	39.3	764	2.8	39.5	798	3.4	38.6
White collar	871	2.6	39.3	876	2.9	39.7	858	5.7	38.0
White collar excluding sales	884	2.7	39.2	894	3.0	39.7	859	5.7	38.0
Professional specialty and technical	996	3.4	38.7	1,020	3.4	39.3	952	7.6	37.6
Professional specialty	1,056	3.7	38.7	1,074	4.1	39.6	1,027	7.0	37.2
Engineers, architects, and surveyors	1,223	2.1	40.2	1,225	2.2	40.2	-	-	-
Civil engineers	1,110	5.3	40.1	1,117	5.7	40.1	-	-	-
Mathematical and computer scientists	1,200	4.7	40.4	1,267	4.4	40.5	-	-	-
Computer systems analysts and scientists	1,192	5.2	40.4	1,265	4.8	40.5	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,053	5.6	39.2	961	3.6	39.1	1,835	17.5	39.9
Physicians	2,140	12.0	40.0	1,632	25.7	40.0	-	-	-
Registered nurses	893	2.4	38.9	895	2.5	38.8	-	-	-
Pharmacists	1,544	4.1	39.8	1,589	1.4	40.0	-	-	-
Occupational therapists	824	3.4	38.7	824	3.4	38.7	-	-	-
Teachers, college and university Other post-secondary teachers	1,632	15.3	40.8	-	-	-	1,285	18.9	45.1
Teachers, except college and university	1,039	15.2	38.0	-	-	-	-	-	-
Elementary school teachers ...	1,041	1.8	35.1	684	12.1	38.9	1,069	2.4	34.8
Secondary school teachers ...	1,089	2.7	34.5	-	-	-	1,118	.7	34.2
Teachers, special education ...	1,161	6.1	34.7	-	-	-	1,181	6.6	34.4
Teachers, n.e.c.	899	6.8	36.5	-	-	-	899	6.8	36.5
Librarians, archivists, and curators	604	20.6	35.4	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	1,046	10.8	39.6	-	-	-	-	-	-
Social workers	616	9.1	39.8	547	7.0	39.8	647	12.3	39.8
Lawyers and judges	616	9.3	39.9	541	7.2	40.0	647	12.3	39.8
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	829	10.8	40.0	833	11.0	40.0	-	-	-
Clinical laboratory technologists and technicians	771	2.9	38.7	866	2.2	38.4	358	1.9	40.0
Radiological technicians	785	12.0	39.7	785	12.0	39.7	-	-	-
Licensed practical nurses	868	9.1	39.5	868	9.1	39.5	-	-	-
Health technologists and technicians, n.e.c.	502	4.0	39.7	634	3.3	39.4	-	-	-
Drafters	564	11.0	40.0	-	-	-	-	-	-
Computer programmers	749	2.8	40.0	749	2.8	40.0	-	-	-
Technical and related, n.e.c. ...	1,177	8.5	40.0	1,177	8.5	40.0	-	-	-
Executive, administrative, and managerial	792	20.6	40.0	-	-	-	-	-	-
Executives, administrators, and managers	1,179	5.7	40.2	1,206	6.4	40.3	1,059	12.2	39.6
Administrators and officials, public administration	1,427	7.2	40.4	1,443	7.9	40.5	1,345	15.9	39.9
Financial managers	1,140	5.0	38.8	-	-	-	1,140	5.0	38.8
Managers, marketing, advertising, and public relations	1,543	19.5	40.5	1,543	19.5	40.5	-	-	-
	1,451	31.1	39.8	1,451	31.1	39.8	-	-	-

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators, education and related fields	\$1,596	16.3	40.4	\$1,512	19.5	39.3	\$1,642	21.4	41.0
Managers, medicine and health	1,308	2.1	39.6	1,308	2.1	39.6	—	—	—
Managers and administrators, n.e.c.	1,549	10.8	40.2	1,555	10.8	40.2	—	—	—
Management related	827	3.4	39.9	850	4.1	40.1	743	5.3	39.2
Accountants and auditors	839	6.4	39.4	808	5.7	39.5	—	—	—
Other financial officers	997	11.0	41.8	—	—	—	—	—	—
Personnel, training, and labor relations specialists	808	4.4	39.9	822	5.4	40.0	—	—	—
Purchasing agents and buyers, n.e.c.	1,007	6.5	40.0	—	—	—	—	—	—
Construction inspectors	752	5.1	39.7	—	—	—	712	9.1	39.5
Management related, n.e.c.	779	5.7	39.9	812	6.4	40.0	608	2.9	39.3
Sales	679	7.7	39.9	680	7.7	39.9	—	—	—
Supervisors, sales	810	26.1	40.8	—	—	—	—	—	—
Cashiers	372	9.3	36.4	372	9.3	36.4	—	—	—
Administrative support, including clerical	552	1.6	39.5	565	2.0	39.7	497	2.0	38.5
Secretaries	615	2.2	39.7	640	3.2	39.6	564	2.6	39.7
Typists	469	9.8	39.8	—	—	—	—	—	—
Receptionists	479	6.0	39.3	481	6.2	39.3	—	—	—
Records clerks, n.e.c.	521	6.2	40.9	541	7.0	41.5	—	—	—
Bookkeepers, accounting and auditing clerks	538	4.7	39.4	535	5.3	39.4	—	—	—
Traffic, shipping and receiving clerks	447	5.0	40.0	447	5.0	40.0	—	—	—
Stock and inventory clerks	507	10.6	39.2	524	11.0	40.0	—	—	—
Investigators and adjusters, except insurance	639	10.7	40.0	647	11.5	40.0	—	—	—
Bill and account collectors	728	9.4	40.0	728	9.4	40.0	—	—	—
General office clerks	481	6.7	39.7	476	8.2	39.9	501	4.9	38.9
Bank tellers	418	.2	40.0	418	.2	40.0	—	—	—
Teachers' aides	401	7.6	33.3	—	—	—	401	7.6	33.3
Administrative support, n.e.c.	545	6.0	40.0	548	6.3	40.0	—	—	—
Blue collar	729	1.7	39.9	735	1.9	40.0	638	3.3	39.6
Precision production, craft, and repair	913	3.4	40.0	940	3.4	40.0	640	7.1	40.0
Supervisors, mechanics and repairers	1,042	10.0	39.2	1,042	10.0	39.2	—	—	—
Industrial machinery repairers	987	8.4	40.0	987	8.4	40.0	—	—	—
Mechanics and repairers, n.e.c.	697	4.1	40.0	721	3.4	40.0	—	—	—
Carpenters	1,142	4.5	40.0	1,142	4.5	40.0	—	—	—
Electricians	1,171	4.7	40.0	1,171	4.7	40.0	—	—	—
Plumbers, pipefitters and steamfitters	900	9.2	40.0	996	4.9	40.0	—	—	—
Supervisors, production	936	4.6	40.3	936	4.6	40.3	—	—	—
Machinists	901	10.8	40.0	901	10.8	40.0	—	—	—
Machine operators, assemblers, and inspectors	647	1.9	39.9	647	1.9	39.9	—	—	—

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Printing press operators	\$657	11.5	39.0	\$657	11.5	39.0	—	—	—
Painting and paint spraying machine operators	729	6.9	40.0	729	6.9	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	571	10.7	39.9	571	10.7	39.9	—	—	—
Welders and cutters	573	12.8	40.0	573	12.8	40.0	—	—	—
Assemblers	775	7.7	40.0	775	7.7	40.0	—	—	—
Production inspectors, checkers and examiners ...	588	4.6	40.0	588	4.6	40.0	—	—	—
Transportation and material moving	689	5.5	40.1	694	6.4	40.4	\$664	2.7	38.6
Truck drivers	583	12.6	40.8	581	12.7	40.8	—	—	—
Industrial truck and tractor equipment operators	668	4.6	40.0	668	4.6	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	568	4.3	39.8	564	4.8	39.8	607	4.1	40.0
Construction laborers	676	.9	40.0	—	—	—	—	—	—
Production helpers	470	9.3	40.0	470	9.3	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	792	3.5	40.0	792	3.5	40.0	—	—	—
Laborers, except construction, n.e.c.	534	10.4	39.5	520	13.3	39.3	581	4.2	40.0
Service	448	4.4	38.1	372	2.8	37.3	659	5.1	40.3
Protective service	710	5.9	40.6	492	18.5	40.0	760	4.4	40.7
Police and detectives, public service	769	2.7	39.5	—	—	—	769	2.7	39.5
Guards and police, except public service	486	16.1	40.0	472	17.7	40.0	—	—	—
Food service	316	6.1	37.8	315	6.7	37.6	—	—	—
Waiters, waitresses, and bartenders	219	30.9	36.3	219	30.9	36.3	—	—	—
Waiters and waitresses	236	35.3	35.4	236	35.3	35.4	—	—	—
Other food service	352	4.7	38.3	355	5.5	38.1	—	—	—
Supervisors, food preparation and service	461	19.5	40.8	461	19.5	40.8	—	—	—
Cooks	453	12.5	39.6	455	13.7	39.6	—	—	—
Kitchen workers, food preparation	306	6.6	38.0	303	10.6	37.0	—	—	—
Food preparation, n.e.c.	280	6.2	36.1	280	6.2	36.1	—	—	—
Health service	392	3.8	38.8	378	4.8	38.8	532	4.7	38.8
Health aides, except nursing ..	364	9.5	39.1	347	9.3	39.0	—	—	—
Nursing aides, orderlies and attendants	398	5.1	38.7	384	6.0	38.8	—	—	—
Cleaning and building service	400	5.0	39.8	371	5.8	39.7	501	9.7	39.9
Maids and housemen	313	2.4	37.6	311	2.5	37.4	—	—	—
Janitors and cleaners	378	7.4	39.9	357	7.2	39.9	461	3.5	39.8
Personal service	451	9.9	31.7	452	10.6	31.6	—	—	—

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, St. Louis, MO-IL, June 2003

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$39,019	2.2	1,997	\$39,397	2.6	2,045	\$37,615	3.4	1,822
All excluding sales	39,153	2.4	1,995	39,580	2.8	2,043	37,632	3.4	1,821
White collar	43,662	2.6	1,968	45,402	2.9	2,058	39,100	5.7	1,733
White collar excluding sales	44,213	2.7	1,961	46,328	3.0	2,056	39,127	5.7	1,733
Professional specialty and technical	48,480	3.4	1,883	52,680	3.4	2,030	41,719	7.6	1,647
Professional specialty	50,518	3.7	1,852	55,336	4.1	2,042	44,152	7.0	1,601
Engineers, architects, and surveyors	63,571	2.1	2,090	63,686	2.2	2,090	-	-	-
Civil engineers	57,721	5.3	2,083	58,097	5.7	2,083	-	-	-
Mathematical and computer scientists	62,401	4.7	2,099	65,906	4.4	2,104	-	-	-
Computer systems analysts and scientists	61,989	5.2	2,100	65,774	4.8	2,106	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	54,137	5.6	2,013	49,624	3.6	2,019	90,753	17.5	1,971
Physicians	111,283	12.0	2,080	84,862	25.7	2,080	-	-	-
Registered nurses	46,013	2.4	2,005	46,559	2.5	2,019	-	-	-
Pharmacists	80,285	4.1	2,068	82,653	1.4	2,080	-	-	-
Occupational therapists	39,696	3.4	1,863	39,696	3.4	1,863	-	-	-
Teachers, college and university Other post-secondary teachers	76,049	15.3	1,901	-	-	-	53,286	18.9	1,872
Teachers, except college and university	47,575	15.2	1,741	-	-	-	-	-	-
Elementary school teachers ...	41,068	1.8	1,382	30,833	12.1	1,753	41,757	2.4	1,357
Secondary school teachers ...	42,941	2.7	1,361	-	-	-	43,579	.7	1,334
Teachers, special education ...	44,382	6.1	1,327	-	-	-	45,014	6.6	1,310
Teachers, n.e.c.	36,857	6.8	1,498	-	-	-	36,857	6.8	1,498
Librarians, archivists, and curators	22,675	20.6	1,329	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	50,903	10.8	1,926	-	-	-	-	-	-
Social workers	30,934	9.1	1,999	28,338	7.0	2,063	32,025	12.3	1,972
Lawyers and judges	30,888	9.3	1,999	28,025	7.2	2,069	32,025	12.3	1,972
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	43,127	10.8	2,078	43,336	11.0	2,078	-	-	-
Clinical laboratory technologists and technicians	40,084	2.9	2,011	45,020	2.2	1,996	18,631	1.9	2,080
Radiological technicians	40,797	12.0	2,064	40,797	12.0	2,064	-	-	-
Licensed practical nurses	45,114	9.1	2,056	45,114	9.1	2,056	-	-	-
Health technologists and technicians, n.e.c.	26,079	4.0	2,064	32,965	3.3	2,050	-	-	-
Drafters	29,353	11.0	2,080	-	-	-	-	-	-
Computer programmers	38,957	2.8	2,080	38,957	2.8	2,080	-	-	-
Technical and related, n.e.c. ...	61,188	8.5	2,080	61,188	8.5	2,080	-	-	-
Executive, administrative, and managerial	41,202	20.6	2,080	-	-	-	-	-	-
Executives, administrators, and managers	61,186	5.7	2,086	62,714	6.4	2,097	54,480	12.2	2,035
Administrators and officials, public administration	73,998	7.2	2,096	74,990	7.9	2,106	69,028	15.9	2,046
Financial managers	59,270	5.0	2,015	-	-	-	59,270	5.0	2,015
Managers, marketing, advertising, and public relations	80,245	19.5	2,104	80,245	19.5	2,104	-	-	-
	75,455	31.1	2,071	75,455	31.1	2,071	-	-	-

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators, education and related fields	\$81,268	16.3	2,057	\$77,921	19.5	2,025	\$83,063	21.4	2,074
Managers, medicine and health	68,010	2.1	2,057	68,010	2.1	2,057	—	—	—
Managers and administrators, n.e.c.	80,556	10.8	2,092	80,876	10.8	2,092	—	—	—
Management related	42,939	3.4	2,071	44,196	4.1	2,083	38,296	5.3	2,023
Accountants and auditors	43,616	6.4	2,048	41,998	5.7	2,054	—	—	—
Other financial officers	51,862	11.0	2,173	—	—	—	—	—	—
Personnel, training, and labor relations specialists	42,010	4.4	2,073	42,745	5.4	2,080	—	—	—
Purchasing agents and buyers, n.e.c.	52,366	6.5	2,080	—	—	—	—	—	—
Construction inspectors	39,112	5.1	2,064	—	—	—	37,025	9.1	2,055
Management related, n.e.c.	40,317	5.7	2,064	42,224	6.4	2,080	30,610	2.9	1,980
Sales	35,291	7.7	2,075	35,383	7.7	2,076	—	—	—
Supervisors, sales	42,099	26.1	2,119	—	—	—	—	—	—
Cashiers	19,341	9.3	1,891	19,341	9.3	1,891	—	—	—
Administrative support, including clerical									
Secretaries	31,477	2.2	2,031	33,261	3.2	2,061	23,876	2.0	1,849
Typists	24,403	9.8	2,072	—	—	—	27,987	2.6	1,971
Receptionists	24,933	6.0	2,044	25,016	6.2	2,043	—	—	—
Records clerks, n.e.c.	27,108	6.2	2,125	28,145	7.0	2,158	—	—	—
Bookkeepers, accounting and auditing clerks	27,967	4.7	2,046	27,840	5.3	2,046	—	—	—
Traffic, shipping and receiving clerks	23,263	5.0	2,080	23,263	5.0	2,080	—	—	—
Stock and inventory clerks	25,576	10.6	1,977	27,241	11.0	2,080	—	—	—
Investigators and adjusters, except insurance	33,248	10.7	2,078	33,649	11.5	2,078	—	—	—
Bill and account collectors	37,881	9.4	2,080	37,881	9.4	2,080	—	—	—
General office clerks	24,726	6.7	2,041	24,740	8.2	2,072	24,669	4.9	1,916
Bank tellers	21,733	.2	2,080	21,733	.2	2,080	—	—	—
Teachers' aides	15,259	7.6	1,267	—	—	—	15,259	7.6	1,267
Administrative support, n.e.c.	28,321	6.0	2,078	28,460	6.3	2,077	—	—	—
Blue collar	37,671	1.7	2,065	38,001	1.9	2,066	32,963	3.3	2,049
Precision production, craft, and repair									
Supervisors, mechanics and repairers	47,485	3.4	2,080	48,896	3.4	2,080	33,282	7.1	2,080
Industrial machinery repairers	54,192	10.0	2,039	54,192	10.0	2,039	—	—	—
Mechanics and repairers, n.e.c.	51,345	8.4	2,080	51,345	8.4	2,080	—	—	—
Carpenters	36,233	4.1	2,080	37,513	3.4	2,080	—	—	—
Electricians	59,409	4.5	2,080	59,409	4.5	2,080	—	—	—
Plumbers, pipefitters and steamfitters	60,876	4.7	2,080	60,876	4.7	2,080	—	—	—
Supervisors, production	46,801	9.2	2,080	51,816	4.9	2,080	—	—	—
Machinists	48,687	4.6	2,095	48,687	4.6	2,095	—	—	—
	46,871	10.8	2,080	46,871	10.8	2,080	—	—	—
Machine operators, assemblers, and inspectors	33,637	1.9	2,074	33,637	1.9	2,074	—	—	—

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Printing press operators	\$34,160	11.5	2,027	\$34,160	11.5	2,027	—	—	—
Painting and paint spraying machine operators	37,907	6.9	2,080	37,907	6.9	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	29,689	10.7	2,072	29,689	10.7	2,072	—	—	—
Welders and cutters	29,803	12.8	2,080	29,803	12.8	2,080	—	—	—
Assemblers	40,309	7.7	2,080	40,309	7.7	2,080	—	—	—
Production inspectors, checkers and examiners ...	30,573	4.6	2,080	30,573	4.6	2,080	—	—	—
Transportation and material moving	34,760	5.5	2,024	34,931	6.4	2,035	\$33,793	2.7	1,962
Truck drivers	28,680	12.6	2,006	28,596	12.7	2,006	—	—	—
Industrial truck and tractor equipment operators	34,736	4.6	2,080	34,736	4.6	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	29,137	4.3	2,044	28,883	4.8	2,040	31,550	4.1	2,080
Construction laborers	31,664	.9	1,873	—	—	—	—	—	—
Production helpers	24,455	9.3	2,080	24,455	9.3	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	41,204	3.5	2,080	41,204	3.5	2,080	—	—	—
Laborers, except construction, n.e.c.	27,762	10.4	2,053	27,049	13.3	2,046	30,220	4.2	2,080
Service	23,185	4.4	1,970	19,304	2.8	1,934	33,861	5.1	2,072
Protective service	36,924	5.9	2,111	25,568	18.5	2,080	39,522	4.4	2,118
Police and detectives, public service	39,998	2.7	2,055	—	—	—	39,998	2.7	2,055
Guards and police, except public service	25,267	16.1	2,080	24,544	17.7	2,080	—	—	—
Food service	16,351	6.1	1,954	16,383	6.7	1,954	—	—	—
Waiters, waitresses, and bartenders	11,413	30.9	1,885	11,413	30.9	1,885	—	—	—
Waiters and waitresses	12,278	35.3	1,843	12,278	35.3	1,843	—	—	—
Other food service	18,166	4.7	1,979	18,443	5.5	1,983	—	—	—
Supervisors, food preparation and service	23,951	19.5	2,119	23,951	19.5	2,119	—	—	—
Cooks	22,597	12.5	1,978	23,645	13.7	2,060	—	—	—
Kitchen workers, food preparation	15,897	6.6	1,978	15,761	10.6	1,922	—	—	—
Food preparation, n.e.c.	14,577	6.2	1,878	14,577	6.2	1,878	—	—	—
Health service	20,401	3.8	2,017	19,664	4.8	2,017	27,640	4.7	2,016
Health aides, except nursing ..	18,950	9.5	2,035	18,031	9.3	2,026	—	—	—
Nursing aides, orderlies and attendants	20,692	5.1	2,014	19,962	6.0	2,016	—	—	—
Cleaning and building service	20,788	5.0	2,069	19,277	5.8	2,067	26,036	9.7	2,075
Maids and housemen	16,253	2.4	1,953	16,189	2.5	1,946	—	—	—
Janitors and cleaners	19,642	7.4	2,073	18,555	7.2	2,073	23,976	3.5	2,072
Personal service	22,782	9.9	1,604	23,143	10.6	1,616	—	—	—

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, St. Louis, MO-IL, June 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.56	2.2	\$18.15	2.4	\$20.45	4.2
All excluding sales	18.87	2.3	18.49	2.6	20.47	4.2
White collar	21.45	2.6	21.17	2.7	22.41	6.4
1	8.04	7.6	8.02	7.9	—	—
2	9.48	4.8	9.44	5.0	—	—
3	11.30	3.3	11.35	3.6	10.75	5.0
4	12.71	1.8	13.70	1.5	10.58	3.3
5	15.62	1.8	15.95	2.1	14.18	2.7
6	17.00	1.7	17.63	1.1	15.22	3.8
7	20.52	2.8	20.71	2.9	19.84	8.2
8	25.07	2.9	21.72	3.3	28.89	4.5
9	26.92	3.9	27.55	3.8	22.46	15.1
10	28.79	6.2	30.58	2.8	26.46	14.6
11	39.41	4.3	41.89	3.8	27.58	5.1
12	44.97	9.4	45.30	10.6	—	—
13	50.86	5.5	44.84	5.0	57.43	5.4
14	60.66	5.7	—	—	—	—
Not able to be leveled	23.99	14.7	23.78	15.5	28.72	6.3
White collar excluding sales	22.37	2.7	22.35	2.8	22.45	6.4
1	9.53	11.5	—	—	—	—
2	10.10	3.6	10.09	3.9	—	—
3	12.06	4.3	12.22	4.8	10.94	4.8
4	12.64	1.9	13.68	1.5	10.56	3.3
5	15.57	1.9	15.91	2.2	14.18	2.7
6	16.91	1.8	17.60	1.4	15.22	3.8
7	20.23	2.7	20.34	2.6	19.84	8.2
8	24.98	3.0	21.28	3.4	28.89	4.5
9	26.00	2.5	26.53	1.8	22.46	15.1
10	28.79	6.2	30.58	2.8	26.46	14.6
11	39.41	4.3	41.89	3.8	27.58	5.1
12	44.97	9.4	45.30	10.6	—	—
13	50.86	5.5	44.84	5.0	57.43	5.4
14	60.66	5.7	—	—	—	—
Not able to be leveled	26.55	12.8	26.43	13.6	28.72	6.3
Professional specialty and technical	25.72	3.4	25.94	3.2	25.26	8.0
Professional specialty	27.22	3.6	27.09	3.9	27.42	7.3
5	13.39	6.6	14.03	7.9	—	—
6	17.86	5.6	18.26	5.9	—	—
7	21.29	4.0	21.76	4.6	20.20	10.4
8	26.68	3.4	21.67	3.4	29.51	4.8
9	25.65	4.8	26.60	3.5	22.44	17.0
10	27.49	6.2	31.77	4.6	23.32	5.9
11	34.31	3.5	36.10	2.8	—	—
12	38.16	6.9	37.55	7.4	—	—
13	53.96	5.0	46.56	6.3	—	—
Not able to be leveled	35.77	22.5	36.19	22.4	—	—
Engineers, architects, and surveyors	30.42	2.0	30.47	2.0	—	—
9	28.51	4.6	28.69	4.7	—	—
Civil engineers	27.71	5.4	27.89	5.7	—	—
Mathematical and computer scientists	29.74	4.6	31.33	4.4	—	—
9	29.12	4.5	29.43	4.8	—	—
12	37.31	10.0	37.31	10.0	—	—
Computer systems analysts and scientists	29.52	5.2	31.23	4.8	—	—
9	29.12	4.5	29.43	4.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.11	4.4	25.04	2.0	46.04	16.0
6	22.04	5.1	22.04	5.1	—	—
7	21.97	3.3	21.97	3.3	—	—
8	22.02	2.3	22.01	2.3	—	—
9	24.55	6.7	24.48	7.1	—	—
10	33.22	10.4	33.22	10.4	—	—
11	42.10	5.0	42.10	5.0	—	—
Physicians	57.27	4.6	49.93	5.5	—	—
Registered nurses	22.99	2.4	23.08	2.5	21.54	6.4

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, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
Registered nurses –Continued						
6	\$22.85	8.1	\$22.85	8.1	–	–
7	22.50	.5	22.50	.5	–	–
8	21.92	2.4	22.08	2.6	–	–
9	23.67	6.5	23.50	6.8	–	–
Pharmacists	39.16	3.3	40.06	1.1	–	–
Occupational therapists	21.64	2.9	21.64	2.9	–	–
Physical therapists	22.56	10.9	22.56	10.9	–	–
Teachers, college and university	38.07	18.3	–	–	\$27.36	16.7
8	22.93	1.5	–	–	–	–
10	31.39	7.9	–	–	–	–
Other post-secondary teachers	27.02	13.7	28.64	11.5	–	–
Teachers, except college and university	29.11	2.0	17.33	11.1	30.26	2.5
7	22.63	11.0	–	–	22.71	10.9
8	33.18	2.3	22.15	1.1	33.73	2.5
9	27.54	26.8	–	–	–	–
Elementary school teachers	31.55	3.5	–	–	32.68	1.4
7	26.48	.7	–	–	26.48	.7
8	35.16	1.6	–	–	35.16	1.6
Secondary school teachers	33.28	6.2	–	–	34.36	6.6
8	33.19	6.9	–	–	34.17	7.4
Teachers, special education	24.61	8.7	–	–	24.61	8.7
8	29.75	4.9	–	–	29.75	4.9
Teachers, n.e.c.	17.45	11.5	19.24	7.3	16.47	15.6
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	26.43	11.6	–	–	–	–
Social, recreation, and religious workers	15.48	9.3	13.75	7.1	16.24	12.6
8	16.89	13.2	–	–	–	–
Social workers	15.45	9.5	13.54	7.2	16.24	12.6
8	16.89	13.8	–	–	–	–
Lawyers and judges	24.93	10.6	–	–	–	–
Lawyers	24.93	10.6	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.75	10.7	20.85	10.9	–	–
Technical	19.91	2.7	22.45	2.0	8.96	1.9
4	9.38	5.3	–	–	–	–
5	17.08	3.5	17.23	3.4	–	–
6	16.50	3.6	16.53	3.7	–	–
7	20.57	6.4	20.62	6.4	–	–
8	22.48	5.1	22.79	4.9	–	–
9	25.86	2.8	25.86	2.8	–	–
Clinical laboratory technologists and technicians	19.65	11.4	19.65	11.4	–	–
7	16.69	19.2	16.69	19.2	–	–
Radiological technicians	22.00	7.0	22.00	7.0	–	–
Licensed practical nurses	12.82	3.7	16.20	2.5	–	–
5	16.60	3.3	16.60	3.3	–	–
Health technologists and technicians, n.e.c.	14.15	10.7	–	–	–	–
Drafters	18.73	2.8	18.73	2.8	–	–
Computer programmers	29.42	8.5	29.42	8.5	–	–
Technical and related, n.e.c.	19.81	20.6	–	–	–	–
Executive, administrative, and managerial	29.23	5.6	29.75	6.4	26.86	11.3
5	16.29	6.1	–	–	15.91	2.4
6	19.06	6.7	–	–	19.00	5.3
7	18.93	2.2	18.66	3.2	19.81	2.4
8	19.29	2.4	19.32	2.7	–	–
9	26.81	3.2	26.96	3.2	–	–
10	35.59	15.0	29.73	2.9	–	–
11	41.88	11.2	44.12	11.6	–	–
12	49.45	13.1	50.79	14.8	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
13	\$42.94	5.0	–	–	–	–
Not able to be leveled	27.11	11.0	\$26.59	12.9	–	–
Executives, administrators, and managers	35.05	7.1	35.27	7.9	\$33.91	14.2
8	18.53	3.7	18.37	4.5	–	–
9	27.72	3.3	27.70	3.4	–	–
10	42.64	15.0	–	–	–	–
11	43.80	11.7	46.88	12.0	–	–
12	51.53	14.7	51.97	16.1	–	–
13	42.94	5.0	–	–	–	–
Not able to be leveled	27.89	11.4	27.44	13.6	–	–
Administrators and officials, public administration	29.87	5.1	–	–	29.87	5.1
Financial managers	38.14	19.4	38.14	19.4	–	–
Managers, marketing, advertising, and public relations	36.43	31.0	36.43	31.0	–	–
Administrators, education and related fields	39.51	14.7	38.48	20.7	40.04	18.9
10	46.04	13.8	–	–	–	–
Managers, medicine and health	33.06	2.7	33.06	2.7	–	–
9	31.59	1.9	31.59	1.9	–	–
Managers, service organizations, n.e.c.	23.71	23.7	–	–	–	–
Managers and administrators, n.e.c.	38.51	10.5	38.66	10.5	–	–
9	30.96	4.3	31.25	4.2	–	–
12	55.98	24.9	55.98	24.9	–	–
Not able to be leveled	27.10	17.7	27.10	17.7	–	–
Management related	20.74	3.4	21.21	4.1	18.93	5.4
5	16.41	6.7	–	–	–	–
6	18.73	6.5	–	–	18.22	3.2
7	19.42	3.1	19.59	3.3	18.68	8.1
8	19.58	3.0	19.68	3.1	–	–
9	23.99	5.9	24.65	6.2	–	–
Accountants and auditors	21.30	6.5	20.45	5.6	–	–
Other financial officers	23.86	9.2	–	–	–	–
Personnel, training, and labor relations specialists	20.27	4.4	20.55	5.4	–	–
Purchasing agents and buyers, n.e.c.	25.18	6.5	–	–	–	–
Construction inspectors	18.95	4.1	–	–	18.02	6.8
Management related, n.e.c.	19.54	5.5	20.30	6.4	15.46	4.4
Sales	13.40	6.1	13.43	6.1	–	–
1	7.68	8.3	7.68	8.3	–	–
2	8.39	5.6	8.39	5.6	–	–
3	9.80	6.6	9.84	6.6	–	–
6	17.85	10.7	17.85	10.7	–	–
8	27.14	7.4	27.14	7.4	–	–
Supervisors, sales	19.86	24.3	–	–	–	–
Sales workers, apparel	8.13	8.0	8.13	8.0	–	–
Sales counter clerks	10.64	10.1	10.64	10.1	–	–
3	11.41	11.8	11.41	11.8	–	–
Cashiers	8.52	5.9	8.52	5.9	–	–
1	7.99	12.1	7.99	12.1	–	–
2	8.19	6.1	8.19	6.1	–	–
3	9.94	6.5	9.98	6.5	–	–
Administrative support, including clerical	13.80	1.6	14.04	1.9	12.74	2.9
1	9.53	11.5	–	–	–	–
2	10.10	3.6	10.09	3.9	–	–
3	12.12	4.4	12.30	4.9	10.94	4.8
4	13.26	1.5	13.66	1.5	11.96	3.2
5	15.70	1.3	15.95	1.5	14.68	1.6
6	15.71	3.1	17.32	2.3	13.75	4.3
7	17.79	4.5	17.89	4.9	–	–
Not able to be leveled	13.62	10.4	13.62	10.4	–	–
Secretaries	15.33	2.4	15.96	3.2	14.01	3.1

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, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Secretaries —Continued						
3	\$11.72	2.8	\$12.07	2.6	—	—
4	13.39	3.1	13.97	4.1	\$12.69	1.5
5	16.38	3.1	16.54	3.5	—	—
6	17.03	4.6	17.85	4.5	—	—
Typists	11.78	9.9	—	—	—	—
Receptionists	12.10	6.1	12.18	6.3	—	—
2	11.02	5.8	11.02	5.8	—	—
3	12.79	11.7	12.88	12.1	—	—
4	12.73	3.7	12.90	3.4	—	—
Library clerks	11.03	5.3	—	—	10.61	4.6
Records clerks, n.e.c.	12.21	5.6	12.35	6.3	—	—
Bookkeepers, accounting and auditing clerks	13.67	4.1	13.60	4.6	—	—
3	13.20	10.0	—	—	—	—
4	12.94	3.8	12.63	3.6	—	—
Traffic, shipping and receiving clerks	11.18	5.0	11.18	5.0	—	—
Stock and inventory clerks	12.94	10.2	13.10	11.0	—	—
Investigators and adjusters, except insurance	16.00	10.7	16.19	11.6	—	—
Bill and account collectors	17.45	8.9	17.45	8.9	—	—
General office clerks	11.90	6.1	11.73	7.3	12.70	5.3
2	10.13	5.7	—	—	—	—
3	10.54	5.3	10.10	5.4	—	—
Bank tellers	10.24	1.5	10.24	1.5	—	—
Teachers' aides	11.75	10.0	—	—	11.75	10.0
Administrative support, n.e.c.	13.49	5.7	13.55	5.9	—	—
4	13.22	4.0	—	—	—	—
Not able to be leveled	12.06	3.5	12.06	3.5	—	—
Blue collar	17.72	2.0	17.84	2.1	15.99	4.1
1	8.40	6.4	8.37	6.5	—	—
2	11.29	4.2	11.28	4.3	—	—
3	19.61	5.0	19.86	5.3	13.78	8.2
4	14.86	6.0	14.92	6.2	—	—
5	15.21	4.1	15.01	4.7	16.35	5.3
6	18.62	6.5	18.67	6.7	—	—
7	23.33	1.7	23.91	1.7	17.79	2.7
8	30.28	2.7	30.56	2.7	—	—
9	27.03	8.5	27.14	8.6	—	—
Not able to be leveled	18.80	14.0	18.80	14.0	—	—
Precision production, craft, and repair	22.75	3.4	23.42	3.5	15.98	6.9
4	14.26	8.1	14.46	8.7	—	—
5	13.90	6.5	13.81	6.9	—	—
6	21.07	10.4	21.07	10.4	—	—
7	23.71	2.0	24.38	2.1	17.80	2.9
8	30.58	2.7	30.58	2.7	—	—
9	27.76	8.6	27.76	8.6	—	—
Not able to be leveled	21.21	9.0	21.21	9.0	—	—
Supervisors, mechanics and repairers	26.58	11.4	26.58	11.4	—	—
Industrial machinery repairers	24.69	8.4	24.69	8.4	—	—
7	24.69	8.4	24.69	8.4	—	—
Mechanics and repairers, n.e.c.	17.42	4.1	18.04	3.4	—	—
7	18.06	3.6	18.24	3.7	—	—
Carpenters	28.57	4.3	28.57	4.3	—	—
7	28.14	4.3	28.14	4.3	—	—
Electricians	29.27	4.7	29.27	4.7	—	—
Plumbers, pipefitters and steamfitters	22.50	9.2	24.91	4.9	—	—
Supervisors, production	23.24	3.8	23.24	3.8	—	—
Machinists	22.53	10.8	22.53	10.8	—	—
Machine operators, assemblers, and inspectors	16.09	1.5	16.09	1.5	—	—
2	10.53	7.1	10.53	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, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
3	\$20.01	8.9	\$20.01	8.9	—	—
4	15.39	10.3	15.39	10.3	—	—
5	14.32	7.6	14.32	7.6	—	—
6	14.48	3.2	14.48	3.2	—	—
7	20.80	4.6	20.80	4.6	—	—
Printing press operators	16.85	12.8	16.85	12.8	—	—
Painting and paint spraying machine operators ...	18.22	6.9	18.22	6.9	—	—
Miscellaneous machine operators, n.e.c.	14.33	10.8	14.33	10.8	—	—
Welders and cutters	14.33	12.8	14.33	12.8	—	—
Assemblers	19.05	7.1	19.05	7.1	—	—
5	12.55	9.4	12.55	9.4	—	—
Production inspectors, checkers and examiners ..	14.70	4.6	14.70	4.6	—	—
Transportation and material moving	16.62	5.9	16.59	6.9	\$16.76	3.1
2	11.14	9.7	—	—	—	—
3	22.77	4.5	—	—	—	—
4	15.59	13.0	15.53	13.3	—	—
5	16.60	5.6	16.30	8.6	—	—
Truck drivers	14.53	11.5	14.49	11.6	—	—
Bus drivers	14.36	6.6	—	—	—	—
Industrial truck and tractor equipment operators ..	16.70	4.6	16.70	4.6	—	—
Handlers, equipment cleaners, helpers, and laborers	13.22	4.6	13.05	5.0	15.17	4.1
1	8.29	6.6	8.25	6.7	—	—
2	12.15	11.7	12.15	11.7	—	—
3	17.58	4.3	17.81	4.5	—	—
4	13.19	6.8	13.15	7.9	—	—
5	17.16	3.6	17.46	5.0	—	—
6	19.50	6.1	19.92	5.6	—	—
Construction laborers	17.16	1.9	17.49	3.6	—	—
Production helpers	11.76	9.3	11.76	9.3	—	—
Stock handlers and baggers	9.97	6.0	9.97	6.0	—	—
1	7.26	4.8	7.26	4.8	—	—
Freight, stock, and material handlers, n.e.c.	19.78	3.3	19.78	3.3	—	—
Laborers, except construction, n.e.c.	13.51	10.4	13.21	13.3	14.53	4.2
2	16.76	11.3	16.76	11.3	—	—
3	14.78	5.2	—	—	—	—
Service	10.60	2.8	9.06	1.8	16.02	4.8
1	7.31	6.3	7.23	6.7	8.25	3.5
2	8.00	7.9	7.69	7.6	11.18	8.3
3	9.13	6.3	9.08	6.5	—	—
4	10.43	6.8	9.89	9.8	12.91	8.3
5	14.86	12.2	16.18	19.5	12.85	6.0
6	18.67	6.1	—	—	—	—
7	19.23	1.4	—	—	20.68	.8
8	16.71	8.1	—	—	—	—
9	21.95	2.7	—	—	21.81	2.8
Protective service	17.14	3.9	11.69	11.9	18.65	4.0
5	12.43	7.0	—	—	12.95	6.9
7	20.66	.7	—	—	20.75	.7
9	21.95	2.7	—	—	21.81	2.8
Police and detectives, public service	19.43	2.7	—	—	19.43	2.7
9	21.26	3.7	—	—	21.26	3.7
Guards and police, except public service	12.25	15.2	11.94	16.5	—	—
Food service	7.38	5.6	7.32	6.1	8.35	3.8
1	6.59	6.1	6.46	6.4	—	—
2	6.76	11.7	6.71	11.7	—	—
3	5.73	36.5	5.73	36.5	—	—
4	8.35	22.0	8.15	24.0	—	—
Waiters, waitresses, and bartenders	5.62	20.7	5.62	20.7	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Waiters, waitresses, and bartenders—Continued						
1	\$4.99	30.0	\$4.99	30.0	—	—
Waiters and waitresses	6.08	27.1	6.08	27.1	—	—
1	6.21	30.7	6.21	30.7	—	—
Waiters'/Waitresses' assistants	3.92	12.3	3.92	12.3	—	—
1	3.31	7.5	3.31	7.5	—	—
Other food service	7.90	2.7	7.86	3.0	\$8.35	3.8
1	7.11	4.4	7.00	4.5	—	—
2	6.15	8.5	6.08	8.4	—	—
4	10.19	2.6	10.11	3.0	—	—
Supervisors, food preparation and service	11.30	16.6	11.30	16.6	—	—
Cooks	9.98	11.4	9.95	12.3	—	—
4	9.94	2.4	—	—	—	—
Kitchen workers, food preparation	6.93	10.2	6.68	14.7	—	—
1	8.04	3.8	8.27	6.9	—	—
2	5.25	23.9	5.25	23.9	—	—
Food preparation, n.e.c.	6.96	2.1	6.90	2.3	—	—
1	6.99	5.3	6.96	5.2	—	—
2	6.90	8.8	6.79	8.4	—	—
Health service	10.09	2.1	9.85	2.5	13.71	5.2
2	9.78	.7	9.78	.7	—	—
3	9.82	4.7	9.74	4.9	—	—
4	12.27	3.6	—	—	—	—
Health aides, except nursing	9.01	11.1	8.69	11.3	—	—
Nursing aides, orderlies and attendants	10.21	3.6	9.94	3.8	—	—
2	9.98	3.9	9.98	3.9	—	—
3	9.88	4.8	9.81	4.9	—	—
Cleaning and building service	9.94	5.0	9.24	6.0	12.18	10.0
1	8.82	7.4	8.77	7.8	—	—
2	9.01	11.5	—	—	—	—
3	9.97	8.2	—	—	—	—
Maids and housemen	8.25	4.3	8.25	4.5	—	—
1	8.06	4.5	8.04	4.8	—	—
Janitors and cleaners	9.41	6.9	8.90	6.8	11.22	3.7
1	9.01	9.4	8.95	10.0	—	—
2	9.02	11.7	—	—	—	—
3	9.91	8.3	—	—	—	—
Personal service	13.62	18.6	13.74	20.0	—	—

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

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

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

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

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

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

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

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, St. Louis, MO-IL, June 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.54	2.2	\$19.27	2.5	\$20.65	4.0
All excluding sales	19.63	2.4	19.37	2.7	20.66	4.0
White collar	22.18	2.7	22.06	2.9	22.56	6.3
2	10.26	4.1	10.20	4.3	—	—
3	11.67	3.9	11.74	4.2	11.02	4.9
4	12.62	1.7	13.60	1.4	10.58	3.3
5	15.59	2.1	15.84	2.2	14.44	4.0
6	16.86	2.1	17.46	1.7	15.22	3.8
7	20.50	2.9	20.69	3.1	19.84	8.4
8	25.17	3.0	21.74	3.4	29.03	4.6
9	26.93	3.9	27.55	3.8	22.39	15.9
10	28.67	6.2	30.42	2.4	26.46	14.6
11	39.37	4.3	41.89	3.8	27.07	4.8
12	44.92	9.4	45.30	10.6	—	—
13	50.47	5.9	44.84	5.0	56.69	6.0
14	60.66	5.7	—	—	—	—
Not able to be leveled	23.86	16.8	23.67	17.7	—	—
White collar excluding sales	22.55	2.7	22.53	3.0	22.58	6.3
2	10.26	4.1	10.20	4.3	—	—
3	12.23	4.6	12.41	5.1	11.02	4.9
4	12.53	1.8	13.57	1.4	10.57	3.3
5	15.55	2.1	15.80	2.3	14.44	4.0
6	16.75	2.3	17.40	2.3	15.22	3.8
7	20.20	2.9	20.30	2.9	19.84	8.4
8	25.08	3.1	21.29	3.5	29.03	4.6
9	26.00	2.5	26.51	1.8	22.39	15.9
10	28.67	6.2	30.42	2.4	26.46	14.6
11	39.37	4.3	41.89	3.8	27.07	4.8
12	44.92	9.4	45.30	10.6	—	—
13	50.47	5.9	44.84	5.0	56.69	6.0
14	60.66	5.7	—	—	—	—
Not able to be leveled	26.14	14.2	26.04	15.1	—	—
Professional specialty and technical	25.74	3.6	25.95	3.5	25.34	8.3
Professional specialty	27.28	3.8	27.10	4.2	27.58	7.6
5	12.53	5.0	12.85	5.3	—	—
6	17.38	6.2	17.77	6.7	—	—
7	21.21	4.4	21.67	5.1	20.21	10.8
8	26.87	3.5	21.68	3.7	29.68	4.9
9	25.63	4.9	26.57	3.6	22.37	18.1
10	27.28	6.0	31.60	4.6	23.32	5.9
11	34.22	3.5	36.10	2.8	—	—
12	38.02	6.9	37.55	7.4	—	—
13	53.44	5.7	46.56	6.3	—	—
Not able to be leveled	33.93	25.1	34.32	25.0	—	—
Engineers, architects, and surveyors	30.42	2.0	30.47	2.0	—	—
9	28.51	4.6	28.69	4.7	—	—
Civil engineers	27.71	5.4	27.89	5.7	—	—
Mathematical and computer scientists	29.74	4.6	31.33	4.4	—	—
9	29.12	4.5	29.43	4.8	—	—
12	37.31	10.0	37.31	10.0	—	—
Computer systems analysts and scientists	29.52	5.2	31.23	4.8	—	—
9	29.12	4.5	29.43	4.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.89	5.5	24.58	3.5	46.04	17.4
6	21.24	4.8	21.24	4.8	—	—
7	21.78	3.7	21.78	3.7	—	—
8	22.07	2.6	22.07	2.8	—	—
9	24.66	7.8	24.54	7.8	—	—
10	32.14	9.4	32.14	9.4	—	—
11	42.10	5.0	42.10	5.0	—	—
Physicians	53.50	12.0	40.80	25.7	—	—
Registered nurses	22.95	2.7	23.06	2.8	—	—
7	22.39	.7	22.39	.7	—	—
8	21.95	2.6	22.14	2.9	—	—

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, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
Registered nurses –Continued						
9	\$23.63	8.2	\$23.41	8.0	–	–
Pharmacists	38.81	3.5	39.74	1.4	–	–
Occupational therapists	21.31	2.6	21.31	2.6	–	–
Teachers, college and university	40.00	16.6	–	–	\$28.47	18.1
10	32.00	8.6	–	–	–	–
Other post-secondary teachers	27.33	16.3	–	–	–	–
Teachers, except college and university	29.71	2.3	17.58	14.2	30.76	3.1
7	22.87	11.8	–	–	22.87	11.8
8	33.29	2.1	–	–	33.83	2.3
Elementary school teachers	31.55	3.5	–	–	32.68	1.4
7	26.48	.7	–	–	26.48	.7
8	35.16	1.6	–	–	35.16	1.6
Secondary school teachers	33.45	6.1	–	–	34.36	6.6
8	33.23	6.9	–	–	34.17	7.4
Teachers, special education	24.61	8.7	–	–	24.61	8.7
8	29.75	4.9	–	–	29.75	4.9
Teachers, n.e.c.	17.06	20.5	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	26.43	11.6	–	–	–	–
Social, recreation, and religious workers	15.48	9.3	13.74	7.2	16.24	12.6
8	16.91	13.3	–	–	–	–
Social workers	15.45	9.5	13.54	7.2	16.24	12.6
8	16.89	13.8	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.75	10.7	20.85	10.9	–	–
Technical	19.93	2.8	22.56	2.0	8.96	1.9
4	8.93	2.8	–	–	–	–
5	17.12	3.6	17.28	3.5	–	–
6	16.36	3.9	16.38	4.1	–	–
7	20.49	6.6	20.54	6.7	–	–
8	22.55	5.1	22.86	5.0	–	–
9	25.86	2.8	25.86	2.8	–	–
Clinical laboratory technologists and technicians	19.76	11.8	19.76	11.8	–	–
Radiological technicians	21.94	8.1	21.94	8.1	–	–
Licensed practical nurses	12.64	3.7	16.08	2.5	–	–
5	16.69	3.2	16.69	3.2	–	–
Health technologists and technicians, n.e.c.	14.11	11.0	–	–	–	–
Drafters	18.73	2.8	18.73	2.8	–	–
Computer programmers	29.42	8.5	29.42	8.5	–	–
Technical and related, n.e.c.	19.81	20.6	–	–	–	–
Executive, administrative, and managerial	29.33	5.5	29.90	6.2	26.77	11.3
5	16.29	6.1	–	–	15.91	2.4
6	19.06	6.7	–	–	19.00	5.3
7	19.34	3.1	19.19	4.3	19.81	2.4
8	19.29	2.4	19.32	2.7	–	–
9	26.81	3.2	26.96	3.2	–	–
10	35.59	15.0	29.73	2.9	–	–
11	41.88	11.2	44.12	11.6	–	–
12	49.45	13.1	50.79	14.8	–	–
13	42.94	5.0	–	–	–	–
Not able to be leveled	26.99	11.1	26.59	12.9	–	–
Executives, administrators, and managers	35.30	7.0	35.60	7.8	33.74	14.5
8	18.53	3.7	18.37	4.5	–	–
9	27.72	3.3	27.70	3.4	–	–
10	42.64	15.0	–	–	–	–
11	43.80	11.7	46.88	12.0	–	–
12	51.53	14.7	51.97	16.1	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
13	\$42.94	5.0	–	–	–	–
Not able to be leveled	27.76	11.5	\$27.44	13.6	–	–
Administrators and officials, public administration	29.41	6.5	–	–	\$29.41	6.5
Financial managers	38.14	19.4	38.14	19.4	–	–
Managers, marketing, advertising, and public relations	36.43	31.0	36.43	31.0	–	–
Administrators, education and related fields	39.51	14.7	38.48	20.7	40.04	18.9
10	46.04	13.8	–	–	–	–
Managers, medicine and health	33.06	2.7	33.06	2.7	–	–
9	31.59	1.9	31.59	1.9	–	–
Managers and administrators, n.e.c.	38.51	10.5	38.66	10.5	–	–
9	30.96	4.3	31.25	4.2	–	–
12	55.98	24.9	55.98	24.9	–	–
Not able to be leveled	27.10	17.7	27.10	17.7	–	–
Management related	20.74	3.4	21.21	4.1	18.93	5.4
5	16.41	6.7	–	–	–	–
6	18.73	6.5	–	–	18.22	3.2
7	19.42	3.1	19.59	3.3	18.68	8.1
8	19.58	3.0	19.68	3.1	–	–
9	23.99	5.9	24.65	6.2	–	–
Accountants and auditors	21.30	6.5	20.45	5.6	–	–
Other financial officers	23.86	9.2	–	–	–	–
Personnel, training, and labor relations specialists	20.27	4.4	20.55	5.4	–	–
Purchasing agents and buyers, n.e.c.	25.18	6.5	–	–	–	–
Construction inspectors	18.95	4.1	–	–	18.02	6.8
Management related, n.e.c.	19.54	5.5	20.30	6.4	15.46	4.4
Sales	17.01	7.0	17.04	7.1	–	–
3	10.01	6.3	10.01	6.3	–	–
6	17.85	10.7	17.85	10.7	–	–
8	27.14	7.4	27.14	7.4	–	–
Supervisors, sales	19.86	24.3	–	–	–	–
Cashiers	10.23	4.3	10.23	4.3	–	–
Administrative support, including clerical	13.98	1.6	14.22	2.0	12.91	2.3
2	10.26	4.1	10.20	4.3	–	–
3	12.29	4.7	12.49	5.3	11.02	4.9
4	13.21	1.4	13.60	1.5	11.98	3.3
5	15.79	1.4	16.04	1.7	14.75	1.7
6	15.69	3.1	17.30	2.3	13.75	4.3
7	17.79	4.5	17.89	4.9	–	–
Not able to be leveled	13.94	10.7	13.94	10.7	–	–
Secretaries	15.50	2.5	16.14	3.7	14.20	2.5
3	11.81	3.1	12.23	2.6	–	–
4	13.40	2.6	14.16	4.5	12.69	1.5
5	16.38	3.1	16.54	3.5	–	–
6	17.00	4.7	17.82	4.8	–	–
Typists	11.78	9.9	–	–	–	–
Receptionists	12.20	6.4	12.25	6.6	–	–
2	11.02	5.9	11.02	5.9	–	–
3	12.92	12.1	13.01	12.5	–	–
4	12.86	2.7	–	–	–	–
Records clerks, n.e.c.	12.76	3.6	13.04	4.1	–	–
Bookkeepers, accounting and auditing clerks	13.67	4.1	13.60	4.6	–	–
3	13.20	10.0	–	–	–	–
4	12.94	3.8	12.63	3.6	–	–
Traffic, shipping and receiving clerks	11.18	5.0	11.18	5.0	–	–
Stock and inventory clerks	12.94	10.2	13.10	11.0	–	–
Investigators and adjusters, except insurance	16.00	10.7	16.19	11.6	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Bill and account collectors	\$18.21	9.4	\$18.21	9.4	—	—
General office clerks	12.12	6.7	11.94	8.2	\$12.87	5.3
3	10.68	6.8	—	—	—	—
Bank tellers	10.45	.2	10.45	.2	—	—
Teachers' aides	12.05	7.0	—	—	12.05	7.0
Administrative support, n.e.c.	13.63	6.0	13.70	6.3	—	—
4	13.22	4.0	—	—	—	—
Blue collar						
1	18.24	1.7	18.39	1.8	16.09	4.2
2	9.50	5.2	9.49	5.4	—	—
3	11.42	4.6	11.43	4.8	—	—
4	19.82	5.1	20.04	5.4	—	—
5	14.89	6.1	14.96	6.3	—	—
6	15.17	4.2	14.96	4.9	16.35	5.3
7	18.62	6.5	18.67	6.7	—	—
8	23.35	1.7	23.91	1.7	17.85	2.9
9	30.28	2.7	30.56	2.7	—	—
Not able to be leveled	27.03	8.5	27.14	8.6	—	—
Not able to be leveled	18.80	14.0	18.80	14.0	—	—
Precision production, craft, and repair						
4	22.83	3.3	23.51	3.4	16.00	7.1
5	14.26	8.1	14.46	8.7	—	—
6	13.90	6.5	13.81	6.9	—	—
7	21.07	10.4	21.07	10.4	—	—
8	23.71	2.0	24.37	2.1	17.87	3.0
9	30.58	2.7	30.58	2.7	—	—
Not able to be leveled	27.76	8.6	27.76	8.6	—	—
Not able to be leveled	21.21	9.0	21.21	9.0	—	—
Supervisors, mechanics and repairers	26.58	11.4	26.58	11.4	—	—
Industrial machinery repairers	24.69	8.4	24.69	8.4	—	—
7	24.69	8.4	24.69	8.4	—	—
Mechanics and repairers, n.e.c.	17.42	4.1	18.04	3.4	—	—
7	18.06	3.6	18.24	3.7	—	—
Carpenters	28.56	4.5	28.56	4.5	—	—
7	28.12	4.6	28.12	4.6	—	—
Electricians	29.27	4.7	29.27	4.7	—	—
Plumbers, pipefitters and steamfitters	22.50	9.2	24.91	4.9	—	—
Supervisors, production	23.24	3.8	23.24	3.8	—	—
Machinists	22.53	10.8	22.53	10.8	—	—
Machine operators, assemblers, and inspectors						
2	16.22	1.7	16.22	1.7	—	—
3	10.64	7.5	10.64	7.5	—	—
4	20.02	8.9	20.02	8.9	—	—
5	15.39	10.3	15.39	10.3	—	—
6	14.32	7.6	14.32	7.6	—	—
7	14.48	3.2	14.48	3.2	—	—
Printing press operators	20.80	4.6	20.80	4.6	—	—
Painting and paint spraying machine operators ...	16.85	12.8	16.85	12.8	—	—
Miscellaneous machine operators, n.e.c.	18.22	6.9	18.22	6.9	—	—
Welders and cutters	14.33	10.8	14.33	10.8	—	—
Assemblers	14.33	12.8	14.33	12.8	—	—
5	19.38	7.7	19.38	7.7	—	—
Production inspectors, checkers and examiners ..	12.55	9.4	12.55	9.4	—	—
Production inspectors, checkers and examiners ..	14.70	4.6	14.70	4.6	—	—
Transportation and material moving						
4	17.17	5.4	17.16	6.3	17.22	3.1
5	16.13	12.8	16.07	13.2	—	—
Truck drivers	16.60	5.6	16.30	8.6	—	—
Industrial truck and tractor equipment operators ..	14.30	12.0	14.26	12.1	—	—
Industrial truck and tractor equipment operators ..	16.70	4.6	16.70	4.6	—	—
Handlers, equipment cleaners, helpers, and laborers						
	14.26	4.4	14.16	4.9	15.17	4.1

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
1	\$9.30	8.3	\$9.27	8.6	—	—
2	12.41	13.1	12.41	13.1	—	—
3	18.11	3.2	18.41	3.1	—	—
4	13.19	6.8	13.15	7.9	—	—
5	16.89	3.4	17.12	4.4	—	—
6	19.50	6.1	19.92	5.6	—	—
Construction laborers	16.90	.9	—	—	—	—
Production helpers	11.76	9.3	11.76	9.3	—	—
Freight, stock, and material handlers, n.e.c.	19.81	3.5	19.81	3.5	—	—
Laborers, except construction, n.e.c.	13.52	10.4	13.22	13.5	\$14.53	4.2
3	14.78	5.2	—	—	—	—
Service	11.77	4.8	9.98	4.0	16.34	5.0
1	7.98	6.4	7.95	7.2	—	—
2	8.74	8.9	8.41	9.2	—	—
3	9.51	4.7	9.43	4.9	—	—
4	10.47	7.7	9.84	11.3	12.91	8.3
5	15.08	13.1	16.58	21.1	12.90	5.9
6	18.67	6.1	—	—	—	—
7	19.32	1.2	—	—	20.83	.3
8	16.65	8.3	—	—	—	—
9	21.95	2.7	—	—	21.81	2.8
Protective service	17.49	5.7	12.29	18.5	18.66	4.0
5	12.72	6.8	—	—	12.95	6.9
7	20.78	.5	—	—	—	—
9	21.95	2.7	—	—	21.81	2.8
Police and detectives, public service	19.46	2.7	—	—	19.46	2.7
9	21.26	3.7	—	—	21.26	3.7
Guards and police, except public service	12.15	16.1	11.80	17.7	—	—
Food service	8.37	5.9	8.38	6.5	—	—
1	7.12	6.5	7.00	7.8	—	—
2	8.23	22.5	8.23	22.5	—	—
4	7.88	22.2	—	—	—	—
Waiters, waitresses, and bartenders	6.05	26.7	6.05	26.7	—	—
Waiters and waitresses	6.66	28.7	6.66	28.7	—	—
Other food service	9.18	3.7	9.30	4.5	—	—
1	7.66	2.2	7.63	2.9	—	—
2	7.42	3.5	7.42	3.5	—	—
Supervisors, food preparation and service	11.30	16.6	11.30	16.6	—	—
Cooks	11.43	11.5	11.48	12.6	—	—
Kitchen workers, food preparation	8.03	8.2	8.20	13.1	—	—
Food preparation, n.e.c.	7.76	2.9	7.76	2.9	—	—
1	7.66	3.5	7.66	3.5	—	—
Health service	10.11	3.2	9.75	4.2	13.71	5.2
2	9.54	3.6	9.54	3.6	—	—
3	9.87	5.0	9.75	5.3	—	—
4	12.01	5.8	—	—	—	—
Health aides, except nursing	9.31	8.6	8.90	8.1	—	—
Nursing aides, orderlies and attendants	10.28	4.4	9.90	5.4	—	—
2	9.74	7.8	9.74	7.8	—	—
3	9.96	4.4	9.84	4.8	—	—
Cleaning and building service	10.05	5.4	9.33	6.3	12.55	9.8
1	8.90	8.1	8.85	8.6	—	—
2	8.89	12.7	—	—	—	—
3	10.06	8.5	—	—	—	—
Maids and housemen	8.32	4.9	8.32	5.1	—	—
1	8.12	4.9	8.10	5.2	—	—
Janitors and cleaners	9.47	7.4	8.95	7.2	11.57	3.2
1	9.10	10.3	9.03	11.0	—	—
2	8.89	12.7	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$14.20	24.1	\$14.32	25.9	—	—

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

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

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

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

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

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

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, St. Louis, MO-IL, June 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$10.09	4.7	\$9.77	5.0	\$14.90	13.2
All excluding sales	10.59	5.6	10.21	6.0	15.11	13.2
White collar	13.08	8.3	12.64	8.8	17.60	21.3
1	7.13	5.0	7.14	5.1	—	—
2	8.60	5.1	8.57	5.4	—	—
3	9.61	5.7	9.68	5.8	—	—
4	15.41	10.6	15.88	10.8	—	—
5	16.19	13.4	—	—	—	—
6	21.35	14.7	21.35	14.7	—	—
7	20.80	6.3	20.92	7.0	—	—
8	21.65	3.3	21.20	5.3	—	—
9	26.33	9.8	—	—	—	—
White collar excluding sales	18.43	10.4	18.51	11.8	18.09	21.8
2	9.32	4.6	—	—	—	—
3	9.99	1.6	10.04	1.7	—	—
4	15.41	10.6	15.88	10.8	—	—
5	16.02	14.5	—	—	—	—
6	21.35	14.7	21.35	14.7	—	—
7	20.80	6.3	20.92	7.0	—	—
8	21.65	3.3	21.20	5.3	—	—
9	26.33	9.8	—	—	—	—
Professional specialty and technical	25.11	9.1	25.73	10.7	22.79	14.2
Professional specialty	26.00	10.8	27.03	13.2	22.79	14.2
7	22.23	2.3	22.59	2.1	—	—
8	21.87	4.1	21.53	6.7	—	—
9	26.33	9.8	—	—	—	—
Health related	28.76	13.2	28.13	13.9	—	—
7	22.81	1.8	22.81	1.8	—	—
8	21.53	6.0	21.53	6.0	—	—
Registered nurses	23.18	1.3	23.17	1.4	—	—
7	22.91	.3	22.91	.3	—	—
8	21.45	5.8	21.45	5.8	—	—
Teachers, college and university	24.33	1.9	—	—	—	—
Teachers, except college and university	16.59	21.7	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Technical	19.34	5.9	19.34	5.9	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	8.36	4.6	8.37	4.6	—	—
1	7.16	5.4	7.16	5.4	—	—
2	8.39	5.6	8.39	5.6	—	—
3	9.46	9.3	9.54	9.2	—	—
Sales counter clerks	10.82	6.1	10.82	6.1	—	—
Cashiers	8.05	4.9	8.05	5.0	—	—
1	7.47	7.1	7.47	7.1	—	—
2	8.19	6.1	8.19	6.1	—	—
Administrative support, including clerical	10.90	6.1	11.20	7.1	9.25	2.5
2	9.32	4.6	—	—	—	—
3	10.02	2.0	10.08	2.2	—	—
4	14.67	12.1	14.92	12.3	—	—
Secretaries	12.61	9.9	—	—	—	—
General office clerks	10.21	1.3	—	—	—	—
Blue collar	9.70	6.4	9.55	6.8	—	—
1	6.93	6.0	6.93	6.0	—	—
2	10.50	4.0	10.36	3.9	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—

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, St. Louis, MO-IL, June 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving	\$12.10	17.8	\$11.90	21.9	—	—
Handlers, equipment cleaners, helpers, and laborers	8.69	7.3	8.69	7.3	—	—
1	7.16	4.5	7.16	4.5	—	—
Stock handlers and baggers	8.33	5.7	8.33	5.7	—	—
1	7.26	4.8	7.26	4.8	—	—
Service	7.11	5.5	6.99	6.0	\$9.81	5.5
1	6.17	6.9	6.10	6.8	—	—
2	6.82	14.2	6.57	14.6	—	—
3	8.29	15.6	8.30	15.9	—	—
Protective service	—	—	—	—	—	—
Food service	6.11	4.6	6.03	4.9	—	—
1	6.03	7.5	5.94	7.4	—	—
2	5.94	9.8	5.84	9.2	—	—
Waiters, waitresses, and bartenders	4.85	9.5	4.85	9.5	—	—
1	3.10	6.2	3.10	6.2	—	—
Waiters and waitresses	4.76	26.9	4.76	26.9	—	—
Waiters/Waitresses' assistants	4.79	23.9	4.79	23.9	—	—
Other food service	6.40	4.9	6.31	5.2	—	—
1	6.62	7.5	6.54	7.5	—	—
2	5.51	7.2	5.39	6.0	—	—
Cooks	8.06	10.5	8.07	10.7	—	—
Kitchen workers, food preparation	5.62	22.8	5.51	24.8	—	—
1	7.94	8.9	—	—	—	—
Food preparation, n.e.c.	6.36	2.6	6.22	3.1	—	—
1	6.29	7.1	6.18	6.3	—	—
Health service	10.05	5.8	10.05	5.8	—	—
3	9.73	8.3	9.73	8.3	—	—
Nursing aides, orderlies and attendants	10.04	6.4	10.04	6.4	—	—
3	9.75	9.3	9.75	9.3	—	—
Cleaning and building service	8.59	5.2	—	—	—	—
Janitors and cleaners	8.75	5.5	—	—	—	—
Personal service	—	—	—	—	—	—

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, St. Louis, MO-IL, June 2003**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$19.54	\$10.09	\$20.52	\$17.79	\$18.39	\$25.74
All excluding sales	19.63	10.59	20.85	18.05	18.76	23.89
White collar	22.18	13.08	23.21	21.16	21.17	32.52
White-collar excluding sales	22.55	18.43	24.96	21.96	22.20	32.66
Professional specialty and technical	25.74	25.11	34.01	24.49	25.66	—
Professional specialty	27.28	26.00	32.30	26.32	27.17	—
Technical	19.93	19.34	53.96	18.14	19.71	—
Executive, administrative, and managerial	29.33	—	22.47	29.51	28.08	—
Sales	17.01	8.36	11.36	13.85	11.38	32.32
Administrative support, including clerical	13.98	10.90	16.52	13.12	13.89	—
Blue collar	18.24	9.70	20.22	13.65	17.74	17.37
Precision production, craft, and repair	22.83	—	24.67	18.76	22.84	—
Machine operators, assemblers, and inspectors	16.22	—	18.20	12.59	16.12	—
Transportation and material moving	17.17	12.10	18.76	12.68	16.51	—
Handlers, equipment cleaners, helpers, and laborers	14.26	8.69	16.23	10.08	13.21	—
Service	11.77	7.11	14.34	9.95	10.60	—
	Relative error ⁶ (percent)					
All occupations	2.2	4.7	2.8	2.8	2.2	20.8
All excluding sales	2.4	5.6	2.4	3.0	2.2	27.3
White collar	2.7	8.3	4.0	2.9	2.5	25.4
White-collar excluding sales	2.7	10.4	2.6	3.0	2.5	41.2
Professional specialty and technical	3.6	9.1	3.1	3.9	3.4	—
Professional specialty	3.8	10.8	2.0	4.3	3.6	—
Technical	2.8	5.9	26.7	3.1	3.2	—
Executive, administrative, and managerial	5.5	—	11.4	5.9	5.6	—
Sales	7.0	4.6	6.1	6.8	6.2	19.8
Administrative support, including clerical	1.6	6.1	3.3	1.3	1.4	—
Blue collar	1.7	6.4	2.6	3.5	1.8	16.2
Precision production, craft, and repair	3.3	—	2.2	5.6	3.1	—
Machine operators, assemblers, and inspectors	1.7	—	1.6	6.6	1.6	—
Transportation and material moving	5.4	17.8	5.4	10.1	6.0	—
Handlers, equipment cleaners, helpers, and laborers	4.4	7.3	8.1	4.9	5.3	—
Service	4.8	5.5	8.7	3.0	2.8	—

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, St. Louis, MO-IL, June 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$18.15	\$21.19	\$22.74	\$24.26	\$20.62	\$16.57	\$23.36	\$12.10	–	\$16.98
All excluding sales	18.49	21.23	22.74	24.26	20.66	16.94	22.80	12.34	–	17.13
White collar	21.17	25.92	–	21.41	26.41	19.92	26.12	15.39	–	20.44
White-collar excluding sales	22.35	26.31	–	21.41	26.88	21.18	25.31	21.49	–	20.80
Professional specialty and technical	25.94	28.93	–	–	28.78	24.93	37.42	33.20	–	23.41
Professional specialty	27.09	30.46	–	–	30.30	25.77	27.37	–	–	25.06
Technical	22.45	20.81	–	–	20.88	22.76	–	–	–	19.11
Executive, administrative, and managerial	29.75	34.06	–	22.95	36.17	28.08	36.40	26.59	–	25.43
Sales	13.43	–	–	–	–	13.02	–	11.42	–	11.68
Administrative support, including clerical	14.04	14.96	–	16.20	14.71	13.85	18.25	13.56	–	12.31
Blue collar	17.84	19.22	–	24.95	17.95	14.80	18.57	13.04	–	12.36
Precision production, craft, and repair	23.42	25.44	–	28.65	23.45	19.54	22.04	17.73	–	16.56
Machine operators, assemblers, and inspectors	16.09	16.34	–	–	16.41	11.06	–	–	–	–
Transportation and material moving	16.59	21.94	–	–	21.50	13.07	–	13.38	–	–
Handlers, equipment cleaners, helpers, and laborers	13.05	14.49	–	17.49	13.15	12.07	18.40	10.88	–	9.07
Service	9.06	13.77	–	–	13.77	8.88	–	6.70	–	9.36
	Relative error ⁵ (percent)									
All occupations	2.4	3.2	15.6	10.8	3.4	3.4	5.7	8.1	–	4.6
All excluding sales	2.6	3.1	15.6	10.8	3.4	3.7	6.7	8.2	–	4.6
White collar	2.7	3.5	–	7.4	3.7	3.2	7.0	10.6	–	2.8
White-collar excluding sales	2.8	2.9	–	7.4	2.9	3.5	8.2	17.0	–	2.9
Professional specialty and technical	3.2	3.0	–	–	3.1	4.3	3.4	10.1	–	5.5
Professional specialty	3.9	3.3	–	–	3.5	5.6	4.4	–	–	6.7
Technical	2.0	3.0	–	–	3.0	2.4	–	–	–	2.1
Executive, administrative, and managerial	6.4	12.0	–	.0	12.0	6.7	20.4	17.2	–	5.9
Sales	6.1	–	–	–	–	6.2	–	10.8	–	5.1
Administrative support, including clerical	1.9	1.5	–	1.5	1.6	2.3	4.6	7.1	–	1.8
Blue collar	2.1	2.3	–	13.0	1.4	5.1	8.5	6.6	–	2.2
Precision production, craft, and repair	3.5	4.5	–	5.4	5.7	5.2	3.9	10.4	–	6.8
Machine operators, assemblers, and inspectors	1.5	1.6	–	–	1.7	5.9	–	–	–	–
Transportation and material moving	6.9	1.8	–	–	1.7	10.8	–	9.9	–	–
Handlers, equipment cleaners, helpers, and laborers	5.0	5.4	–	2.9	6.0	5.7	7.9	6.0	–	6.4
Service	1.8	9.1	–	–	9.1	1.7	–	9.3	–	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 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, St. Louis, MO-IL, June 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$18.15	\$14.64	\$19.21	\$16.00	\$22.75
All excluding sales	18.49	14.36	19.67	16.51	22.90
White collar	21.17	18.63	21.75	18.32	24.86
White-collar excluding sales	22.35	19.17	22.96	20.03	25.19
Professional specialty and technical	25.94	21.12	26.75	21.14	29.67
Professional specialty	27.09	21.64	27.77	21.99	30.67
Technical	22.45	20.43	23.11	18.40	25.87
Executive, administrative, and managerial	29.75	28.59	29.99	29.22	30.85
Sales	13.43	17.02	11.40	10.78	14.72
Administrative support, including clerical	14.04	12.55	14.37	13.86	14.87
Blue collar	17.84	14.40	18.98	16.38	22.23
Precision production, craft, and repair	23.42	21.10	24.01	23.44	24.60
Machine operators, assemblers, and inspectors	16.09	12.16	16.80	13.44	21.36
Transportation and material moving	16.59	13.75	19.86	17.32	21.23
Handlers, equipment cleaners, helpers, and laborers	13.05	10.63	14.30	12.10	18.90
Service	9.06	7.69	9.74	8.52	11.99
Relative error ⁴ (percent)					
All occupations	2.4	5.2	2.9	4.1	3.0
All excluding sales	2.6	5.8	3.0	4.4	2.9
White collar	2.7	6.2	3.1	5.4	3.9
White-collar excluding sales	2.8	7.6	3.2	5.3	3.8
Professional specialty and technical	3.2	9.2	3.6	4.9	4.4
Professional specialty	3.9	13.0	4.2	6.4	4.8
Technical	2.0	9.7	2.0	6.1	4.7
Executive, administrative, and managerial	6.4	11.8	7.4	10.2	8.9
Sales	6.1	14.8	5.5	5.7	32.7
Administrative support, including clerical	1.9	4.5	2.0	3.2	4.2
Blue collar	2.1	7.5	2.1	2.9	3.8
Precision production, craft, and repair	3.5	15.9	2.2	3.2	2.0
Machine operators, assemblers, and inspectors	1.5	7.7	2.2	2.1	6.2
Transportation and material moving	6.9	11.5	5.9	12.9	5.6
Handlers, equipment cleaners, helpers, and laborers	5.0	5.5	5.7	9.6	6.9
Service	1.8	10.2	4.5	3.2	5.7

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, St. Louis, MO-IL, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$10.71	\$15.85	\$23.80	\$30.31
All excluding sales	8.25	11.01	16.25	24.04	30.56
White collar	9.47	12.72	18.47	26.14	36.63
White collar excluding sales	10.50	13.67	19.10	26.91	38.22
Professional specialty and technical	13.19	16.69	23.20	30.30	41.82
Professional specialty	14.52	18.66	24.89	32.00	43.42
Engineers, architects, and surveyors	22.00	25.09	28.55	33.34	40.87
Civil engineers	23.08	25.09	25.30	28.55	35.58
Mathematical and computer scientists	20.19	23.54	29.46	34.72	41.65
Computer systems analysts and scientists	20.38	23.98	28.85	34.43	39.95
Natural scientists	—	—	—	—	—
Health related	16.00	18.83	22.88	28.76	43.79
Physicians	19.22	52.89	61.93	61.93	84.13
Registered nurses	16.02	18.83	22.24	26.56	29.02
Pharmacists	34.47	37.80	38.99	41.82	44.76
Occupational therapists	15.56	18.19	20.04	25.00	30.86
Physical therapists	18.47	18.75	20.10	27.00	29.37
Teachers, college and university	17.49	23.08	39.14	54.54	54.54
Other post-secondary teachers	14.38	15.88	22.98	36.59	46.44
Teachers, except college and university	14.53	22.45	27.84	36.17	44.63
Elementary school teachers	18.51	24.63	29.35	39.34	47.25
Secondary school teachers	23.70	26.02	31.46	39.40	50.34
Teachers, special education	14.52	15.38	24.76	30.05	39.41
Teachers, n.e.c.	10.71	10.71	19.59	20.41	24.67
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	17.09	22.17	24.64	28.84	38.06
Social, recreation, and religious workers	12.07	12.87	14.52	15.09	17.84
Social workers	12.07	12.76	14.52	15.09	17.33
Lawyers and judges	14.42	17.27	22.47	27.02	42.79
Lawyers	14.42	17.27	22.47	27.02	42.79
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.75	14.70	18.41	22.72	34.20
Technical	8.45	13.50	17.66	22.50	28.35
Clinical laboratory technologists and technicians	12.86	15.17	18.68	24.52	28.76
Radiological technicians	13.65	20.00	22.49	26.29	27.66
Licensed practical nurses	7.91	8.45	14.25	16.43	17.66
Health technologists and technicians, n.e.c.	9.70	10.00	14.94	17.60	18.92
Drafters	14.42	17.75	18.81	20.77	20.85
Computer programmers	20.93	23.08	27.89	35.47	40.87
Technical and related, n.e.c.	10.31	12.00	18.32	28.61	34.86
Executive, administrative, and managerial	15.45	19.30	24.50	35.08	47.33
Executives, administrators, and managers	17.65	23.56	31.47	41.11	57.59
Administrators and officials, public administration	18.25	24.12	28.33	31.73	39.29
Financial managers	26.28	26.28	27.93	42.55	75.48
Managers, marketing, advertising, and public relations	14.42	22.28	25.00	63.65	63.65
Administrators, education and related fields	21.21	31.21	35.08	46.47	67.86
Managers, medicine and health	28.21	28.37	32.30	38.22	42.90
Managers, service organizations, n.e.c.	10.50	19.68	22.11	26.00	36.18
Managers and administrators, n.e.c.	15.45	27.29	37.31	45.32	55.89
Management related	14.82	17.80	19.95	23.20	27.71
Accountants and auditors	14.85	19.10	20.19	25.09	27.13
Other financial officers	20.74	20.74	23.20	27.24	30.98
Personnel, training, and labor relations specialists	12.79	17.44	19.95	23.86	23.86
Purchasing agents and buyers, n.e.c.	20.38	22.26	25.46	28.77	29.55
Construction inspectors	14.77	17.72	18.75	21.44	22.00
Management related, n.e.c.	14.50	15.66	19.30	20.80	25.53
Sales	6.50	7.92	9.75	14.85	22.89
Supervisors, sales	10.10	10.10	14.85	29.56	32.16
Sales workers, apparel	5.50	6.15	8.50	9.35	10.39
Sales counter clerks	8.00	8.50	9.38	12.90	15.55
Cashiers	6.50	6.85	8.00	9.78	11.00
Administrative support, including clerical	9.25	10.84	12.98	16.50	19.55
Secretaries	10.89	13.07	14.92	17.31	20.57

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Typists	\$8.72	\$9.02	\$10.37	\$13.60	\$18.74
Receptionists	9.36	10.43	11.00	14.07	15.87
Library clerks	7.60	8.50	10.92	13.18	14.92
Records clerks, n.e.c.	9.52	11.60	11.80	13.82	15.28
Bookkeepers, accounting and auditing clerks	11.00	12.02	12.87	15.63	17.51
Traffic, shipping and receiving clerks	9.00	9.35	11.00	12.56	13.60
Stock and inventory clerks	9.25	9.25	11.45	15.43	21.73
Investigators and adjusters, except insurance	10.10	11.11	15.26	20.96	21.43
Bill and account collectors	13.00	13.71	14.84	22.34	22.34
General office clerks	8.40	9.47	11.70	13.17	16.92
Bank tellers	8.25	8.67	10.00	11.39	12.50
Teachers' aides	7.29	8.68	11.31	13.77	17.03
Administrative support, n.e.c.	9.57	11.68	12.98	16.30	18.49
Blue collar	9.25	11.60	16.50	23.99	26.94
Precision production, craft, and repair					
Supervisors, mechanics and repairers	17.85	22.48	23.79	30.52	36.34
Industrial machinery repairers	16.80	20.39	26.25	29.75	29.75
Mechanics and repairers, n.e.c.	11.76	15.00	16.88	20.37	22.63
Carpenters	24.87	28.64	28.64	30.14	30.14
Electricians	19.29	29.20	29.20	33.72	36.78
Plumbers, pipefitters and steamfitters	16.93	17.84	23.43	24.81	30.29
Supervisors, production	17.56	20.10	23.66	25.87	29.71
Machinists	15.93	19.29	22.40	28.21	28.21
Machine operators, assemblers, and inspectors					
Printing press operators	10.56	10.92	14.83	23.99	23.99
Painting and paint spraying machine operators ...	11.81	13.06	16.60	25.94	25.98
Miscellaneous machine operators, n.e.c.	10.16	10.16	13.84	16.48	22.55
Welders and cutters	9.25	12.36	14.00	17.88	17.88
Assemblers	9.00	11.00	25.12	25.62	26.21
Production inspectors, checkers and examiners ..	10.72	11.58	11.58	14.83	25.79
Transportation and material moving					
Truck drivers	9.50	11.56	15.61	21.68	25.62
Bus drivers	9.50	10.00	14.61	17.15	22.64
Industrial truck and tractor equipment operators ..	11.10	12.20	12.89	18.41	18.41
.....	11.37	14.23	14.86	20.58	25.46
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	6.50	9.00	11.92	17.46	20.25
Production helpers	10.00	11.00	17.50	23.61	23.78
Stock handlers and baggers	8.00	8.00	9.56	15.78	19.76
Freight, stock, and material handlers, n.e.c.	6.25	6.50	9.00	11.92	15.03
Laborers, except construction, n.e.c.	16.73	17.46	20.25	20.25	24.58
.....	6.50	9.75	13.11	16.95	19.76
Service					
Protective service	5.50	7.00	9.00	12.02	18.45
Police and detectives, public service	9.88	12.25	16.98	21.19	23.88
Guards and police, except public service	15.35	15.35	19.45	22.78	24.12
Food service	8.55	9.33	10.50	15.25	20.21
Waiters, waitresses, and bartenders	3.09	5.60	7.00	8.85	11.00
Waiters and waitresses	2.13	2.13	3.55	9.00	10.50
Waiters/Waitresses' assistants	2.13	2.13	3.19	9.00	11.00
Other food service	2.13	2.13	3.23	4.20	6.00
Supervisors, food preparation and service	5.40	6.10	7.25	8.59	11.24
Cooks	7.25	7.60	10.00	14.53	16.83
Kitchen workers, food preparation	6.25	7.40	9.00	10.47	12.24
Food preparation, n.e.c.	2.13	6.00	7.44	8.00	9.62
Health service	5.40	6.00	6.75	7.72	8.85
Health aides, except nursing	7.50	8.75	10.00	11.37	12.77
Nursing aides, orderlies and attendants	6.00	6.25	8.63	10.78	13.10
Cleaning and building service	8.00	8.75	10.00	11.25	12.38
Maids and housemen	6.90	7.50	8.95	11.08	15.40
Janitors and cleaners	6.90	7.00	8.13	8.90	10.53
.....	6.55	7.50	8.56	10.30	13.09

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Personal service	\$6.00	\$7.70	\$10.20	\$12.30	\$32.61

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, St. Louis, MO-IL, June 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.70	\$10.25	\$15.55	\$23.65	\$29.56
All excluding sales	8.00	10.72	16.00	24.00	29.75
White collar	9.48	12.52	18.47	25.63	35.57
White collar excluding sales	10.86	13.79	19.22	26.51	36.54
Professional specialty and technical	14.43	17.77	23.25	29.67	40.00
Professional specialty	14.78	18.91	25.06	31.28	42.44
Engineers, architects, and surveyors	22.00	25.09	28.55	33.37	40.87
Civil engineers	23.30	25.09	25.30	28.55	36.06
Mathematical and computer scientists	22.24	26.27	30.56	35.76	42.31
Computer systems analysts and scientists	22.81	26.44	30.56	35.54	41.33
Natural scientists	—	—	—	—	—
Health related	15.87	18.57	22.33	27.88	34.47
Physicians	18.39	19.22	20.99	25.00	30.00
Registered nurses	16.09	18.83	22.52	26.71	29.17
Pharmacists	36.40	37.97	39.56	42.10	44.76
Occupational therapists	15.56	18.19	20.04	25.00	30.86
Physical therapists	18.47	18.75	20.10	27.00	29.37
Teachers, college and university	—	—	—	—	—
Other post-secondary teachers	17.49	19.03	25.31	41.27	46.44
Teachers, except college and university	12.61	12.61	14.53	20.41	25.47
Teachers, n.e.c.	14.25	14.25	20.41	20.41	29.39
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.73	11.83	12.76	14.78	16.51
Social workers	11.73	11.83	12.62	14.78	14.78
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.75	14.70	18.27	22.72	34.67
Technical	13.92	15.67	19.26	23.93	29.29
Clinical laboratory technologists and technicians	12.86	15.17	18.68	24.52	28.76
Radiological technicians	13.65	20.00	22.49	26.29	27.66
Licensed practical nurses	14.14	14.67	16.01	17.66	18.95
Drafters	14.42	17.75	18.81	20.77	20.85
Computer programmers	20.93	23.08	27.89	35.47	40.87
Executive, administrative, and managerial	15.61	19.30	25.53	36.06	47.67
Executives, administrators, and managers	16.85	23.48	32.30	41.11	63.65
Financial managers	26.28	26.28	27.93	42.55	75.48
Managers, marketing, advertising, and public relations	14.42	22.28	25.00	63.65	63.65
Administrators, education and related fields	22.71	32.91	35.08	35.08	83.59
Managers, medicine and health	28.21	28.37	32.30	38.22	42.90
Managers and administrators, n.e.c.	15.45	27.64	37.51	45.41	56.83
Management related	15.45	19.10	20.00	23.86	28.24
Accountants and auditors	15.61	19.10	19.24	23.08	25.76
Personnel, training, and labor relations specialists	12.79	18.85	19.95	23.86	23.86
Management related, n.e.c.	14.50	18.99	19.30	21.79	29.71
Sales	6.50	7.95	9.75	14.85	22.89
Sales workers, apparel	5.50	6.15	8.50	9.35	10.39
Sales counter clerks	8.00	8.50	9.38	12.90	15.55
Cashiers	6.50	6.76	8.00	9.78	11.00
Administrative support, including clerical	9.25	11.00	13.21	17.00	20.00
Secretaries	12.00	13.46	15.39	17.95	20.77
Receptionists	9.38	10.30	11.00	14.38	15.87
Records clerks, n.e.c.	6.82	11.60	12.14	13.93	15.87
Bookkeepers, accounting and auditing clerks	11.00	12.02	12.87	15.75	17.38
Traffic, shipping and receiving clerks	9.00	9.35	11.00	12.56	13.60
Stock and inventory clerks	9.25	9.25	12.02	15.43	21.73
Investigators and adjusters, except insurance	10.10	11.11	15.26	20.96	21.43
Bill and account collectors	13.00	13.71	14.84	22.34	22.34
General office clerks	8.00	9.00	11.48	13.02	17.45
Bank tellers	8.25	8.67	10.00	11.39	12.50
Administrative support, n.e.c.	9.57	11.84	13.10	16.59	18.49

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar	\$9.25	\$11.58	\$16.50	\$24.81	\$27.90
Precision production, craft, and repair	14.40	19.29	24.81	28.64	30.14
Supervisors, mechanics and repairers	17.85	22.48	23.79	30.52	36.34
Industrial machinery repairers	16.80	20.39	26.25	29.75	29.75
Mechanics and repairers, n.e.c.	12.60	16.00	17.54	21.69	22.63
Carpenters	24.87	28.64	28.64	30.14	30.14
Electricians	19.29	29.20	29.20	33.72	36.78
Plumbers, pipefitters and steamfitters	22.24	22.74	23.43	24.81	30.29
Supervisors, production	17.56	20.10	23.66	25.87	29.71
Machinists	15.93	19.29	22.40	28.21	28.21
Machine operators, assemblers, and inspectors	9.52	11.00	14.00	22.74	25.62
Printing press operators	10.56	10.92	14.83	23.99	23.99
Painting and paint spraying machine operators ...	11.81	13.06	16.60	25.94	25.98
Miscellaneous machine operators, n.e.c.	10.16	10.16	13.84	16.48	22.55
Welders and cutters	9.25	12.36	14.00	17.88	17.88
Assemblers	9.00	11.00	25.12	25.62	26.21
Production inspectors, checkers and examiners ..	10.72	11.58	11.58	14.83	25.79
Transportation and material moving	9.50	11.50	15.12	22.64	25.62
Truck drivers	9.50	10.00	14.61	17.15	22.64
Industrial truck and tractor equipment operators ..	11.37	14.23	14.86	20.58	25.46
Handlers, equipment cleaners, helpers, and laborers	6.50	9.00	11.29	17.46	20.25
Construction laborers	10.00	10.00	17.50	23.78	23.78
Production helpers	8.00	8.00	9.56	15.78	19.76
Stock handlers and baggers	6.25	6.50	9.00	11.92	15.03
Freight, stock, and material handlers, n.e.c.	16.73	17.46	20.25	20.25	24.58
Laborers, except construction, n.e.c.	6.50	9.00	13.11	17.89	19.76
Service	5.15	6.50	8.25	10.33	12.93
Protective service	8.00	8.55	10.08	11.22	20.21
Guards and police, except public service	8.55	9.26	10.08	11.22	20.21
Food service	3.00	5.50	7.00	8.94	11.00
Waiters, waitresses, and bartenders	2.13	2.13	3.55	9.00	10.50
Waiters and waitresses	2.13	2.13	3.19	9.00	11.00
Waiters/Waitresses' assistants	2.13	2.13	3.23	4.20	6.00
Other food service	5.36	6.00	7.10	8.70	11.72
Supervisors, food preparation and service	7.25	7.60	10.00	14.53	16.83
Cooks	6.25	7.25	9.00	10.36	12.81
Kitchen workers, food preparation	2.13	5.60	6.55	8.00	10.03
Food preparation, n.e.c.	5.40	6.00	6.50	7.70	8.50
Health service	7.25	8.75	9.75	10.94	12.08
Health aides, except nursing	6.00	6.25	8.00	9.66	13.10
Nursing aides, orderlies and attendants	8.00	8.75	10.00	10.94	11.50
Cleaning and building service	6.55	7.28	8.34	10.23	12.92
Maids and housemen	6.90	7.00	8.13	8.86	10.55
Janitors and cleaners	6.55	7.20	8.02	9.96	11.70
Personal service	6.00	7.70	10.00	12.69	33.73

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, St. Louis, MO-IL, June 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.52	\$12.76	\$16.98	\$24.55	\$35.21
All excluding sales	9.52	12.76	16.98	24.58	35.36
White collar	9.36	13.19	18.25	28.52	41.57
White collar excluding sales	9.49	13.19	18.39	28.52	41.68
Professional specialty and technical	9.33	14.80	23.19	31.82	43.82
Professional specialty	14.23	16.13	24.67	33.93	46.05
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	20.49	22.11	60.73	61.93	61.93
Registered nurses	15.35	20.20	20.86	23.70	26.84
Teachers, college and university	15.39	20.14	23.77	32.54	44.94
Teachers, except college and university	15.38	24.18	28.94	37.72	45.43
Elementary school teachers	22.66	25.23	30.31	39.65	48.14
Secondary school teachers	24.72	26.90	32.31	39.84	50.34
Teachers, special education	14.52	15.38	24.76	30.05	39.41
Teachers, n.e.c.	10.71	10.71	18.18	20.40	24.07
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.72	13.45	14.80	15.38	22.66
Social workers	12.72	13.45	14.80	15.38	22.66
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	7.91	7.91	8.45	9.19	9.50
Executive, administrative, and managerial	14.87	17.72	21.45	32.85	45.61
Executives, administrators, and managers	19.68	24.12	31.16	41.31	57.59
Administrators and officials, public administration	18.25	24.12	28.33	31.73	39.29
Administrators, education and related fields	19.86	30.19	37.71	52.41	62.10
Management related	14.24	15.66	17.98	21.26	23.28
Construction inspectors	12.98	16.30	17.98	20.45	21.44
Management related, n.e.c.	10.48	14.24	15.66	15.99	18.08
Sales	—	—	—	—	—
Administrative support, including clerical	9.02	10.56	12.02	14.79	17.03
Secretaries	10.56	11.26	13.70	16.32	18.15
Library clerks	6.98	8.30	9.82	12.61	14.70
General office clerks	9.83	11.69	11.94	14.04	16.49
Teachers' aides	7.29	8.68	11.31	13.77	17.03
Blue collar	11.10	13.06	16.57	18.41	20.26
Precision production, craft, and repair	10.16	13.00	16.71	18.39	20.00
Transportation and material moving	11.90	14.63	17.25	18.41	21.68
Handlers, equipment cleaners, helpers, and laborers	11.24	12.75	15.33	16.95	19.79
Laborers, except construction, n.e.c.	10.00	11.91	13.55	16.95	19.60
Service	8.43	10.95	15.35	20.13	23.46
Protective service	12.25	15.35	18.51	22.45	24.44
Police and detectives, public service	15.35	15.35	19.45	22.78	24.12
Food service	7.44	7.55	7.66	8.59	10.69
Other food service	7.44	7.55	7.66	8.59	10.69
Health service	11.98	12.02	13.79	16.21	16.21

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$8.43	\$9.55	\$10.94	\$15.01	\$17.96
Janitors and cleaners	8.43	8.91	10.69	13.09	15.35
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, St. Louis, MO-IL, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$11.73	\$16.95	\$24.80	\$31.21
All excluding sales	9.06	11.94	17.13	24.83	31.25
White collar	10.19	13.27	18.81	26.88	37.99
White collar excluding sales	10.76	13.77	19.23	27.24	38.53
Professional specialty and technical	13.19	16.63	23.51	30.56	41.91
Professional specialty	14.52	18.57	25.09	32.45	43.78
Engineers, architects, and surveyors	22.00	25.09	28.55	33.34	40.87
Civil engineers	23.08	25.09	25.30	28.55	35.58
Mathematical and computer scientists	20.19	23.54	29.46	34.72	41.65
Computer systems analysts and scientists	20.38	23.98	28.85	34.43	39.95
Natural scientists	-	-	-	-	-
Health related	15.77	18.64	22.73	29.16	44.12
Physicians	19.22	21.93	61.93	61.93	75.75
Registered nurses	15.83	18.83	22.00	26.74	29.33
Pharmacists	34.43	37.80	38.94	40.50	44.65
Occupational therapists	15.56	17.85	19.34	25.00	30.86
Teachers, college and university	17.49	24.55	45.40	54.54	54.54
Other post-secondary teachers	14.54	15.88	24.62	38.05	46.44
Teachers, except college and university	15.38	23.02	28.52	36.57	45.11
Elementary school teachers	18.51	24.63	29.35	39.34	47.25
Secondary school teachers	23.75	26.03	31.60	39.64	50.34
Teachers, special education	14.52	15.38	24.76	30.05	39.41
Teachers, n.e.c.	10.71	10.71	19.59	20.41	24.87
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	17.09	22.17	24.64	28.84	38.06
Social, recreation, and religious workers	12.07	12.82	14.52	15.09	17.84
Social workers	12.07	12.76	14.52	15.09	17.33
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.75	14.70	18.41	22.72	34.20
Technical	8.45	13.26	17.66	22.50	28.35
Clinical laboratory technologists and technicians	12.86	15.17	18.68	24.52	28.80
Radiological technicians	13.65	20.00	22.44	26.29	28.35
Licensed practical nurses	7.91	8.45	13.92	16.12	17.66
Health technologists and technicians, n.e.c.	9.70	10.00	14.10	17.89	18.92
Drafters	14.42	17.75	18.81	20.77	20.85
Computer programmers	20.93	23.08	27.89	35.47	40.87
Technical and related, n.e.c.	10.31	12.00	18.32	28.61	34.86
Executive, administrative, and managerial	15.61	19.30	24.58	35.08	47.35
Executives, administrators, and managers	17.89	24.04	31.73	41.26	57.59
Administrators and officials, public administration	18.25	24.12	28.22	31.73	38.95
Financial managers	26.28	26.28	27.93	42.55	75.48
Managers, marketing, advertising, and public relations	14.42	22.28	25.00	63.65	63.65
Administrators, education and related fields	21.21	31.21	35.08	46.47	67.86
Managers, medicine and health	28.21	28.37	32.30	38.22	42.90
Managers and administrators, n.e.c.	15.45	27.29	37.31	45.32	55.89
Management related	14.82	17.80	19.95	23.20	27.71
Accountants and auditors	14.85	19.10	20.19	25.09	27.13
Other financial officers	20.74	20.74	23.20	27.24	30.98
Personnel, training, and labor relations specialists	12.79	17.44	19.95	23.86	23.86
Purchasing agents and buyers, n.e.c.	20.38	22.26	25.46	28.77	29.55
Construction inspectors	14.77	17.72	18.75	21.44	22.00
Management related, n.e.c.	14.50	15.66	19.30	20.80	25.53
Sales	8.00	9.75	12.02	19.24	29.56
Supervisors, sales	10.10	10.10	14.85	29.56	32.16
Cashiers	8.24	9.00	10.97	11.60	11.60
Administrative support, including clerical	9.40	11.06	13.16	16.74	19.64
Secretaries	11.26	13.25	15.08	17.43	20.77
Typists	8.72	9.02	10.37	13.60	18.74
Receptionists	9.41	10.50	11.00	14.07	15.87
Records clerks, n.e.c.	10.99	11.60	12.14	13.93	15.41
Bookkeepers, accounting and auditing clerks	11.00	12.02	12.87	15.63	17.51
Traffic, shipping and receiving clerks	9.00	9.35	11.00	12.56	13.60

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Stock and inventory clerks	\$9.25	\$9.25	\$11.45	\$15.43	\$21.73
Investigators and adjusters, except insurance	10.10	11.11	15.26	20.96	21.43
Bill and account collectors	13.00	13.75	22.34	22.34	22.34
General office clerks	8.22	9.67	11.86	13.70	17.45
Bank tellers	8.30	9.14	10.20	11.39	12.51
Teachers' aides	6.00	9.16	11.66	13.86	17.03
Administrative support, n.e.c.	9.87	11.89	13.12	16.54	18.49
Blue collar	9.87	12.28	17.15	24.81	27.85
Precision production, craft, and repair					
Supervisors, mechanics and repairers	17.85	22.48	23.79	30.52	36.34
Industrial machinery repairers	16.80	20.39	26.25	29.75	29.75
Mechanics and repairers, n.e.c.	11.76	15.00	16.88	20.37	22.63
Carpenters	24.87	28.64	28.64	30.14	30.14
Electricians	19.29	29.20	29.20	33.72	36.78
Plumbers, pipefitters and steamfitters	16.93	17.84	23.43	24.81	30.29
Supervisors, production	17.56	20.10	23.66	25.87	29.71
Machinists	15.93	19.29	22.40	28.21	28.21
Machine operators, assemblers, and inspectors					
Printing press operators	10.56	10.92	14.83	23.99	23.99
Painting and paint spraying machine operators ...	11.81	13.06	16.60	25.94	25.98
Miscellaneous machine operators, n.e.c.	10.16	10.16	13.84	16.48	22.55
Welders and cutters	9.25	12.36	14.00	17.88	17.88
Assemblers	9.00	11.00	25.62	25.62	26.21
Production inspectors, checkers and examiners ..	10.72	11.58	11.58	14.83	25.79
Transportation and material moving					
Truck drivers	9.50	11.56	16.57	22.64	25.62
Industrial truck and tractor equipment operators ..	11.37	14.23	14.86	20.58	25.46
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	10.00	11.00	17.50	23.11	23.78
Production helpers	8.00	8.00	9.56	15.78	19.76
Freight, stock, and material handlers, n.e.c.	16.73	17.46	20.25	20.25	24.58
Laborers, except construction, n.e.c.	6.50	9.75	13.11	16.95	19.76
Service					
Protective service	10.44	12.96	17.23	21.31	24.04
Police and detectives, public service	15.35	15.35	19.47	22.82	24.12
Guards and police, except public service	8.55	9.33	10.50	13.63	20.21
Food service	3.15	6.50	8.00	9.34	13.46
Waiters, waitresses, and bartenders	2.13	3.09	3.73	9.00	9.00
Waiters and waitresses	2.13	3.09	8.94	9.00	13.40
Other food service	6.50	7.25	8.00	10.00	14.53
Supervisors, food preparation and service	7.25	7.60	10.00	14.53	16.83
Cooks	7.40	8.70	10.36	11.34	23.12
Kitchen workers, food preparation	6.15	7.44	7.66	8.59	10.50
Food preparation, n.e.c.	6.50	7.00	7.67	8.50	9.00
Health service	7.56	8.75	10.00	11.22	12.97
Health aides, except nursing	5.51	7.50	8.87	12.02	13.10
Nursing aides, orderlies and attendants	8.15	8.75	10.00	11.14	12.86

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, St. Louis, MO-IL, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.90	\$7.50	\$8.95	\$11.95	\$15.40
Maids and housemen	6.90	7.00	8.13	9.00	10.55
Janitors and cleaners	6.55	7.50	8.57	10.30	13.09
Personal service	6.00	8.50	10.67	12.94	34.66

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, St. Louis, MO-IL, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$5.50	\$6.40	\$8.25	\$10.94	\$18.18
All excluding sales	5.30	6.25	8.25	11.50	20.00
White collar	6.50	7.45	9.29	15.50	23.00
White collar excluding sales	8.50	10.00	14.34	22.57	26.52
Professional specialty and technical	14.25	19.00	22.00	25.54	29.00
Professional specialty	14.25	19.00	22.57	26.00	31.00
Health related	18.04	20.00	24.00	26.60	34.00
Registered nurses	18.00	20.01	24.00	26.00	27.75
Teachers, college and university	17.00	21.00	23.00	25.00	30.00
Teachers, except college and university	10.32	10.32	14.25	21.06	22.57
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Technical	13.50	17.25	20.00	22.75	23.43
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Sales	6.20	6.70	7.95	9.00	10.91
Sales counter clerks	7.70	8.95	9.25	12.90	16.40
Cashiers	6.30	6.60	7.40	9.00	10.32
Administrative support, including clerical	7.75	8.80	10.00	12.55	14.34
Secretaries	9.12	9.92	14.34	14.34	14.34
General office clerks	8.50	8.90	9.60	11.37	13.00
Blue collar	6.20	6.50	9.00	11.92	14.35
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	5.15	11.00	12.20	14.71	17.05
Handlers, equipment cleaners, helpers, and laborers	6.20	6.40	7.20	10.14	11.92
Stock handlers and baggers	6.20	6.40	7.95	10.14	11.92
Service	2.13	5.50	6.55	8.60	10.94
Protective service	-	-	-	-	-
Food service	2.13	5.25	6.00	7.00	9.00
Waiters, waitresses, and bartenders	2.13	2.13	3.00	6.00	10.50
Waiters and waitresses	2.13	2.13	2.13	9.00	10.50
Waiters/Waitresses' assistants	2.13	2.13	5.15	6.00	11.00
Other food service	5.15	5.50	6.10	7.25	8.40
Cooks	6.05	6.65	7.50	9.00	11.00
Kitchen workers, food preparation	2.13	2.13	6.00	7.00	8.22
Food preparation, n.e.c.	5.35	5.55	6.00	7.00	7.65
Health service	6.50	8.50	10.94	11.50	11.50
Nursing aides, orderlies and attendants	7.75	9.00	10.94	11.50	11.50
Cleaning and building service	6.82	7.47	8.49	9.52	10.69
Janitors and cleaners	7.21	7.52	8.49	10.30	10.69
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 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 St. Louis, MO–IL, Metropolitan Statistical Area includes the city of St. Louis, the part of the city of Sullivan in Crawford County, Franklin, Jefferson, Lincoln, St. Charles, St. Louis, and Warren Counties, MO; and Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL.

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 met-

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	4,092
Total in sample	468
Responding	312
Out of business or not in survey scope	47
Unable or refused to provide data	109

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

Estimation

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

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

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

Percentiles

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

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, St. Louis, MO-IL, June 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	608,700	495,300	113,400
All excluding sales	568,200	455,200	112,900
White collar	326,700	244,500	82,200
White-collar excluding sales	286,100	204,400	81,800
Professional specialty and technical	150,600	95,500	55,200
Professional specialty	123,100	72,800	50,300
Technical	27,500	22,600	4,900
Executive, administrative, and managerial	44,100	35,900	8,300
Sales	40,500	40,100	—
Administrative support, including clerical	91,400	73,000	18,300
Blue collar	165,700	155,200	10,400
Precision production, craft, and repair	51,100	46,400	4,600
Machine operators, assemblers, and inspectors	55,300	55,300	—
Transportation and material moving	21,900	18,600	3,300
Handlers, equipment cleaners, helpers, and laborers	37,400	34,900	2,500
Service	116,400	95,600	20,800

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.