Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers

2 1	Hou	rly^2		Weekly ³			Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
All workers	\$21.81	\$16.50	\$867	\$658	39.8	\$44,976	\$34,197	2,062
Management occupations General and operations	43.52	39.66	1,783	1,648	41.0	92,616	85,600	2,128
managers	51.55	46.52	2,162	1,881	41.9	112,419	97,825	2,181
managers	22.83	18.36	963	735	42.2	50,072	38,195	2,193
Marketing and sales managers	46.46	42.97	1,898	1,810	40.8	98,688	94,128	2,124
Marketing managers	48.54	39.90	1,922	1,513	39.6	99,939	78,701	2,059
Sales managers	44.80	45.25	1,877	1,810	41.9	97,628	94,128	2,179
Public relations managers Administrative services	77.90	44.31	3,085	1,670	39.6	160,429	86,846	2,059
managers Computer and information	31.63	29.33	1,265	1,173	40.0	65,782	61,000	2,080
systems managers	52.00	52.85	2,157	2,158	41.5	112,151	112,218	2,157
Financial managersIndustrial production	44.04	42.42	1,790	1,697	40.6	93,061	88,227	2,113
managers	38.33	35.16	1,561	1,440	40.7	81,195	74,880	2,118
Purchasing managers	58.40	78.08	2,376	3,123	40.7	123,534	162,402	2,115
Construction managers	39.40	36.87	1,628	1,575	41.3	84,681	81,906	2,150
Education administrators	34.40	31.58	1,371	1,233	39.9	69,188	62,001	2,011
Education administrators,								
elementary and								
secondary school	39.38	40.87	1,575	1,635	40.0	79,671	85,010	2,023
Education administrators,								
postsecondary	38.62	32.89	1,540	1,250	39.9	78,300	65,000	2,028
Engineering managers	50.55	50.16	2,088	2,018	41.3	108,552	104,940	2,148
Food service managers Medical and health services	21.11	15.99	938	780	44.4	48,790	40,542	2,311
managersSocial and community service	37.96	36.23	1,560	1,477	41.1	81,113	76,829	2,137
managers	37.50	23.22	1,444	929	38.5	75,105	48,298	2,003
Business and financial								
operations occupations	33.47	29.57	1,344	1,172	40.1	69,878	60,913	2,088
Buyers and purchasing agents Wholesale and retail	26.00	24.13	1,045	965	40.2	54,329	50,186	2,090
buyers, except farm								
products	22.78	24.03	921	961	40.4	47,878	49,982	2,102
wholesale, retail, and farm products	28.03	29.03	1,123	1,161	40.0	58,371	60,372	2,082

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

0 1	Hou	rly ²	Weekly ³				Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Business and financial operations occupations -Continued Claims adjusters, appraisers, examiners, and			***	****	-0.5	.		
investigators Claims adjusters, examiners, and	\$24.55	\$22.36	\$975	\$894	39.7	\$50,684	\$46,509	2,065
investigators	24.55	22.36	975	894	39.7	50,684	46,509	2,065
Cost estimators Human resources, training, and labor relations	34.03	29.65	1,395	1,334	41.0	72,555	69,376	2,132
specialists Employment, recruitment, and placement	31.30	30.66	1,242	1,226	39.7	64,574	63,767	2,063
specialists Compensation, benefits, and job analysis	31.15	35.37	1,246	1,415	40.0	64,787	73,570	2,080
specialists Training and development	36.80	33.69	1,464	1,348	39.8	76,106	70,075	2,068
specialists	28.12	27.51	1,106	1,131	39.3	57,533	58,800	2,046
Logisticians	33.13	30.76	1,325	1,230	40.0	68,908	63,983	2,080
Management analysts	39.31	40.46	1,573	1,647	40.0	81,817	85,661	2,081
Accountants and auditors	28.30	25.70	1,134	1,038	40.1	58,987	54,001	2,085
Budget analysts	38.51	43.03	1,618	1,721	42.0	84,113	89,502	2,184
Credit analysts	35.09	29.26	1,404	1,171	40.0	72,997	60,869	2,080
Financial analysts and	25.00	27.57	1 420	1 102	20.0	74.242	57.252	2.072
advisors	35.88	27.57	1,430	1,103	39.9	74,343	57,352	2,072
Financial analysts	38.88	27.70	1,558	1,108	40.1	81,039	57,608	2,084
Insurance underwriters Financial examiners	26.35 32.35	23.53 33.65	1,032 1,296	937 1,346	39.2 40.1	53,653 67,385	48,715 70,000	2,036 2,083
Loan counselors and officers	30.44	27.18	1,235	1,087	40.1	64,213	56,539	2,083
Loan officers	31.34	29.57	1,273	1,183	40.6	66,192	61,499	2,109
Computer and mathematical								
science occupations	37.59	36.58	1,506	1,462	40.1	78,295	76,001	2,083
scientists, research	48.07	48.94	1,923	1,958	40.0	99,989	101,799	2,080
Computer programmers	37.69	34.81	1,508	1,392	40.0	78,425	72,405	2,081
Computer software engineers Computer software	41.02	40.58	1,643	1,620	40.1	85,436	84,240	2,083
engineers, applications	41.95	41.23	1,682	1,649	40.1	87,445	85,760	2,085

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

	Mean earnings	Median earnings	Mean earnings	Median	Mean	Mean		
				earnings	hours	earnings	Median earnings	Mean hours
Computer and mathematical								
science occupations -Continued								
Computer software								
engineers, systems								
	\$39.56	\$38.82	\$1,583	\$1,553	40.0	\$82,291	\$80,750	2,080
Computer support specialists	26.73	24.26	1,071	970	40.1	55,701	50,465	2,080
Computer systems analysts	38.61	36.80	1,544	1,475	40.0	80,274	76,690	2,079
Database administrators	40.72	38.15	1,629	1,526	40.0	84,701	79,344	2,079
Network and computer	10.72	30.13	1,027	1,520		01,701	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	2,000
systems administrators	39.05	37.40	1,584	1,496	40.6	82,387	77,800	2,110
Network systems and data			7	,		,- ,	,	, -
communications analysts	37.84	39.90	1,514	1,596	40.0	78,703	83,000	2,080
Operations research analysts	41.13	43.40	1,627	1,731	39.6	84,612	90,000	2,057
A mobito otrono and an aire coning								
Architecture and engineering occupations	34.63	33.44	1,396	1 252	40.3	70 577	70,300	2,096
Engineers	38.83	37.94	1,570	1,352 1,530	40.3	72,577 81,617	79,535	2,096
Aerospace engineers	34.69	34.81	1,370	1,392	40.4	72,162	72,401	2,102
Chemical engineers	43.48	39.39	1,739	1,576	40.0	90,430	81,937	2,080
Civil engineers	34.08	32.97	1,739	1,376	40.9	72,421	72,690	2,125
Computer hardware	34.00	32.91	1,393	1,390	40.9	72,421	12,090	2,123
engineers	44.62	47.51	1,785	1,901	40.0	92,810	98,827	2,080
Electrical and electronics	44.02	77.51	1,703	1,701	40.0	72,010	70,027	2,000
engineers	39.45	39.20	1,591	1,607	40.3	82,735	83,587	2,097
Electrical engineers	39.95	36.30	1,626	1,527	40.7	84,545	79,414	2,116
Electronics engineers,	03.50	00.00	1,020	1,027	,	0 .,0 .0	,,,	-,110
except computer	38.96	41.01	1,558	1,640	40.0	81,032	85,297	2,080
Industrial engineers,			,	,		, , , , ,	,	,
including health and								
safety	39.80	38.01	1,611	1,566	40.5	83,760	81,428	2,104
Industrial engineers	35.09	35.03	1,428	1,401	40.7	74,251	72,852	2,116
Mechanical engineers	35.04	34.16	1,449	1,429	41.3	75,172	74,241	2,145
Drafters	23.27	22.65	931	906	40.0	48,392	47,112	2,080
Engineering technicians,								
except drafters	24.60	25.84	985	1,034	40.0	51,222	53,749	2,082
Electrical and electronic								
engineering technicians	24.76	25.84	990	1,034	40.0	51,473	53,749	2,079
Mechanical engineering								
technicians	19.39	17.28	789	740	40.7	41,024	38,500	2,116

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 1	Hou	rly ²	Weekly ³				Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Life, physical, and social	Φ20.04	ф ол 7 0	Ф1 212	Φ1 0.4 2	40.4	φ.c2.050	Φ54.103	2 000
science occupations	\$30.04	\$25.70	\$1,213	\$1,042	40.4	\$63,058	\$54,183	2,099
Life scientists	32.48 29.01	25.70 21.69	1,251	920 866	38.5 38.8	65,048	47,840	2,003
Biological scientists Medical scientists	33.77		1,127			58,593	45,036	2,020
	40.33	25.83 33.12	1,338	1,043	39.6 44.2	69,596	54,215 80,519	2,061 2,298
Physical scientists Chemists and materials			1,782	1,548		92,689		
scientists	48.64	39.44	2,011	1,578	41.3	104,582	82,039	2,150
Chemists	48.64	39.44	2,011	1,578	41.3	104,582	82,039	2,150
Market and survey	20.05	07.70	1 100	1.042	20. 7	61.060	£4.100	2.074
researchers	29.85	27.79	1,180	1,042	39.5	61,368	54,183	2,056
Market research analysts	29.85	27.79	1,180	1,042	39.5	61,368	54,183	2,056
Chemical technicians	21.63	22.83	864	913	40.0	44,788	47,486	2,071
Miscellaneous life, physical, and social science								
technicians	24.16	22.19	960	888	39.8	49,940	46,155	2,067
technicians	24.10	22.19	900	000	39.0	49,940	40,133	2,007
Community and social								
services occupations	16.02	14.53	635	581	39.6	32,979	30,283	2,058
Counselors	17.40	15.47	683	619	39.3	35,180	32,180	2,021
Educational, vocational,							,	_,,
and school counselors	18.98	16.38	757	655	39.9	38,402	34,060	2,024
Social workers	19.35	18.66	769	742	39.8	39,970	38,571	2,066
Child, family, and school							·	
social workers	17.15	16.23	679	656	39.6	35,194	34,100	2,052
Medical and public health								
social workers	21.79	21.38	864	861	39.6	44,909	44,762	2,061
Mental health and								
substance abuse social								
workers	18.57	19.00	743	760	40.0	38,631	39,520	2,080
Miscellaneous community								
and social service	10.60	0.77	404	200	20.5	21.000	20.506	2 0 60
specialists	10.63	9.75	421	398	39.6	21,899	20,706	2,060
Social and human service	10.50	0.75	417	200	20.6	01.670	20.706	2.060
assistants	10.52	9.75	417	398	39.6	21,672	20,706	2,060
Legal occupations	49.39	45.67	1,998	1,769	40.5	103,885	91,999	2,104
Lawyers	60.00	56.01	2,460	2,308	41.0	127,923	120,001	2,132
Paralegals and legal assistants	23.12	19.67	907	770	39.2	47,165	40,040	2,040
Education, training, and	01.50	20.10	1.00.	1.4.00	20.0	50.046	40.200	1 (50
library occupations	31.70	30.10	1,236	1,168	39.0	52,943	49,300	1,670
						I		

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

0 1	Hou	rly^2		Weekly ³			Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Education, training, and library occupations -Continued								
Postsecondary teachers Business teachers,	\$42.34	\$37.10	\$1,695	\$1,527	40.0	\$71,938	\$62,000	1,699
postsecondary Math and computer	49.41	42.18	2,006	1,687	40.6	77,432	67,486	1,567
teachers, postsecondary Life sciences teachers,	46.65	41.24	1,807	1,650	38.7	79,707	64,338	1,709
postsecondary Biological science	43.21	34.13	1,781	1,672	41.2	80,893	66,334	1,872
teachers, postsecondary Social sciences teachers,	43.21	34.13	1,781	1,672	41.2	80,893	66,334	1,872
postsecondary	44.31	44.13	1,751	1,693	39.5	77,113	79,152	1,740
postsecondary Health teachers,	48.75	50.35	2,010	2,102	41.2	80,584	80,000	1,653
postsecondary Arts, communications, and humanities teachers,	40.91	30.95	1,603	1,238	39.2	71,112	55,336	1,738
postsecondary Art, drama, and music	37.32	32.33	1,505	1,385	40.3	60,028	53,999	1,609
teachers, postsecondary English language and literature teachers,	29.13	26.08	1,176	1,043	40.4	51,221	50,417	1,758
postsecondary History teachers,	35.57	34.36	1,481	1,395	41.6	57,652	54,413	1,621
postsecondary Philosophy and religion teachers,	30.35	30.10	1,308	1,385	43.1	51,838	53,999	1,708
postsecondary Miscellaneous	42.19	42.28	1,723	1,527	40.8	67,195	59,571	1,593
postsecondary teachers Primary, secondary, and special education school	32.33	28.85	1,277	1,154	39.5	60,995	56,785	1,886
teachers Elementary and middle	27.22	28.67	1,046	1,107	38.4	41,195	41,836	1,513
school teachers	29.45	29.48	1,133	1,061	38.5	42,630	38,601	1,448

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

0 1	Hou	rly ²	Weekly ³				Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Education, training, and library occupations -Continued Elementary school teachers, except								
special education Middle school teachers, except special and	\$27.96	\$27.62	\$1,085	\$1,053	38.8	\$41,418	\$41,443	1,481
vocational education Secondary school teachers Secondary school teachers, except	31.12 30.04	29.48 31.25	1,186 1,185	1,061 1,162	38.1 39.5	43,930 44,555	38,210 45,250	1,412 1,483
special and vocational education Other teachers and instructors Librarians	30.04 29.16 25.30	31.25 30.27 25.00	1,185 1,156 965	1,162 1,211 931	39.5 39.7 38.2	44,555 58,742 43,879	45,250 57,995 46,859	1,483 2,015 1,734
Teacher assistants Arts, design, entertainment, sports, and media	9.67	8.73	354	306	36.6	17,676	15,887	1,829
occupations Designers	26.37 23.02	22.26 23.20	1,044 922	880 952	39.6 40.0	54,135 47,936	45,760 49,516	2,053 2,082
Graphic designers Actors, producers, and directors	23.84	23.90 18.26	942 814	956 764	39.5 39.4	48,998 42,316	49,708 39,722	2,055 2,047
Producers and directors Athletes, coaches, umpires, and related workers	20.67 17.85	18.26 18.03	814 710	764 721	39.4 39.8	42,316 35,857	39,722 37,502	2,047 2,009
Coaches and scouts News analysts, reporters and	17.75	16.27	704	737	39.7	34,989	38,335	1,972
correspondents Reporters and correspondents	29.46 29.46	27.88 27.88	1,143 1,143	1,123 1,123	38.8 38.8	59,443 59,443	58,413 58,413	2,018 2,018
Public relations specialists Writers and editors	29.62 27.47	25.98 24.48	1,185 1,083	1,039 979	40.0 39.4	61,613 56,321	54,047 50,923	2,080 2,050
Editors Technical writers	27.37 26.67	24.19 23.93	1,073 1,085	951 1,213	39.2 40.7	55,813 56,438	49,433 63,086	2,039 2,117
Healthcare practitioner and technical occupations	36.30	25.35	1,428	993	39.3	74,219	51,626	2,045
Pharmacists	48.45 27.87	49.00 27.32	1,902 1,086	1,926 1,064	39.3 39.0	98,885 56,441	100,127 55,307	2,041 2,025

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 . 1	Hou	rly^2		Weekly ³ Annual ⁴				
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Healthcare practitioner and technical occupations -Continued								
Therapists	\$26.17	\$26.44	\$1,037	\$1,055	39.6	\$53,938	\$54,870	2,061
Occupational therapists	29.92	29.57	1,188	1,183	39.7	61,794	61,495	2,065
Physical therapists	31.78	32.21	1,271	1,288	40.0	66,110	67,001	2,080
Respiratory therapists Clinical laboratory	23.58	23.59	927	929	39.3	48,190	48,298	2,044
technologists and	40.55	40.00		7. 10	20.5	40.200	20042	2051
technicians Medical and clinical	19.55	19.23	775	749	39.6	40,289	38,942	2,061
laboratory technologists Medical and clinical	24.01	23.81	955	951	39.8	49,657	49,462	2,068
laboratory technicians	15.18	15.25	600	604	39.5	31,175	31,408	2,053
Diagnostic related technologists and								
technicians Cardiovascular	25.06	25.00	1,002	998	40.0	52,085	51,917	2,079
technologists and technicians	24.03	24.30	961	972	40.0	49,974	50,534	2,080
Radiologic technologists and technicians	23.82	24.39	953	976	40.0	49,548	50,731	2,080
Health diagnosing and treating practitioner			, , ,		1010	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		_,,
support technicians	17.73	15.77	706	628	39.8	36,722	32,677	2,071
Pharmacy technicians	14.22	14.64	567	585	39.8	29,465	30,430	2,072
Surgical technologists Licensed practical and	20.42	18.06	816	722	40.0	42,455	37,565	2,079
licensed vocational nurses Medical records and health	18.26	17.50	706	679	38.7	36,714	35,285	2,010
information technicians Miscellaneous health	18.08	19.33	717	761	39.7	37,281	39,562	2,063
technologists and technicians	17.54	16.35	701	654	40.0	36,475	33,998	2,080
Healthcare support	11 65	11.02	150	420	20 0	22 5 47	22.260	2.022
occupations Nursing, psychiatric, and	11.65	11.02	453	430	38.9	23,547	22,360	2,022
home health aides Nursing aides, orderlies,	10.58	10.18	406	392	38.3	21,086	20,392	1,992
and attendants	10.64	10.34	413	402	38.8	21,461	20,896	2,016

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

0 1	Hou	rly^2		Weekly ³			Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Healthcare support occupations –Continued Physical therapist assistants	¢10.72	\$22.52	\$700	¢041	40.0	¢40,005	¢49,022	2.070
and aides Miscellaneous healthcare	\$19.72	\$23.52	\$788	\$941	40.0	\$40,985	\$48,922	2,079
support occupations Medical assistants Medical equipment	13.11 13.36	13.28 13.39	522 531	524 536	39.8 39.7	27,122 27,595	27,248 27,851	2,069 2,066
preparers	11.99 14.14	11.77 13.77	480 564	471 551	40.0 39.9	24,936 29,308	24,482 28,637	2,080 2,073
Protective service occupations Security guards and gaming	11.63	10.26	455	400	39.1	23,609	20,800	2,030
surveillance officers Security guards	10.50 10.47	9.92 9.92	406 405	380 380	38.7 38.7	21,082 21,021	19,760 19,760	2,007 2,008
Food preparation and serving related occupations First-line supervisors/managers,	9.62	9.50	374	373	38.9	19,429	19,386	2,020
food preparation and serving workersFirst-line	15.62	13.86	635	577	40.6	32,997	30,014	2,112
supervisors/managers of food preparation and								
serving workers Cooks Cooks, institution and	15.49 11.18	13.86 11.00	627 436	573 427	40.5 39.0	32,619 22,666	29,806 22,204	2,106 2,027
cafeteria	11.48	11.04 10.98	445 438	414	38.8 39.4	23,135 22,753	21,530	2,016
Cooks, restaurant	11.12 10.63	11.00	438	436 410	39.4	21,418	22,691 21,320	2,047 2,015
Food preparation workers	10.36	10.33	411	410	39.7	21,383	21,341	2,064
Food service, tipped	5.57 5.77	4.25 5.79	209 208	160 222	37.6 36.1	10,874 10,824	8,320 11,523	1,954 1,876
Waiters and waitresses Dining room and cafeteria attendants and	4.27	3.44	158	128	36.9	8,192	6,643	1,919
bartender helpers Fast food and counter	7.91	8.00	313	320	39.6	16,275	16,640	2,059
workers	10.10	9.10	400	360	39.6	20,691	18,718	2,048

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 . 1	Hou	rly ²	Weekly ³				Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Food preparation and serving related occupations -Continued Combined food preparation and serving workers, including fast food Counter attendants, cafeteria, food	\$9.78	\$9.00	\$387	\$350	39.5	\$19,958	\$18,018	2,040
concession, and coffee	11.50	12.25	460	524	40.0	22.027	27.760	2.000
shop Food servers, nonrestaurant	11.50 7.70	13.35 8.00	460 298	534 316	40.0 38.7	23,927 15,495	27,768 16,439	2,080 2,013
Dishwashers	9.72	9.00	376	342	38.7	19,532	17,805	2,010
Building and grounds cleaning and maintenance occupations	10.26	9.50	404	373	39.4	21,021	19,403	2,048
workers First-line supervisors/managers of housekeeping and	16.30	16.00	637	640	39.1	33,127	33,280	2,032
janitorial workers	15.51	15.38	599	615	38.6	31,133	31,990	2,008
Building cleaning workers Janitors and cleaners, except maids and	10.04	9.39	395	369	39.4	20,544	19,176	2,047
housekeeping cleaners Maids and housekeeping	10.22	9.99	403	388	39.4	20,955	20,197	2,049
cleaners	9.70	8.75	381	341	39.3	19,812	17,722	2,042
Grounds maintenance workers Landscaping and groundskeeping	10.16	9.32	405	373	39.9	20,950	19,386	2,063
workers	10.16	9.32	405	373	39.9	20,950	19,386	2,063
Personal care and service occupations First-line	16.36	11.66	547	498	33.4	28,338	25,875	1,732
supervisors/managers of personal service workers	16.19	14.90	718	596	44.4	37,346	30,996	2,307

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

0 1	Hou	rly ²		Weekly ³					
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings			
Personal care and service occupations —Continued Miscellaneous entertainment attendants and related									
workers	\$11.65	\$12.44	\$463	\$498	39.7	\$23,423	\$25,875	2,010	
Amusement and recreation attendants	11.89	12.44	475	498	40.0	23,954	25,875	2,015	
and concierges Baggage porters and	7.94	6.67	296	215	37.2	15,375	11,170	1,936	
bellhops	5.43	5.27	196	190	36.2				
Transportation attendants	41.15	40.26	806	856	19.6				
Flight attendants	42.04	40.26	814	856	19.4		· '		
Child care workers	10.32	10.12	411	405	39.8				
Personal and home care aides Recreation and fitness	10.29	10.05	411	402	40.0	21,390	·		
workers	11.25	8.64	443	346	39.4		17,969	2,048	
Recreation workers	11.25	8.64	443	346	39.4	23,037	17,969	2,048	
Sales and related occupations First-line supervisors/managers,	17.65	13.00	708	518	40.1	36,645	26,857	2,076	
sales workers First-line	21.80	17.99	892	760	40.9	46,387	39,515	2,128	
supervisors/managers of retail sales workers First-line	18.85	16.18	774	654	41.1	40,258	34,008	2,135	
supervisors/managers of non-retail sales									
workers	27.84	24.23	1,132	969	40.6	58,850	50,398	2,114	
Retail sales workers	12.09	10.66	483	423	40.0	25,127	21,986	2,078	
Cashiers, all workers	10.39	10.00	413	397	39.8	21,451	20,592	2,065	
Cashiers	10.35	9.98	412	396	39.8	21,381	20,592	2,066	
Counter and rental clerks									
and parts salespersons	17.42	16.50	712	660	40.9	37,044	34,326	2,127	
Counter and rental clerks	12.48	11.36	482	454	38.6	25,070	23,620	2,010	
Parts salespersons	21.37	20.51	917	841	42.9	47,680	43,753	2,231	
Retail salespersons	12.64	11.00	506	437	40.0	26,307	22,732	2,081	
Advertising sales agents	28.10	18.38	1,124	735	40.0	58,435	38,220	2,080	
Insurance sales agents	19.46	19.23	774	673	39.8	40,254	35,001	2,069	

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 1	Hou	rly ²	Weekly ³				Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Sales and related occupations -Continued Securities, commodities, and financial services sales								
agents Sales representatives, wholesale and	\$58.08	\$30.87	\$2,323	\$1,235	40.0	\$120,815	\$64,214	2,080
manufacturing	32.57	31.18	1,327	1,251	40.7	68,985	65,052	2,118
products	33.53	22.53	1,341	901	40.0	69,735	46,856	2,080
products	32.39 14.46	31.28 13.50	1,324 565	1,286 524	40.9 39.1	68,838 29,387	66,887 27,269	2,126 2,033
Miscellaneous sales and related workers	18.22	16.02	724	641	39.7	35,337	30,014	1,939
Office and administrative support occupations First-line supervisors/managers of	15.35	14.20	612	566	39.9	31,803	29,453	2,072
office and administrative support workers Switchboard operators, including answering	23.43	22.17	938	887	40.0	48,753	46,109	2,080
service	11.07	10.34	443	414	40.0	23,024	21,507	2,080
Telephone operators	11.22	10.81	449	432	40.0	23,338	22,485	2,079
Financial clerks	14.51	13.68	579 502	546	39.9	30,087	28,392	2,074
Bill and account collectors Billing and posting clerks	14.81	14.51	593	580	40.0	30,812	30,175	2,080
and machine operators Bookkeeping, accounting,	12.96	11.25	517	450	39.9	26,861	23,400	2,073
and auditing clerks Payroll and timekeeping	15.35	15.04	610	601	39.8	31,744	31,277	2,068
clerks	19.86	19.83	794	793	40.0	41,303	41,248	2,080
Procurement clerks Tellers	16.15 12.08	13.39 11.68	646 483	536 467	40.0 40.0	33,602 25,129	27,851 24,301	2,080 2,080

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

0 1	Hou	Hourly ² Weekly ³ Annual				Weekly ³ Annual ⁴		
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Office and administrative support occupations -Continued								
Credit authorizers, checkers,								
and clerks	\$14.77	\$15.55	\$591	\$622	40.0	\$30,728	\$32,334	2,080
Customer service				·		,		
representatives	14.83	13.83	593	553	40.0	30,786	28,766	2,076
File clerks	12.51	11.42	495	451	39.6	25,741	23,442	2,058
Hotel, motel, and resort desk								
clerks	9.83	9.88	393	395	40.0	20,438	20,542	2,080
Interviewers, except								
eligibility and loan	12.52	12.40	501	496	40.0	26,037	25,792	2,080
Loan interviewers and clerks	19.11	15.68	763	627	39.9	39,697	32,608	2,077
Order clerks	16.12	17.11	643	684	39.9	33,410	35,593	2,073
Human resources assistants,								
except payroll and								
timekeeping	16.87	16.72	675	669	40.0	35,079	34,778	2,080
Receptionists and information								
clerks	12.28	11.94	489	476	39.8	25,393	24,752	2,068
Reservation and								
transportation ticket								
agents and travel clerks	14.77	15.17	591	607	40.0	30,727	31,545	2,080
Dispatchers	15.87	17.50	641	700	40.4	33,307	36,400	2,098
Dispatchers, except police,								
fire, and ambulance	15.87	17.50	641	700	40.4	33,307	36,400	2,098
Meter readers, utilities	16.65	17.40	666	696	40.0	34,639	36,192	2,080
Production, planning, and								
expediting clerks	19.41	19.61	776	784	40.0	40,367	40,789	2,080
Shipping, receiving, and								
traffic clerks	12.58	11.83	502	471	39.9	26,126	24,502	2,076
Stock clerks and order fillers	11.93	11.35	476	454	39.9	24,715	23,608	2,072
Weighers, measurers,								
checkers, and samplers,								
recordkeeping	16.27	14.68	651	587	40.0	33,851	30,534	2,080
Secretaries and administrative								
assistants	18.85	17.42	748	693	39.7	38,856	36,001	2,061
Executive secretaries and								
administrative								
assistants	22.57	20.00	896	790	39.7	46,588	41,101	2,064
Legal secretaries	22.70	23.24	869	872	38.3	45,165	45,318	1,990
Medical secretaries	13.78	13.46	546	533	39.6	28,368	27,726	2,058

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 1	Hou	rly ²	Weekly ³			Annual ⁴		
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Office and administrative support occupations –Continued Secretaries, except legal,								
medical, and executive Computer operators Data entry and information	\$16.16 16.33	\$15.80 13.93	\$644 653	\$628 557	39.9 40.0	\$33,476 33,970	\$32,631 28,970	2,072 2,080
processing workers Data entry keyers Word processors and	13.59 13.25	13.46 12.02	542 528	538 481	39.9 39.9	28,192 27,474	27,997 25,002	2,075 2,074
typists Insurance claims and policy	15.49	15.17	620	607	40.0	32,215	31,554	2,080
processing clerks	15.94	15.29	628	612	39.4	32,630	31,803	2,047
Service	11.32 14.85	10.77 14.14	450 590	416 563	39.7 39.7	23,390 30,626	21,632 29,295	2,066 2,062
Farming, fishing, and forestry occupations	12.33	9.85	483	394	39.2	25,140	20,488	2,039
Construction and extraction occupations	18.27	17.25	731	686	40.0	37,967	35,880	2,079
construction trades and extraction workers	25.24 18.24	25.72 20.00	1,028 729	1,029 800	40.7 40.0	53,459 37,919	53,506 41,600	2,118 2,079
Construction laborers Construction equipment operators	11.18 16.09	11.70 13.66	447 644	468 547	40.0	23,208 33,473	24,330 28,421	2,076 2,080
Operating engineers and other construction								
equipment operators Electricians Pipelayers, plumbers, pipefitters, and	16.64 23.44	14.00 20.06	666 937	560 800	40.0 40.0	34,608 48,702	29,120 41,422	2,080 2,077
steamfitters	16.79	16.00	672	640	40.0	34,895	33,150	2,078
steamfitters	17.25 12.03 12.20	16.00 12.30 12.30	690 481 488	640 492 492	40.0 39.9 40.0	35,883 24,989 25,373	33,280 25,584 25,584	2,080 2,077 2,080

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 1	Hou	Hourly ²		Weekly ³			Annual ⁴		
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours	
Construction and extraction occupations —Continued Miscellaneous construction									
and related workers	\$16.39	\$20.25	\$652	\$810	39.8	\$33,896	\$42,120	2,068	
Installation, maintenance, and repair occupations First-line	21.19	20.56	849	822	40.1	44,159	42,765	2,084	
supervisors/managers of mechanics, installers, and repairers	30.42	28.94	1,246	1,138	41.0	64,741	58,115	2,128	
telecommunications equipment installers and repairers Telecommunications	27.34	27.69	1,093	1,108	40.0	56,860	57,591	2,080	
equipment installers and repairers, except line installers Miscellaneous electrical and	27.34	27.69	1,093	1,108	40.0	56,860	57,591	2,080	
electronic equipment mechanics, installers, and repairers Electrical and electronics repairers, commercial	20.00	18.88	800	751	40.0	41,576	39,062	2,079	
and industrial equipment	21.28	21.46	851	858	40.0	44,243	44,637	2,079	
Aircraft mechanics and service technicians	28.08	27.64	1,123	1,105	40.0	58,414	57,485	2,080	
Automotive technicians and repairers	19.32	17.47	794	716	41.1	41,280	37,232	2,136	
Automotive service technicians and mechanics	20.30	19.28	841	771	41.5	43,752	40,098	2,155	
Bus and truck mechanics and diesel engine specialists Heavy vehicle and mobile	18.60	17.70	744	708	40.0	38,695	36,816	2,081	
equipment service technicians and mechanics	20.46	20.56	818	822	40.0	42,511	42,765	2,078	

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 1	Hourly ²			Weekly ³			Annual ⁴		
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours	
Installation, maintenance, and repair occupations -Continued Mobile heavy equipment mechanics, except									
engines Heating, air conditioning, and refrigeration mechanics	\$20.46	\$20.56	\$818	\$822	40.0	\$42,511	\$42,765	2,078	
and installersIndustrial machinery installation, repair, and	21.55	23.58	862	943	40.0	44,828	49,046	2,080	
maintenance workers Industrial machinery	20.11	19.92	803	794	40.0	41,742	40,627	2,076	
mechanics	21.57	20.56	855	818	39.6	44,372	42,432	2,057	
workers, general Maintenance workers,	18.23	17.13	729	685	40.0	37,920	35,630	2,080	
machinery	18.46	17.12	758	715	41.1	39,405	37,190	2,135	
Millwrights	21.43	20.83	857	833	40.0	44,585	43,326	2,080	
Line installers and repairers Electrical power-line	23.35	24.27	934	971	40.0	48,576	50,488	2,080	
installers and repairers Telecommunications line	21.78	20.00	871	800	40.0	45,293	41,600	2,080	
installers and repairers Precision instrument and	25.09	25.70	1,004	1,028	40.0	52,184	53,456	2,080	
equipment repairers Miscellaneous installation, maintenance, and repair	17.91	18.10	716	724	40.0	37,248	37,648	2,080	
workers Helpersinstallation, maintenance, and repair	15.31	12.65	612	506	40.0	31,835	26,312	2,080	
workers	12.60	12.27	504	491	40.0	26,203	25,522	2,080	
Production occupations First-line supervisors/managers of	15.47	14.01	615	556	39.7	31,959	28,891	2,065	
production and operating workers Electrical, electronics, and electromechanical	25.33	23.93	1,014	957	40.0	52,718	49,774	2,081	
assemblers	12.77	12.20	506	479	39.6	26,289	24,918	2,058	

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 1	Hou	rly^2		Weekly ³			Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Production occupations -Continued								
Electrical and electronic equipment assemblers Electromechanical	\$12.56	\$11.98	\$502	\$479	40.0	\$26,121	\$24,918	2,080
equipment assemblers Miscellaneous assemblers and	13.31	12.20	533	488	40.0	27,695	25,376	2,080
fabricators Butchers and other meat, poultry, and fish	14.16	12.89	563	516	39.8	29,298	26,811	2,070
processing workers	10.42	9.80	417	392	40.0	21,674	20,384	2,080
Butchers and meat cutters	13.90	14.00	556	560	40.0	28,917	29,120	2,080
Meat, poultry, and fish cutters and trimmers	9.45	9.80	378	392	40.0	19,663	20,384	2,080
Miscellaneous food						,		_,,
processing workers	11.42	12.70	457	508	40.0	23,757	26,408	2,080
programmers and operators	16.50	17.02	660	681	40.0	34,321	35,402	2,080
machine tool operators, metal and plastic Forming machine setters,	16.27	17.02	651	681	40.0	33,835	35,402	2,080
operators, and tenders, metal and plastic Extruding and drawing	16.97	13.28	654	531	38.5	33,926	27,622	1,999
machine setters, operators, and tenders, metal and plastic	14.96	13.28	572	531	38.2	29,738	27,622	1,988
Machine tool cutting setters, operators, and tenders,	14.90	13.26	312	331	36.2	29,736	21,022	1,900
metal and plastic Cutting, punching, and	12.10	11.47	482	454	39.9	25,082	23,587	2,073
press machine setters, operators, and tenders, metal and plastic Grinding, lapping, polishing, and buffing	11.28	10.35	451	414	40.0	23,469	21,528	2,080
machine tool setters, operators, and tenders, metal and plastic Machinists	14.54 19.98	15.48 19.69	567 799	566 788	39.0 40.0	29,464 41,564	29,442 40,955	2,027 2,080

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

0 4 1	Hourly ²			Weekly ³			Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Production occupations -Continued Molders and molding								
machine setters, operators, and tenders, metal and plastic Molding, coremaking, and casting machine setters,	\$12.83	\$13.10	\$513	\$524	40.0	\$26,687	\$27,256	2,080
operators, and tenders, metal and plastic Multiple machine tool setters, operators, and tenders,	12.80	13.10	512	524	40.0	26,633	27,256	2,080
metal and plastic Tool and die makers Welding, soldering, and	16.95 21.23	16.08 19.74	678 849	643 790	40.0 40.0	35,254 44,157	33,444 41,059	2,080 2,080
brazing workers	18.83	17.50	743	680	39.5	38,553	35,360	2,047
and brazers Welding, soldering, and brazing machine	19.44	17.50	775	700	39.9	40,325	36,402	2,075
setters, operators, and tenders	16.08	15.50	604	537	37.6	31,049	26,870	1,931
and plastic workers Heat treating equipment setters, operators, and tenders, metal and	17.15	14.00	695	560	40.5	35,982	29,349	2,098
plastic	11.70	9.15	467	366	39.9	24,274	19,032	2,075
metal and plastic	20.82	15.54	837	586	40.2	43,352	32,323	2,082
Printers	17.58	17.23	691	689	39.3	35,861	35,360	2,040
workers Printing machine operators	17.36 17.92	18.58 17.23	682 704	740 689	39.3 39.3	35,450 36,527	38,466 35,455	2,043 2,039
Laundry and dry-cleaning	<u>.</u>							
workers	10.59	9.20	409	355	38.6	21,283	18,450	2,009
Sewing machine operators Textile machine setters,	12.91	13.80	514	552	39.8	26,739	28,704	2,071
operators, and tenders	12.56	12.09	500	484	39.8	25,989	25,147	2,070

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 1	Hou	rly^2		Weekly ³			Annual ⁴	
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Production occupations -Continued Textile cutting machine setters, operators, and								
tenders Textile knitting and weaving machine setters, operators, and	\$13.31	\$12.02	\$532	\$481	40.0	\$27,682	\$25,002	2,080
tenders Textile winding, twisting, and drawing out machine setters,	12.66	12.67	506	507	40.0	26,324	26,354	2,080
operators, and tenders Miscellaneous textile, apparel, and furnishings	12.40	11.79	492	472	39.7	25,572	24,315	2,062
workers Extruding and forming machine setters, operators, and tenders, synthetic and glass	14.89	15.45	591	618	39.7	30,636	32,136	2,058
fibers	16.26 17.62	17.15 15.45	640 703	686 618	39.3 39.9	33,271 36,540	35,672 32,136	2,046 2,074
tenders	13.56	14.01	541	560	39.9	28,123	29,141	2,074
wood	13.06	12.89	521	498	39.9	27,083	25,896	2,073
tenders, except sawing Power plant operators, distributors, and	13.94	14.01	556	560	39.9	28,915	29,141	2,075
dispatchers Power plant operators Miscellaneous plant and	26.97 21.34	29.14 21.01	1,079 854	1,165 840	40.0 40.0	56,088 44,394	60,603 43,701	2,080 2,080
system operators Chemical plant and system	21.99 22.65	20.91	874 896	836	39.7 39.6	45,431	43,491	2,066
operators Chemical processing machine setters, operators, and		24.44		929		46,600	48,291	2,058
tenders	18.75	18.40	750	736	40.0	39,008	38,272	2,080

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

o 1	Hou	rly^2	Weekly ³				Annual ⁴		
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours	
Production occupations -Continued Chemical equipment									
operators and tenders Crushing, grinding, polishing, mixing, and blending	\$18.99	\$18.25	\$760	\$730	40.0	\$39,498	\$37,960	2,080	
workersGrinding	17.71	16.92	696	628	39.3	36,186	32,656	2,043	
workers, hand	12.35	11.90	494	476	40.0	25,697	24,758	2,080	
operators, and tenders	18.09	16.92	706	677	39.0	36,687	35,202	2,028	
Cutting workers	15.18	15.35	607	614	40.0	31,584	31,928	2,080	
Cutters and trimmers, hand Cutting and slicing machine setters,	16.59	16.15	663	646	40.0	34,499	33,592	2,080	
operators, and tenders Extruding, forming, pressing, and compacting machine setters, operators, and	14.48	13.14	579	526	40.0	30,121	27,331	2,080	
tenders	13.37	8.52	530	341	39.7	27,564	17,726	2,062	
tenders	19.28	15.42	771	617	40.0	40,112	32,074	2,080	
samplers, and weighers Packaging and filling machine operators and	15.25	14.00	607	556	39.8	31,572	28,891	2,071	
tenders Painting workers Coating, painting, and spraying machine setters, operators, and	14.01 17.28	14.00 15.30	560 691	560 612	40.0 40.0	29,134 35,953	29,112 31,824	2,079 2,080	
tenders	17.01	15.30	680	612	40.0	35,384	31,824	2,080	
equipment	20.14	19.00	806	760	40.0	41,898	39,520	2,080	
workers	14.79	14.50	586	556	39.6	30,434	28,912	2,058	
and plastic	16.05	15.43	642	617	40.0	33,392	32,094	2,080	

Table 16 Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

2 4 1	Hou	rly^2		Weekly ³			Annual ⁴		
Occupation ¹	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours	
Production occupations -Continued Paper goods machine									
setters, operators, and tenders Helpersproduction	\$21.99	\$21.03	\$880	\$841	40.0	\$45,747	\$43,742	2,080	
workers	11.58	10.32	455	413	39.3	23,610	21,466	2,039	
Transportation and material moving occupations First-line	15.78	12.82	631	515	40.0	32,786	26,805	2,077	
supervisors/managers of helpers, laborers, and material movers, hand First-line	21.31	20.00	906	807	42.5	47,102	41,974	2,210	
supervisors/managers of transportation and material-moving machine									
and vehicle operators Aircraft pilots and flight	23.50	24.87	953	995	40.6	49,555	51,721	2,109	
engineers	128.18	145.91	2,507	2,524	19.6	130,382	131,259	1,017	
flight engineers	128.18	145.91	2,507	2,524	19.6	130,382	131,259	1,017	
Bus drivers Driver/sales workers and	10.81	9.55	421	380	38.9	21,848	19,760	2,021	
truck drivers	18.14	17.61	771	721	42.5	40,091	37,515	2,210	
Driver/sales workers Truck drivers, heavy and	17.34	15.02	732	640	42.2	38,083	33,299	2,196	
tractor-trailer Truck drivers, light or	17.85	17.77	789	742	44.2	41,040	38,605	2,299	
delivery services	18.67	17.61	747	705	40.0	38,832	36,637	2,080	
Crane and tower operators	19.80	20.00	785	800	39.7	40,833	41,600	2,062	
Industrial truck and tractor operators	14.49	13.80	579	552	40.0	30,103	28,704	2,077	
Laborers and material movers, hand	11.23	10.41	447	414	39.8	23,235	21,528	2,070	
Cleaners of vehicles and equipmentLaborers and freight, stock,	10.69	10.00	432	392	40.4	22,483	20,384	2,102	
and material movers, hand	11.71	10.91	467	436	39.9	24,251	22,691	2,071	

Table 16

Private industry establishments with 100 workers or more: Mean and median hourly, weekly, annual earnings and mean weekly and annual hours for full-time workers — Continued

1	Hourly ²			Weekly ³			Annual ⁴		
Occupation ¹	Mean	Median	Mean	Median	Mean	Mean	Median	Mean	
	earnings	earnings	earnings	earnings	hours	earnings	earnings	hours	
Transportation and material moving occupations -Continued Machine feeders and offbearers	\$11.23	\$10.75	\$449	\$430	40.0	\$23,355	\$22,368	2,080	
	9.81	9.38	387	370	39.5	20,086	19,240	2,048	

¹ A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Earnings are the straight-time hourly wages or salaries paid to employees.

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.

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.

3 Mean weekly earnings are the straight-time weekly wages or salaries paid to employees. Median weekly earnings designate position - one-half of the earnings are paid the same as or more than the rate shown and half are paid the same as or less than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in

a week, exclusive of overtime.

4 Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designate position - one-half of the earnings are paid the same as or more than the rate shown and half are paid the same as or less than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.