

**Table 4**

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>All workers</b> .....	\$23.14	2.8%	\$23.97	3.4%	\$13.70	5.6%
<b>Management occupations</b> .....	38.16	4.5	38.35	4.6	—	—
Level 7 .....	17.57	12.6	—	—	—	—
Level 9 .....	28.15	10.5	28.15	10.5	—	—
Level 10 .....	38.41	11.4	38.41	11.4	—	—
Level 11 .....	40.99	3.6	40.99	3.6	—	—
Not able to be leveled .....	38.12	9.5	38.42	9.7	—	—
General and operations managers .....	48.97	7.3	48.97	7.3	—	—
Financial managers .....	39.67	10.9	39.67	10.9	—	—
Education administrators .....	39.28	5.1	39.57	5.2	—	—
Level 11 .....	43.09	7.3	43.09	7.3	—	—
Not able to be leveled .....	36.70	13.5	37.40	14.6	—	—
Education administrators, elementary and secondary school .....	44.53	5.7	44.89	5.7	—	—
Level 11 .....	45.41	6.6	45.41	6.6	—	—
Education administrators, postsecondary .....	34.81	11.1	35.65	12.7	—	—
Social and community service managers .....	29.10	10.1	29.89	8.6	—	—
<b>Business and financial operations occupations</b> .....	21.98	3.4	22.03	3.7	—	—
Level 6 .....	19.61	2.7	19.61	2.7	—	—
Level 7 .....	18.60	2.9	18.30	2.8	—	—
Level 8 .....	22.73	5.5	22.73	5.5	—	—
Level 9 .....	25.85	3.8	25.85	3.8	—	—
Not able to be leveled .....	21.61	12.6	21.61	12.6	—	—
Human resources, training, and labor relations specialists .....	21.80	18.9	21.80	18.9	—	—
Accountants and auditors .....	23.11	7.6	23.11	7.6	—	—
<b>Computer and mathematical science occupations</b> .....	29.62	3.2	30.13	3.4	—	—
Computer systems analysts .....	33.27	3.9	33.27	3.9	—	—
<b>Architecture and engineering occupations</b> .....	25.23	7.2	25.23	7.2	—	—
Level 6 .....	19.59	5.0	19.59	5.0	—	—
Level 7 .....	22.52	4.1	22.52	4.1	—	—
Engineers .....	31.84	7.5	31.84	7.5	—	—
Civil engineers .....	31.03	10.1	31.03	10.1	—	—
Engineering technicians, except drafters .....	19.78	3.7	19.78	3.7	—	—

See footnotes at end of table.

Table 4

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Architecture and engineering occupations –Continued</b>						
Engineering technicians, except drafters –Continued						
Level 6 .....	\$19.44	5.5%	\$19.44	5.5%	–	–
Civil engineering technicians .....	19.09	3.6	19.09	3.6	–	–
<b>Life, physical, and social science occupations</b> .....						
Level 9 .....	24.21	5.9	24.23	5.9	–	–
Level 9 .....	24.63	6.8	–	–	–	–
Not able to be leveled .....	25.31	3.5	25.57	2.9	–	–
Miscellaneous life, physical, and social science technicians .....	22.63	7.8	23.06	6.6	–	–
<b>Community and social services occupations</b> .....						
Level 6 .....	21.31	8.6	21.31	8.6	–	–
Level 6 .....	15.57	4.2	15.57	4.2	–	–
Level 7 .....	20.25	5.8	20.33	5.9	–	–
Level 9 .....	26.96	9.8	26.81	10.2	–	–
Not able to be leveled .....	19.14	2.5	19.11	2.9	–	–
Counselors .....	27.93	10.5	29.13	11.1	–	–
Level 9 .....	30.72	13.4	–	–	–	–
Educational, vocational, and school counselors .....	35.02	10.7	36.79	8.3	–	–
Social workers .....	19.10	8.6	19.10	8.6	–	–
Child, family, and school social workers .....	17.97	8.1	17.97	8.1	–	–
Miscellaneous community and social service specialists .....	19.71	7.6	19.71	7.6	–	–
Level 7 .....	22.24	7.5	22.24	7.5	–	–
Probation officers and correctional treatment specialists .....	20.51	4.0	20.51	4.0	–	–
Level 7 .....	21.15	5.1	21.15	5.1	–	–
Social and human service assistants .....	18.40	19.6	18.40	19.6	–	–
<b>Legal occupations</b> .....						
Lawyers .....	32.83	7.4	32.83	7.4	–	–
Lawyers .....	36.31	10.9	36.31	10.9	–	–
Miscellaneous legal support workers .....	22.80	6.7	22.80	6.7	–	–
<b>Education, training, and library occupations</b> .....						
Level 2 .....	31.16	5.0	32.68	5.2	\$15.37	4.6%
Level 2 .....	10.20	4.4	10.25	6.8	–	–
Level 3 .....	11.13	3.7	–	–	–	–

See footnotes at end of table.

Table 4

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Education, training, and library occupations –Continued</b>						
Level 4 .....	\$12.23	4.1%	\$12.76	5.0%	\$10.63	4.9%
Level 6 .....	16.27	9.7	–	–	–	–
Level 7 .....	27.22	6.1	29.95	4.2	13.22	13.3
Level 8 .....	25.97	7.6	26.08	7.5	–	–
Level 9 .....	31.71	4.1	31.79	4.2	28.26	3.6
Level 10 .....	29.52	6.5	29.52	6.5	–	–
Level 11 .....	41.13	7.5	41.46	7.9	–	–
Not able to be leveled .....	33.15	12.4	40.25	11.8	14.02	9.4
Postsecondary teachers .....	54.95	23.0	56.64	23.5	26.33	13.7
Level 9 .....	25.41	9.5	–	–	–	–
Level 11 .....	44.22	8.1	44.79	8.7	–	–
Not able to be leveled .....	50.06	4.0	52.53	2.7	27.65	19.1
Arts, communications, and humanities teachers, postsecondary .....	36.61	5.8	37.92	8.8	28.45	21.0
Not able to be leveled .....	38.57	7.2	–	–	–	–
Miscellaneous postsecondary teachers .....	30.54	26.7	–	–	–	–
Primary, secondary, and special education school teachers .....	30.65	3.7	31.37	3.8	17.27	14.8
Level 7 .....	30.56	3.4	31.34	3.2	18.64	24.4
Level 8 .....	27.29	6.2	27.22	6.6	–	–
Level 9 .....	31.98	4.5	32.01	4.6	30.47	4.1
Not able to be leveled .....	16.12	18.4	–	–	–	–
Preschool and kindergarten teachers .....	25.43	6.8	25.60	7.5	–	–
Level 9 .....	26.73	3.7	26.74	4.2	–	–
Kindergarten teachers, except special education .....	25.01	2.9	25.18	2.8	–	–
Level 9 .....	26.65	3.6	–	–	–	–
Elementary and middle school teachers .....	29.75	3.4	31.01	3.7	14.99	13.1
Level 7 .....	30.19	3.4	30.95	4.1	–	–
Level 8 .....	28.35	7.7	28.35	7.7	–	–
Level 9 .....	31.74	5.4	31.71	5.4	–	–
Not able to be leveled .....	15.17	18.0	–	–	–	–
Elementary school teachers, except special education .....	29.69	3.6	31.24	3.9	14.44	12.3
Level 7 .....	29.90	5.7	30.84	5.0	–	–
Level 8 .....	29.16	8.4	29.16	8.4	–	–
Level 9 .....	31.89	5.5	31.86	5.6	–	–
Not able to be leveled .....	14.66	17.9	–	–	–	–

See footnotes at end of table.

**Table 4**

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Education, training, and library occupations –Continued</b>						
Middle school teachers, except special and vocational education .....	\$30.01	4.5%	\$29.99	4.5%	–	–
Level 7 .....	31.41	11.7	–	–	–	–
Level 9 .....	30.97	7.1	30.97	7.1	–	–
Secondary school teachers .....	32.57	3.4	32.59	3.4	–	–
Level 7 .....	33.90	3.2	–	–	–	–
Level 9 .....	32.65	3.4	32.67	3.5	–	–
Secondary school teachers, except special and vocational education .....	32.62	3.5	32.64	3.5	–	–
Level 9 .....	32.71	3.5	32.73	3.6	–	–
Special education teachers .....	30.89	2.7	30.94	2.9	–	–
Level 9 .....	31.70	3.7	31.78	3.9	–	–
Special education teachers, preschool, kindergarten, and elementary school .....	30.82	3.9	30.90	4.0	–	–
Level 9 .....	31.71	5.5	31.86	5.9	–	–
Special education teachers, secondary school .....	30.98	3.6	–	–	–	–
Other teachers and instructors .....	24.22	17.5	33.04	3.3	\$14.47	10.0%
Level 9 .....	31.07	5.4	–	–	–	–
Not able to be leveled .....	24.18	24.6	–	–	14.59	23.0
Library technicians .....	17.70	11.4	18.26	10.1	–	–
Instructional coordinators .....	27.30	2.4	27.23	2.3	–	–
Teacher assistants .....	11.76	2.2	12.18	3.2	10.64	3.9
Level 2 .....	10.20	4.4	10.25	6.8	–	–
Level 3 .....	11.13	3.7	–	–	–	–
Level 4 .....	11.97	3.2	12.45	4.1	10.63	4.9
<b>Arts, design, entertainment, sports, and media occupations .....</b>	19.34	2.0	20.43	2.3	14.03	10.0
Not able to be leveled .....	17.37	8.3	–	–	–	–
<b>Healthcare practitioner and technical occupations .....</b>	29.82	3.9	29.52	4.3	32.54	7.7
Level 7 .....	26.38	5.3	–	–	–	–
Level 9 .....	32.72	5.6	32.73	5.8	–	–
Level 11 .....	41.52	6.5	–	–	–	–
Not able to be leveled .....	29.70	18.3	29.70	18.3	–	–
Registered nurses .....	29.78	3.2	29.84	3.7	–	–
Level 9 .....	30.45	1.8	30.39	1.8	–	–

See footnotes at end of table.

**Table 4**

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Healthcare practitioner and technical occupations –Continued</b>						
Therapists .....	\$34.31	9.2%	\$30.80	8.2%	–	–
Speech-language pathologists .....	41.73	6.2	–	–	–	–
<b>Healthcare support occupations .....</b>	13.25	5.4	13.53	5.1	–	–
Level 3 .....	11.77	6.8	–	–	–	–
Nursing, psychiatric, and home health aides .....	11.50	5.7	11.47	6.2	–	–
Miscellaneous healthcare support occupations .....	15.67	13.3	–	–	–	–
<b>Protective service occupations .....</b>	21.58	5.6	22.06	5.6	\$11.29	6.0%
Level 1 .....	8.57	7.2	–	–	8.57	7.2
Level 2 .....	7.57	5.2	–	–	7.59	5.2
Level 3 .....	11.90	4.6	–	–	11.43	1.3
Level 4 .....	14.79	2.0	14.75	2.1	–	–
Level 5 .....	16.24	8.0	16.37	8.0	–	–
Level 6 .....	18.42	10.9	18.42	10.9	–	–
Level 7 .....	22.92	2.5	22.92	2.5	–	–
Level 8 .....	27.28	2.2	27.28	2.2	–	–
First-line supervisors/managers, law enforcement workers .....	29.64	7.7	29.64	7.7	–	–
Level 8 .....	27.09	4.6	27.09	4.6	–	–
First-line supervisors/managers of police and detectives .....	32.14	8.5	32.14	8.5	–	–
Level 8 .....	28.29	6.2	28.29	6.2	–	–
Fire fighters .....	17.23	14.5	17.29	14.6	–	–
Level 6 .....	15.75	18.0	15.75	18.0	–	–
Level 7 .....	19.42	5.3	19.42	5.3	–	–
Bailiffs, correctional officers, and jailers .....	18.07	4.9	18.14	5.2	–	–
Level 6 .....	17.94	7.6	17.94	7.6	–	–
Correctional officers and jailers ....	18.07	4.9	18.14	5.2	–	–
Level 6 .....	17.94	7.6	17.94	7.6	–	–
Police officers .....	24.47	2.4	24.50	2.5	–	–
Level 6 .....	22.30	7.2	22.30	7.2	–	–
Level 7 .....	24.50	3.5	24.50	3.5	–	–
Level 8 .....	27.16	3.5	27.16	3.5	–	–
Police and sheriff’s patrol officers	24.47	2.4	24.50	2.5	–	–
Level 6 .....	22.30	7.2	22.30	7.2	–	–
Level 7 .....	24.50	3.5	24.50	3.5	–	–
Level 8 .....	27.16	3.5	27.16	3.5	–	–

See footnotes at end of table.

**Table 4**

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Protective service occupations</b>						
–Continued						
Security guards and gaming surveillance officers .....	\$12.22	4.2%	–	–	–	–
Security guards .....	12.22	4.2	–	–	–	–
Miscellaneous protective service workers .....	14.66	15.8	–	–	\$10.07	6.5%
Level 1 .....	8.57	7.2	–	–	8.57	7.2
Level 2 .....	7.57	5.2	–	–	7.59	5.2
Level 3 .....	10.88	1.0	–	–	10.88	1.0
Lifeguards, ski patrol, and other recreational protective service workers .....	8.98	8.8	–	–	8.91	9.3
Level 2 .....	7.57	5.2	–	–	7.59	5.2
<b>Food preparation and serving related occupations</b> .....						
Level 2 .....	7.97	11.4	–	–	–	–
Level 3 .....	11.45	8.3	10.61	8.5	–	–
First-line supervisors/managers, food preparation and serving workers .....	12.68	5.2	–	–	–	–
Cooks .....	10.56	9.8	10.81	12.2	–	–
Cooks, institution and cafeteria .....	10.58	5.7	–	–	–	–
Fast food and counter workers .....	11.15	10.0	–	–	11.72	6.9
Combined food preparation and serving workers, including fast food .....	11.33	6.3	–	–	11.72	6.9
<b>Building and grounds cleaning and maintenance occupations</b> .....						
Level 1 .....	10.03	4.1	–	–	–	–
Level 2 .....	10.72	2.1	10.75	2.3	–	–
Level 3 .....	11.29	6.6	11.90	7.2	–	–
Level 4 .....	13.79	4.5	–	–	–	–
Building cleaning workers .....	11.62	3.4	11.97	3.1	8.06	9.7
Level 2 .....	10.99	1.9	11.01	2.0	–	–
Level 3 .....	11.62	7.2	12.42	3.7	–	–
Janitors and cleaners, except maids and housekeeping cleaners .....	11.93	4.8	12.35	4.2	–	–
Level 2 .....	11.67	4.4	11.69	4.6	–	–
Level 3 .....	11.69	8.8	12.68	4.7	–	–
Grounds maintenance workers .....	12.73	15.5	12.80	16.7	–	–
Landscaping and groundskeeping workers .....	12.91	17.2	12.96	18.6	–	–

See footnotes at end of table.

**Table 4**

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Personal care and service occupations</b> .....	\$10.66	6.8%	\$11.73	9.4%	\$9.64	7.8%
Level 1 .....	8.03	4.4	—	—	8.03	4.4
Level 2 .....	7.56	13.4	—	—	9.34	6.8
Level 3 .....	9.87	7.8	—	—	—	—
Level 4 .....	13.33	8.1	—	—	—	—
Child care workers .....	9.81	9.7	—	—	—	—
Recreation and fitness workers .....	11.66	4.7	—	—	10.67	7.1
Level 2 .....	9.68	9.9	—	—	9.68	9.9
Recreation workers .....	11.64	4.7	—	—	10.64	7.0
Level 2 .....	9.68	9.9	—	—	9.68	9.9
<b>Sales and related occupations</b> .....	11.79	16.9	13.49	20.3	—	—
Retail sales workers .....	9.57	10.7	—	—	—	—
Cashiers, all workers .....	9.54	11.1	—	—	—	—
Cashiers .....	9.54	11.1	—	—	—	—
<b>Office and administrative support occupations</b> .....	15.19	1.9	15.56	2.4	11.27	5.5
Level 2 .....	8.81	4.3	—	—	8.13	2.2
Level 3 .....	11.93	2.2	11.90	2.2	12.10	8.2
Level 4 .....	13.66	1.8	13.98	1.2	11.20	12.3
Level 5 .....	16.23	2.7	16.30	2.8	—	—
Level 6 .....	17.25	4.1	17.25	4.1	—	—
Not able to be leveled .....	17.16	5.0	17.65	4.6	—	—
First-line supervisors/managers of office and administrative support workers .....	20.90	10.7	20.84	10.9	—	—
Financial clerks .....	14.43	4.2	14.89	4.9	—	—
Level 5 .....	14.58	1.9	14.58	1.9	—	—
Level 6 .....	16.73	8.4	16.73	8.4	—	—
Bookkeeping, accounting, and auditing clerks .....	14.88	5.4	15.51	5.9	—	—
Level 5 .....	15.07	3.1	15.08	3.1	—	—
Level 6 .....	18.18	8.0	18.18	8.0	—	—
Court, municipal, and license clerks ..	16.26	6.3	16.29	6.5	—	—
Level 4 .....	13.62	3.1	—	—	—	—
Level 5 .....	20.38	7.9	20.38	7.9	—	—
Level 6 .....	17.66	6.3	—	—	—	—
Eligibility interviewers, government programs .....	15.93	3.9	15.93	3.9	—	—
Library assistants, clerical .....	11.31	4.1	—	—	—	—
Dispatchers .....	16.72	8.0	16.75	8.3	—	—

See footnotes at end of table.

**Table 4**

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Office and administrative support occupations –Continued</b>						
Police, fire, and ambulance dispatchers .....	\$16.64	10.9%	\$16.68	11.4%	–	–
Secretaries and administrative assistants .....	15.79	3.3	15.79	3.3	–	–
Level 4 .....	13.53	5.9	13.53	5.9	–	–
Level 5 .....	15.61	4.2	15.61	4.2	–	–
Level 6 .....	15.87	4.7	15.87	4.7	–	–
Not able to be leveled .....	20.07	7.4	20.07	7.4	–	–
Executive secretaries and administrative assistants .....	16.75	6.7	16.75	6.7	–	–
Level 6 .....	15.25	3.6	15.25	3.6	–	–
Secretaries, except legal, medical, and executive .....	13.96	4.3	13.96	4.3	–	–
Level 4 .....	12.93	7.0	12.93	7.0	–	–
Level 5 .....	15.48	6.8	15.48	6.8	–	–
Office clerks, general .....	13.95	4.4	14.40	3.7	\$11.82	9.4%
Level 3 .....	11.76	4.1	11.90	2.8	11.27	11.2
Level 4 .....	13.44	5.1	14.24	4.5	–	–
Level 5 .....	16.02	4.0	16.42	2.5	–	–
Not able to be leveled .....	16.21	16.7	–	–	–	–
<b>Construction and extraction occupations .....</b>						
Level 4 .....	17.78	4.5	17.84	4.7	–	–
Level 5 .....	14.07	6.6	14.07	6.6	–	–
Level 6 .....	16.66	4.4	16.66	4.4	–	–
Level 7 .....	20.67	4.0	20.67	4.0	–	–
Not able to be leveled .....	21.65	3.0	21.65	3.0	–	–
Construction equipment operators .....	17.83	15.3	17.83	15.3	–	–
Operating engineers and other construction equipment operators .....	17.19	4.9	17.19	4.9	–	–
Pipelayers, plumbers, pipefitters, and steamfitters .....	16.85	5.6	16.85	5.6	–	–
Highway maintenance workers .....	18.54	17.4	18.54	17.4	–	–
Level 4 .....	14.89	7.8	15.01	8.3	–	–
<b>Installation, maintenance, and repair occupations .....</b>						
Level 4 .....	21.18	6.1	21.40	6.1	–	–
Level 5 .....	16.58	3.9	–	–	–	–
Level 6 .....	16.73	4.5	16.73	4.5	–	–
Level 7 .....	21.84	11.4	23.12	9.2	–	–
Level 7 .....	25.96	5.1	25.96	5.1	–	–

See footnotes at end of table.



**Table 4**

**State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup> — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>	Mean	Relative error <sup>5</sup>
<b>Installation, maintenance, and repair occupations</b> –Continued						
Industrial machinery installation, repair, and maintenance workers	\$20.03	8.8%	\$20.54	9.0%	–	–
Level 5 .....	16.17	7.9	16.17	7.9	–	–
Level 6 .....	21.63	13.4	23.17	10.9	–	–
Maintenance and repair workers, general .....	19.81	8.2	20.31	8.4	–	–
Level 5 .....	16.17	7.9	16.17	7.9	–	–
Level 6 .....	21.63	13.4	23.17	10.9	–	–
Miscellaneous installation, maintenance, and repair workers	17.12	3.1	17.12	3.1	–	–
<b>Production occupations</b> .....	20.42	6.3	20.68	6.0	–	–
Water and liquid waste treatment plant and system operators .....	19.45	6.7	19.87	6.1	–	–
<b>Transportation and material moving occupations</b> .....	14.83	8.6	15.40	10.4	\$13.03	10.6%
Level 3 .....	14.86	6.2	15.05	8.9	14.58	1.8
Level 4 .....	15.41	8.7	16.41	9.7	–	–
Bus drivers .....	13.43	7.8	13.23	9.2	13.83	10.4
Level 3 .....	15.29	4.3	15.67	6.8	14.87	2.5
Level 4 .....	13.79	7.6	–	–	–	–
Bus drivers, transit and intercity ....	15.42	6.2	–	–	–	–
Bus drivers, school .....	12.49	8.3	11.49	9.9	13.77	11.7
Level 3 .....	14.75	2.8	–	–	14.94	2.5

<sup>1</sup> 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, weighed by hours.

<sup>2</sup> 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.

<sup>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts,

and physical environment. See appendix A for more information.

<sup>4</sup> A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>5</sup> 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 data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.