

Orlando, FL National Compensation Survey March 2004



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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, call (202) 691-6199, or send an 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 presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats. An ASCII file containing positional columns of data for manipulation as a data base or spreadsheet also is available.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Orlando, FL, metropolitan area. Data were collected between September 2003 and October 2004; the average reference month is March 2004. 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.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and firefighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. 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 and provisions of benefit plans. 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 group. 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 group; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational group in 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.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2004

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	\$15.35	3.2	36.6	\$14.62	3.8	36.5	\$19.19	1.9	37.0
Worker characteristics:⁴									
White-collar occupations ⁵	20.56	2.9	37.0	20.42	3.8	37.3	21.05	2.0	36.0
Professional specialty and technical	24.40	3.6	36.7	24.67	5.1	38.3	23.85	2.9	33.9
Executive, administrative, and managerial	33.61	9.8	41.1	34.93	12.3	41.6	28.92	11.3	39.4
Sales	14.24	12.2	32.2	14.30	12.4	32.1	—	—	—
Administrative support	13.45	3.0	38.7	13.40	3.7	39.0	13.60	5.3	38.0
Blue-collar occupations ⁵	12.86	7.4	38.0	12.78	7.8	38.0	14.17	6.0	38.1
Precision production, craft, and repair	17.60	6.9	40.0	17.59	7.4	40.0	17.77	5.1	40.1
Machine operators, assemblers, and inspectors	12.78	9.5	40.0	12.78	9.5	40.0	—	—	—
Transportation and material moving	11.09	9.2	35.8	10.92	10.8	35.9	12.39	3.6	35.2
Handlers, equipment cleaners, helpers, and laborers	9.29	12.0	36.9	9.24	12.4	36.8	10.49	6.1	40.0
Service occupations ⁵	8.99	8.9	35.1	8.04	10.5	34.4	15.55	6.0	40.1
Full time	16.19	3.0	39.6	15.54	3.7	39.6	19.39	1.5	39.6
Part time	8.18	15.9	22.2	7.41	15.8	22.6	15.94	21.0	18.4
Union	14.09	7.0	39.2	—	—	—	18.24	3.3	38.1
Nonunion	15.61	4.1	36.1	15.08	4.6	36.1	19.90	2.2	36.3
Time	15.06	3.5	36.5	14.23	4.1	36.4	19.19	1.9	37.0
Incentive	22.64	10.8	40.0	22.64	10.8	40.0	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	13.29	4.8	35.5	13.29	4.8	35.5	—	—	—
100-499 workers	15.45	6.9	37.1	15.35	7.4	36.8	17.05	2.6	41.0
500 workers or more	15.86	2.3	36.6	14.44	3.7	36.7	19.53	2.3	36.5

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Orlando, FL, March 2004

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	\$15.35	3.2	\$14.62	3.8	\$19.19	1.9
All excluding sales	15.45	3.5	14.65	4.2	19.26	2.0
White collar	20.56	2.9	20.42	3.8	21.05	2.0
White collar excluding sales	21.93	2.9	22.21	3.8	21.20	2.0
Professional specialty and technical	24.40	3.6	24.67	5.1	23.85	2.9
Professional specialty	25.96	2.6	27.08	3.8	24.25	2.8
Engineers, architects, and surveyors	34.20	2.8	34.58	3.3	—	—
Mechanical engineers	37.64	8.4	37.64	8.4	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.98	6.0	22.98	6.1	—	—
Registered nurses	22.87	7.2	22.86	7.3	—	—
Teachers, college and university	32.89	7.5	—	—	32.95	7.9
Teachers, except college and university	23.13	4.2	—	—	22.83	3.5
Elementary school teachers	23.00	1.3	—	—	—	—
Teachers, n.e.c.	23.70	12.6	—	—	—	—
Librarians, archivists, and curators	18.53	7.2	—	—	19.24	7.8
Librarians	18.53	7.2	—	—	19.24	7.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.03	6.4	—	—	—	—
Social workers	16.03	6.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.88	11.3	23.92	11.4	—	—
Technical	18.13	9.6	18.37	10.2	15.00	10.9
Clinical laboratory technologists and technicians	17.89	33.8	17.89	33.8	—	—
Licensed practical nurses	15.91	2.3	15.91	2.3	—	—
Executive, administrative, and managerial	33.61	9.8	34.93	12.3	28.92	11.3
Executives, administrators, and managers	33.95	9.3	34.47	11.5	31.91	12.6
Administrators and officials, public administration	41.94	11.2	—	—	41.94	11.2
Administrators, education and related fields	25.09	31.8	—	—	—	—
Managers and administrators, n.e.c.	36.81	7.0	37.02	7.0	—	—
Management related	31.55	25.4	38.16	26.6	17.19	16.4
Sales	14.24	12.2	14.30	12.4	—	—
Sales workers, other commodities	9.25	10.2	9.25	10.2	—	—
Cashiers	8.74	5.4	8.58	5.9	—	—
Administrative support, including clerical	13.45	3.0	13.40	3.7	13.60	5.3
Secretaries	13.78	5.9	13.42	9.6	14.38	4.8
Hotel clerks	12.69	19.6	12.69	19.6	—	—
Receptionists	11.17	3.9	11.17	3.9	—	—
Library clerks	12.01	3.1	—	—	—	—
Records clerks, n.e.c.	13.53	12.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.15	5.1	11.12	5.2	—	—
Dispatchers	15.25	1.5	—	—	15.25	1.5
General office clerks	14.26	5.4	14.73	5.6	—	—
Teachers' aides	9.00	3.1	—	—	—	—
Administrative support, n.e.c.	14.14	6.1	—	—	13.69	9.7
Blue collar	12.86	7.4	12.78	7.8	14.17	6.0
Precision production, craft, and repair	17.60	6.9	17.59	7.4	17.77	5.1
Mechanics and repairers, n.e.c.	13.46	7.1	—	—	—	—
Machine operators, assemblers, and inspectors	12.78	9.5	12.78	9.5	—	—
Laundering and dry cleaning machine operators	8.67	11.2	8.67	11.2	—	—
Transportation and material moving	11.09	9.2	10.92	10.8	12.39	3.6
Truck drivers	13.85	12.1	13.88	12.8	—	—
Handlers, equipment cleaners, helpers, and laborers	9.29	12.0	9.24	12.4	10.49	6.1
Stock handlers and baggers	8.26	5.8	8.26	5.8	—	—

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, Orlando, FL, March 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Freight, stock, and material handlers, n.e.c.	\$15.59	9.5	\$15.59	9.5	—	—
Service	8.99	8.9	8.04	10.5	\$15.55	6.0
Protective service	14.76	8.1	10.54	2.7	17.59	1.9
Supervisors, firefighters and fire prevention	21.57	5.2	—	—	21.57	5.2
Supervisors, police and detectives	27.17	4.4	—	—	27.17	4.4
Firefighting	15.48	11.9	—	—	15.48	11.9
Police and detectives, public service	19.51	1.1	—	—	19.51	1.1
Correctional institution officers	15.14	.8	—	—	15.14	.8
Guards and police, except public service	10.45	2.8	10.48	2.7	—	—
Food service	6.40	13.4	6.37	13.6	—	—
Waiters, waitresses, and bartenders	3.84	17.1	3.84	17.1	—	—
Waiters and waitresses	3.21	10.5	3.21	10.5	—	—
Waiters'/Waitresses' assistants	6.07	8.5	6.07	8.5	—	—
Other food service	8.61	5.0	8.62	5.1	—	—
Cooks	10.35	.8	10.35	.8	—	—
Food counter, fountain, and related	7.08	1.6	7.08	1.6	—	—
Kitchen workers, food preparation	5.74	28.8	—	—	—	—
Food preparation, n.e.c.	8.56	5.4	8.59	5.7	—	—
Health service	9.45	2.6	9.44	2.7	—	—
Nursing aides, orderlies and attendants	9.40	1.5	9.40	1.5	—	—
Cleaning and building service	8.69	5.3	8.51	6.0	10.08	8.2
Maids and housemen	8.08	.9	8.08	.9	—	—
Janitors and cleaners	8.78	11.1	8.55	15.0	9.41	4.9
Personal service	10.53	23.8	10.52	24.4	—	—
Attendants, amusement, and recreation facilities	8.34	.1	8.34	.1	—	—
Service, n.e.c.	9.84	15.3	9.84	15.3	—	—

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

² 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, Orlando, FL, March 2004

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	\$16.19	3.0	\$15.54	3.7	\$19.39	1.5
All excluding sales	16.13	2.9	15.41	3.7	19.48	1.5
White collar	21.40	3.1	21.50	4.1	21.07	2.3
White collar excluding sales	22.05	3.0	22.37	3.9	21.22	2.2
Professional specialty and technical	24.44	3.7	24.94	5.3	23.43	2.7
Professional specialty	26.03	2.7	27.59	3.9	23.68	2.6
Engineers, architects, and surveyors	34.20	2.8	34.58	3.3	—	—
Mechanical engineers	37.64	8.4	37.64	8.4	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.33	6.6	23.33	6.7	—	—
Registered nurses	23.25	7.9	23.25	8.1	—	—
Teachers, college and university	32.76	8.9	—	—	32.82	9.6
Teachers, except college and university	23.11	4.2	24.22	13.3	22.84	3.5
Elementary school teachers	23.00	1.3	—	—	—	—
Teachers, n.e.c.	23.66	13.0	—	—	—	—
Librarians, archivists, and curators	18.53	7.2	—	—	19.24	7.8
Librarians	18.53	7.2	—	—	19.24	7.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.03	6.4	—	—	—	—
Social workers	16.03	6.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.25	10.9	25.31	11.0	—	—
Technical	18.27	9.7	18.37	10.2	16.51	8.5
Clinical laboratory technologists and technicians	17.89	33.8	17.89	33.8	—	—
Licensed practical nurses	15.91	2.3	15.91	2.3	—	—
Executive, administrative, and managerial	33.61	9.8	34.93	12.3	28.92	11.3
Executives, administrators, and managers	33.95	9.3	34.47	11.5	31.91	12.6
Administrators and officials, public administration	41.94	11.2	—	—	41.94	11.2
Administrators, education and related fields	25.09	31.8	—	—	—	—
Managers and administrators, n.e.c.	36.81	7.0	37.02	7.0	—	—
Management related	31.55	25.4	38.16	26.6	17.19	16.4
Sales	17.05	15.7	17.22	16.0	—	—
Sales workers, other commodities	9.20	11.4	9.20	11.4	—	—
Cashiers	9.67	5.2	9.43	7.0	—	—
Administrative support, including clerical	13.54	3.1	13.40	3.8	14.02	4.8
Secretaries	13.78	5.9	13.42	9.6	14.38	4.8
Hotel clerks	12.69	19.6	12.69	19.6	—	—
Receptionists	11.17	3.9	11.17	3.9	—	—
Records clerks, n.e.c.	13.77	13.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.15	5.1	11.12	5.2	—	—
Dispatchers	15.25	1.5	—	—	15.25	1.5
General office clerks	14.35	5.3	14.83	5.5	—	—
Administrative support, n.e.c.	14.14	6.1	—	—	13.69	9.7
Blue collar	13.13	7.4	13.04	7.9	14.61	6.3
Precision production, craft, and repair	17.60	6.9	17.59	7.4	17.77	5.1
Mechanics and repairers, n.e.c.	13.46	7.1	—	—	—	—
Machine operators, assemblers, and inspectors	12.78	9.5	12.78	9.5	—	—
Laundering and dry cleaning machine operators	8.67	11.2	8.67	11.2	—	—
Transportation and material moving	11.53	8.9	11.41	10.1	12.82	4.5
Truck drivers	13.85	12.1	13.88	12.8	—	—
Handlers, equipment cleaners, helpers, and laborers	9.18	12.9	9.13	13.4	10.49	6.1
Service	9.71	7.1	8.67	9.2	15.99	4.5
Protective service	14.86	8.3	10.54	2.7	17.82	1.2

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, Orlando, FL, March 2004 — 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						
Protective service—Continued						
Supervisors, firefighters and fire prevention	\$21.57	5.2	—	—	\$21.57	5.2
Supervisors, police and detectives	27.17	4.4	—	—	27.17	4.4
Firefighting	15.48	11.9	—	—	15.48	11.9
Police and detectives, public service	19.51	1.1	—	—	19.51	1.1
Correctional institution officers	15.14	.8	—	—	15.14	.8
Guards and police, except public service	10.48	2.7	\$10.48	2.7	—	—
Food service	7.14	11.9	7.14	11.9	—	—
Waiters, waitresses, and bartenders	4.07	26.3	4.07	26.3	—	—
Waiters'/Waitresses' assistants	6.37	4.5	6.37	4.5	—	—
Other food service	9.18	4.6	9.18	4.6	—	—
Cooks	10.36	1.5	10.36	1.5	—	—
Food preparation, n.e.c.	8.83	8.0	8.83	8.0	—	—
Health service	9.47	2.7	9.47	2.7	—	—
Nursing aides, orderlies and attendants	9.40	1.5	9.40	1.5	—	—
Cleaning and building service	8.69	4.9	8.51	5.6	10.08	8.2
Maids and housemen	8.08	.9	8.08	.9	—	—
Janitors and cleaners	8.79	10.2	8.54	14.1	9.41	4.9
Personal service	10.77	24.2	10.76	24.8	—	—
Service, n.e.c.	9.84	15.3	9.84	15.3	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Orlando, FL, March 2004

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	\$8.18	15.9	\$7.41	15.8	\$15.94	21.0
All excluding sales	8.17	20.7	7.09	20.7	15.94	21.0
White collar	11.26	8.4	9.79	5.1	20.77	21.8
White collar excluding sales	18.01	13.3	15.91	9.5	20.77	21.8
Professional specialty and technical	23.34	16.8	17.60	12.2	31.72	17.7
Professional specialty	24.51	17.4	17.60	12.2	37.06	7.1
Health related	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Sales	8.23	4.3	8.23	4.3	-	-
Cashiers	8.01	2.9	8.01	2.9	-	-
Administrative support, including clerical	10.76	14.8	13.36	18.2	-	-
Blue collar	9.54	15.7	9.22	18.3	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.07	21.9	10.07	21.9	-	-
Stock handlers and baggers	7.30	1.1	7.30	1.1	-	-
Service	5.31	16.8	5.16	16.5	8.57	3.8
Protective service	-	-	-	-	-	-
Food service	4.99	17.2	4.88	16.8	-	-
Waiters, waitresses, and bartenders	3.54	5.4	3.54	5.4	-	-
Waiters and waitresses	3.43	3.2	3.43	3.2	-	-
Other food service	7.06	6.3	6.95	6.5	-	-
Food counter, fountain, and related	6.81	5.7	6.81	5.7	-	-
Food preparation, n.e.c.	7.96	2.5	7.87	3.0	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	7.15	2.6	7.15	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 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, Orlando, FL, March 2004

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	\$642	3.2	39.6	\$616	4.0	39.6	\$767	1.9	39.6
All excluding sales	639	3.2	39.6	610	4.0	39.6	770	1.9	39.6
White collar	854	3.4	39.9	867	4.3	40.3	815	2.3	38.7
White collar excluding sales	879	3.1	39.8	902	4.1	40.3	821	2.2	38.7
Professional specialty and technical	970	4.2	39.7	1,008	5.9	40.4	898	2.7	38.3
Professional specialty	1,031	3.4	39.6	1,119	4.6	40.6	907	2.6	38.3
Engineers, architects, and surveyors	1,433	2.9	41.9	1,457	2.6	42.1	-	-	-
Mechanical engineers	1,598	9.2	42.5	1,598	9.2	42.5	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	932	7.0	39.9	932	7.1	39.9	-	-	-
Registered nurses	930	7.9	40.0	930	8.1	40.0	-	-	-
Teachers, college and university	1,224	8.7	37.4	-	-	-	1,219	9.5	37.1
Teachers, except college and university	880	4.4	38.1	965	13.4	39.8	860	3.3	37.7
Elementary school teachers	864	1.2	37.6	-	-	-	-	-	-
Teachers, n.e.c.	923	14.2	39.0	-	-	-	-	-	-
Librarians, archivists, and curators	740	7.2	39.9	-	-	-	768	7.7	39.9
Librarians	740	7.2	39.9	-	-	-	768	7.7	39.9
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	641	6.4	40.0	-	-	-	-	-	-
Social workers	641	6.4	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,000	10.0	39.6	1,003	10.1	39.6	-	-	-
Technical	731	9.7	40.0	735	10.2	40.0	661	8.5	40.0
Clinical laboratory technologists and technicians	715	33.8	40.0	715	33.8	40.0	-	-	-
Licensed practical nurses	636	2.3	40.0	636	2.3	40.0	-	-	-
Executive, administrative, and managerial	1,381	9.6	41.1	1,454	12.1	41.6	1,139	12.1	39.4
Executives, administrators, and managers	1,403	9.1	41.3	1,444	11.3	41.9	1,253	13.7	39.3
Administrators and officials, public administration	1,713	11.9	40.8	-	-	-	1,713	11.9	40.8
Administrators, education and related fields	980	30.1	39.0	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,546	7.3	42.0	1,556	7.4	42.0	-	-	-
Management related	1,254	25.3	39.8	1,514	26.5	39.7	686	16.0	39.9
Sales	689	16.0	40.4	696	16.3	40.4	-	-	-
Sales workers, other commodities	367	11.2	39.9	367	11.2	39.9	-	-	-
Cashiers	387	5.2	40.0	377	7.0	40.0	-	-	-
Administrative support, including clerical	534	2.9	39.4	530	3.6	39.6	545	4.6	38.9
Secretaries	547	6.0	39.7	536	9.6	40.0	564	5.1	39.2
Hotel clerks	508	19.6	40.0	508	19.6	40.0	-	-	-
Receptionists	444	3.9	39.8	444	3.9	39.8	-	-	-
Records clerks, n.e.c.	550	13.7	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, Orlando, FL, March 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Bookkeepers, accounting and auditing clerks	\$485	5.1	39.9	\$445	5.2	40.0	—	—	—
Dispatchers	610	1.5	40.0	—	—	—	\$610	1.5	40.0
General office clerks	573	5.3	40.0	593	5.5	40.0	—	—	—
Administrative support, n.e.c.	565	6.1	40.0	—	—	—	548	9.7	40.0
Blue collar	524	7.6	39.9	521	8.0	39.9	585	6.5	40.0
Precision production, craft, and repair	704	7.3	40.0	704	7.8	40.0	712	5.4	40.1
Mechanics and repairers, n.e.c.	513	8.1	38.1	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	511	9.5	40.0	511	9.5	40.0	—	—	—
Laundering and dry cleaning machine operators	347	11.2	40.0	347	11.2	40.0	—	—	—
Transportation and material moving	461	8.9	40.0	457	10.1	40.0	513	4.5	40.0
Truck drivers	554	12.1	40.0	555	12.8	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	366	12.8	39.8	363	13.2	39.8	420	6.1	40.0
Service	378	6.2	38.9	333	8.0	38.4	674	6.1	42.1
Protective service	621	10.1	41.8	422	2.7	40.0	768	3.5	43.1
Supervisors, firefighters and fire prevention	1,055	5.7	48.9	—	—	—	1,055	5.7	48.9
Supervisors, police and detectives	1,100	3.7	40.5	—	—	—	1,100	3.7	40.5
Firefighting	804	10.8	51.9	—	—	—	804	10.8	51.9
Police and detectives, public service	786	1.4	40.3	—	—	—	786	1.4	40.3
Correctional institution officers	613	.8	40.5	—	—	—	613	.8	40.5
Guards and police, except public service	419	2.7	40.0	419	2.7	40.0	—	—	—
Food service	276	11.1	38.6	276	11.1	38.6	—	—	—
Waiters, waitresses, and bartenders	155	21.8	38.0	155	21.8	38.0	—	—	—
Waiters'/waitresses' assistants	239	10.5	37.6	239	10.5	37.6	—	—	—
Other food service	358	4.5	39.0	358	4.5	39.0	—	—	—
Cooks	403	3.7	38.9	403	3.7	38.9	—	—	—
Food preparation, n.e.c.	334	7.9	37.9	334	7.9	37.9	—	—	—
Health service	370	2.9	39.0	370	2.9	39.0	—	—	—
Nursing aides, orderlies and attendants	364	1.7	38.8	364	1.7	38.8	—	—	—

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, Orlando, FL, March 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$339	4.2	39.0	\$332	4.8	39.0	\$396	7.0	39.3
Maids and housemen	311	1.1	38.5	311	1.1	38.5	—	—	—
Janitors and cleaners	350	10.1	39.9	342	14.1	40.0	372	3.3	39.5
Personal service	394	16.1	36.6	393	16.4	36.6	—	—	—
Service, n.e.c.	394	15.3	40.0	394	15.3	40.0	—	—	—

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, Orlando, FL, March 2004

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	\$33,048	3.2	2,041	\$32,017	4.0	2,060	\$37,847	1.9	1,952
All excluding sales	32,864	3.2	2,037	31,686	4.0	2,057	37,991	1.9	1,951
White collar	43,563	3.4	2,036	45,006	4.3	2,093	39,467	2.3	1,873
White collar excluding sales	44,696	3.1	2,027	46,787	4.1	2,092	39,690	2.2	1,871
Professional specialty and technical	48,301	4.2	1,976	52,150	5.9	2,091	41,636	2.7	1,777
Professional specialty	50,785	3.4	1,951	57,821	4.6	2,096	41,861	2.6	1,768
Engineers, architects, and surveyors	74,510	2.9	2,179	75,760	2.6	2,191	-	-	-
Mechanical engineers	83,117	9.2	2,208	83,117	9.2	2,208	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	48,454	7.0	2,077	48,450	7.1	2,077	-	-	-
Registered nurses	48,363	7.9	2,080	48,356	8.1	2,080	-	-	-
Teachers, college and university	52,147	8.7	1,592	-	-	-	51,439	9.5	1,568
Teachers, except college and university	39,906	4.4	1,727	47,444	13.4	1,959	38,327	3.3	1,678
Elementary school teachers	37,389	1.2	1,626	-	-	-	-	-	-
Teachers, n.e.c.	45,938	14.2	1,942	-	-	-	-	-	-
Librarians, archivists, and curators	38,275	7.2	2,065	-	-	-	39,658	7.7	2,062
Librarians	38,275	7.2	2,065	-	-	-	39,658	7.7	2,062
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	33,335	6.4	2,080	-	-	-	-	-	-
Social workers	33,335	6.4	2,080	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	51,999	10.0	2,059	52,144	10.1	2,060	-	-	-
Technical	37,995	9.7	2,080	38,212	10.2	2,080	34,347	8.5	2,080
Clinical laboratory technologists and technicians	37,205	33.8	2,080	37,205	33.8	2,080	-	-	-
Licensed practical nurses	33,089	2.3	2,080	33,089	2.3	2,080	-	-	-
Executive, administrative, and managerial	71,633	9.6	2,132	75,589	12.1	2,164	58,555	12.1	2,025
Executives, administrators, and managers	72,738	9.1	2,143	75,113	11.3	2,179	64,226	13.7	2,013
Administrators and officials, public administration	89,054	11.9	2,124	-	-	-	89,054	11.9	2,124
Administrators, education and related fields	49,441	30.1	1,971	-	-	-	-	-	-
Managers and administrators, n.e.c.	80,408	7.3	2,185	80,914	7.4	2,186	-	-	-
Management related	65,207	25.3	2,067	78,750	26.5	2,064	35,662	16.0	2,074
Sales	35,822	16.0	2,100	36,183	16.3	2,101	-	-	-
Sales workers, other commodities	19,067	11.2	2,073	19,067	11.2	2,073	-	-	-
Cashiers	20,122	5.2	2,080	19,621	7.0	2,080	-	-	-
Administrative support, including clerical	27,561	2.9	2,035	27,566	3.6	2,057	27,543	4.6	1,965
Secretaries	28,383	6.0	2,059	27,793	9.6	2,071	29,338	5.1	2,040
Hotel clerks	26,403	19.6	2,080	26,403	19.6	2,080	-	-	-
Receptionists	23,107	3.9	2,069	23,107	3.9	2,069	-	-	-
Records clerks, n.e.c.	28,592	13.7	2,076	-	-	-	-	-	-

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, Orlando, FL, March 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Bookkeepers, accounting and auditing clerks	\$25,233	5.1	2,077	\$23,134	5.2	2,080	—	—	—
Dispatchers	31,727	1.5	2,080	—	—	—	\$31,727	1.5	2,080
General office clerks	29,821	5.3	2,079	30,825	5.5	2,078	—	—	—
Administrative support, n.e.c.	29,404	6.1	2,080	—	—	—	28,483	9.7	2,080
Blue collar	27,264	7.6	2,077	27,086	8.0	2,076	30,428	6.5	2,082
Precision production, craft, and repair	36,619	7.3	2,081	36,588	7.8	2,080	37,039	5.4	2,084
Mechanics and repairers, n.e.c.	26,659	8.1	1,980	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	26,577	9.5	2,080	26,577	9.5	2,080	—	—	—
Laundering and dry cleaning machine operators	18,037	11.2	2,080	18,037	11.2	2,080	—	—	—
Transportation and material moving	23,973	8.9	2,080	23,739	10.1	2,080	26,659	4.5	2,080
Truck drivers	28,818	12.1	2,080	28,860	12.8	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	19,008	12.8	2,070	18,894	13.2	2,069	21,820	6.1	2,080
Service	19,627	6.2	2,021	17,312	8.0	1,997	34,771	6.1	2,175
Protective service	32,269	10.1	2,172	21,926	2.7	2,080	39,911	3.5	2,240
Supervisors, firefighters and fire prevention	54,861	5.7	2,543	—	—	—	54,861	5.7	2,543
Supervisors, police and detectives	57,190	3.7	2,105	—	—	—	57,190	3.7	2,105
Firefighting	41,799	10.8	2,700	—	—	—	41,799	10.8	2,700
Police and detectives, public service	40,887	1.4	2,095	—	—	—	40,887	1.4	2,095
Correctional institution officers	31,868	.8	2,104	—	—	—	31,868	.8	2,104
Guards and police, except public service	21,804	2.7	2,080	21,804	2.7	2,080	—	—	—
Food service	14,347	11.1	2,009	14,345	11.1	2,008	—	—	—
Waiters, waitresses, and bartenders	8,045	21.8	1,978	8,045	21.8	1,978	—	—	—
Waiters'/waitresses' assistants	12,450	10.5	1,955	12,450	10.5	1,955	—	—	—
Other food service	18,628	4.5	2,029	18,629	4.5	2,029	—	—	—
Cooks	20,965	3.7	2,024	20,965	3.7	2,024	—	—	—
Food preparation, n.e.c.	17,375	7.9	1,968	17,375	7.9	1,968	—	—	—
Health service	19,227	2.9	2,030	19,219	2.9	2,029	—	—	—
Nursing aides, orderlies and attendants	18,951	1.7	2,017	18,951	1.7	2,017	—	—	—

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, Orlando, FL, March 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$17,557	4.2	2,021	\$17,252	4.8	2,027	\$19,937	7.0	1,978
Maids and housemen	16,169	1.1	2,002	16,166	1.1	2,002	—	—	—
Janitors and cleaners	18,026	10.1	2,051	17,771	14.1	2,080	18,641	3.3	1,981
Personal service	20,508	16.1	1,904	20,461	16.4	1,901	—	—	—
Service, n.e.c.	20,465	15.3	2,080	20,465	15.3	2,080	—	—	—

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, Orlando, FL, March 2004

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	\$15.35	3.2	\$14.62	3.8	\$19.19	1.9
All excluding sales	15.45	3.5	14.65	4.2	19.26	2.0
White collar	20.56	2.9	20.42	3.8	21.05	2.0
2	11.16	6.1	11.33	6.3	—	—
3	10.26	5.2	10.19	5.9	10.99	.6
4	12.46	7.6	12.65	9.2	11.65	2.9
5	14.87	3.4	15.45	3.4	13.48	3.5
6	15.59	4.6	15.83	6.4	15.11	4.1
7	21.61	8.4	22.53	9.1	16.33	4.9
8	22.24	3.0	22.29	4.3	22.17	4.5
9	28.40	7.8	29.65	9.4	23.76	6.6
10	30.85	6.0	—	—	31.14	5.3
11	32.65	4.9	38.89	7.2	26.65	2.8
12	43.41	4.6	43.88	5.3	41.12	1.1
Not able to be leveled	17.80	9.8	17.89	10.9	17.05	15.5
White collar excluding sales	21.93	2.9	22.21	3.8	21.20	2.0
2	12.68	9.8	13.16	10.9	—	—
3	11.01	5.6	11.02	6.0	10.95	3.5
4	13.50	4.8	14.16	5.4	11.65	2.9
5	14.94	3.8	15.65	3.4	13.48	3.5
6	15.80	5.0	16.46	8.6	15.11	4.1
7	18.97	6.8	19.59	7.7	16.33	4.9
8	22.19	3.5	22.21	5.6	22.17	4.5
9	27.35	7.7	28.35	9.3	23.76	6.6
10	30.85	6.0	—	—	31.14	5.3
11	32.65	4.9	38.89	7.2	26.65	2.8
12	43.41	4.6	43.88	5.3	41.12	1.1
Not able to be leveled	19.84	8.8	20.32	9.8	17.05	15.5
Professional specialty and technical	24.40	3.6	24.67	5.1	23.85	2.9
Professional specialty	25.96	2.6	27.08	3.8	24.25	2.8
6	15.75	7.2	—	—	—	—
7	20.59	12.5	21.41	13.2	—	—
8	22.42	3.8	23.09	2.7	21.70	6.6
9	25.23	5.5	25.85	7.1	23.72	7.3
10	29.18	6.1	—	—	32.46	4.8
11	31.45	7.2	39.32	9.7	26.33	3.2
12	38.38	5.8	37.93	6.5	—	—
Not able to be leveled	19.87	7.2	—	—	—	—
Engineers, architects, and surveyors	34.20	2.8	34.58	3.3	—	—
11	38.20	10.4	40.04	10.4	—	—
Mechanical engineers	37.64	8.4	37.64	8.4	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.98	6.0	22.98	6.1	—	—
9	22.68	7.1	22.68	7.1	—	—
Registered nurses	22.87	7.2	22.86	7.3	—	—
9	21.79	4.0	21.79	4.0	—	—
Teachers, college and university	32.89	7.5	—	—	32.95	7.9
Teachers, except college and university	23.13	4.2	—	—	22.83	3.5
8	22.81	2.7	—	—	—	—
Elementary school teachers	23.00	1.3	—	—	—	—
Teachers, n.e.c.	23.70	12.6	—	—	—	—
Librarians, archivists, and curators	18.53	7.2	—	—	19.24	7.8
Librarians	18.53	7.2	—	—	19.24	7.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.03	6.4	—	—	—	—
Social workers	16.03	6.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.88	11.3	23.92	11.4	—	—
Technical	18.13	9.6	18.37	10.2	15.00	10.9
4	12.22	2.5	12.11	2.8	—	—
6	13.78	14.2	—	—	—	—
7	17.43	1.4	—	—	—	—

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, Orlando, FL, March 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
8	\$21.55	11.9	—	—	—	—
Clinical laboratory technologists and technicians	17.89	33.8	\$17.89	33.8	—	—
Licensed practical nurses	15.91	2.3	15.91	2.3	—	—
Executive, administrative, and managerial						
8	33.61	9.8	34.93	12.3	\$28.92	11.3
9	19.40	12.2	—	—	—	—
11	31.46	18.1	32.30	19.4	24.01	6.2
12	37.72	7.2	38.10	8.0	—	—
Not able to be leveled	45.97	7.6	47.33	8.8	—	—
Executives, administrators, and managers	39.09	47.8	39.45	49.2	—	—
9	33.95	9.3	34.47	11.5	31.91	12.6
11	33.08	19.9	33.66	21.0	—	—
12	35.20	2.8	—	—	—	—
Administrators and officials, public administration	45.97	7.6	47.33	8.8	—	—
Administrators, education and related fields	41.94	11.2	—	—	41.94	11.2
Managers and administrators, n.e.c.	25.09	31.8	—	—	—	—
12	36.81	7.0	37.02	7.0	—	—
Management related	49.71	8.2	49.71	8.2	—	—
9	31.55	25.4	38.16	26.6	17.19	16.4
2	22.61	4.5	—	—	—	—
Sales						
2	14.24	12.2	14.30	12.4	—	—
3	8.48	3.7	8.48	3.7	—	—
4	8.71	7.7	8.42	9.2	—	—
6	9.61	16.4	9.61	16.4	—	—
Sales workers, other commodities	15.19	9.1	15.19	9.1	—	—
Cashiers	9.25	10.2	9.25	10.2	—	—
3	8.74	5.4	8.58	5.9	—	—
4	8.81	7.6	8.48	10.1	—	—
Administrative support, including clerical						
2	13.45	3.0	13.40	3.7	13.60	5.3
3	12.68	9.8	13.16	10.9	—	—
4	11.04	6.2	11.04	6.5	11.02	.9
5	13.58	5.0	14.34	5.6	11.62	3.0
6	14.77	3.6	15.13	4.2	13.99	3.3
7	16.62	5.9	—	—	15.82	1.7
Not able to be leveled	17.97	3.7	18.56	6.1	17.06	4.5
Secretaries	10.41	7.8	10.39	8.7	—	—
4	13.78	5.9	13.42	9.6	14.38	4.8
5	11.92	3.4	11.75	4.1	—	—
7	14.20	4.8	—	—	—	—
Hotel clerks	17.58	4.4	—	—	—	—
Receptionists	12.69	19.6	12.69	19.6	—	—
Library clerks	11.17	3.9	11.17	3.9	—	—
Records clerks, n.e.c.	12.01	3.1	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.53	12.7	—	—	—	—
4	12.15	5.1	11.12	5.2	—	—
Dispatchers	13.02	2.6	—	—	—	—
General office clerks	15.25	1.5	—	—	15.25	1.5
4	14.26	5.4	14.73	5.6	—	—
Teachers' aides	14.26	6.1	15.20	7.3	—	—
Administrative support, n.e.c.	9.00	3.1	—	—	—	—
5	14.14	6.1	—	—	13.69	9.7
6	—	—	—	—	—	—
Blue collar						
1	12.86	7.4	12.78	7.8	14.17	6.0
2	7.38	7.9	7.37	7.9	—	—
3	10.40	8.2	10.30	9.3	—	—
4	9.93	7.3	9.89	8.0	—	—
5	13.67	11.4	13.76	12.2	12.52	6.2
6	13.19	6.6	13.23	7.6	12.92	4.8
7	17.85	11.9	17.67	12.7	—	—

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, Orlando, FL, March 2004** — 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						
7	\$19.54	4.4	\$19.50	4.6	\$20.20	15.2
Precision production, craft, and repair	17.60	6.9	17.59	7.4	17.77	5.1
4	11.29	6.9	—	—	—	—
5	13.89	9.6	13.94	10.7	13.48	10.2
6	18.49	11.6	18.31	12.6	—	—
7	19.61	4.9	19.58	5.2	20.20	15.2
Mechanics and repairers, n.e.c.	13.46	7.1	—	—	—	—
Machine operators, assemblers, and inspectors	12.78	9.5	12.78	9.5	—	—
Laundering and dry cleaning machine operators	8.67	11.2	8.67	11.2	—	—
Transportation and material moving	11.09	9.2	10.92	10.8	12.39	3.6
2	9.37	8.8	—	—	—	—
3	9.61	10.1	9.58	10.2	—	—
4	—	—	—	—	13.43	6.0
5	13.30	3.7	—	—	12.43	1.9
Truck drivers	13.85	12.1	13.88	12.8	—	—
Handlers, equipment cleaners, helpers, and laborers	9.29	12.0	9.24	12.4	10.49	6.1
1	7.25	9.2	7.24	9.2	—	—
4	13.22	19.7	13.43	21.1	—	—
Stock handlers and baggers	8.26	5.8	8.26	5.8	—	—
1	8.11	6.8	8.11	6.8	—	—
Freight, stock, and material handlers, n.e.c.	15.59	9.5	15.59	9.5	—	—
Service	8.99	8.9	8.04	10.5	15.55	6.0
1	7.74	3.6	7.63	3.8	—	—
2	6.87	15.0	6.83	16.0	—	—
3	6.97	15.4	6.87	16.1	10.08	5.0
4	10.84	2.9	9.98	4.5	12.74	5.4
5	8.97	26.2	—	—	—	—
6	14.93	4.5	—	—	14.93	5.1
7	24.04	18.9	—	—	17.23	2.8
8	19.50	1.4	—	—	19.50	1.4
9	22.45	4.5	—	—	21.69	4.0
10	24.60	5.4	—	—	24.60	5.4
Not able to be leveled	8.60	2.8	8.60	2.8	—	—
Protective service	14.76	8.1	10.54	2.7	17.59	1.9
3	—	—	—	—	10.16	8.9
4	12.50	1.9	—	—	—	—
6	14.93	5.1	—	—	14.93	5.1
7	16.28	6.1	—	—	17.23	2.8
8	19.50	1.4	—	—	19.50	1.4
9	21.69	4.0	—	—	21.69	4.0
10	24.60	5.4	—	—	24.60	5.4
Supervisors, firefighters and fire prevention	21.57	5.2	—	—	21.57	5.2
Supervisors, police and detectives	27.17	4.4	—	—	27.17	4.4
Firefighting	15.48	11.9	—	—	15.48	11.9
7	15.14	13.9	—	—	15.14	13.9
Police and detectives, public service	19.51	1.1	—	—	19.51	1.1
Correctional institution officers	15.14	.8	—	—	15.14	.8
Guards and police, except public service	10.45	2.8	10.48	2.7	—	—
Food service	6.40	13.4	6.37	13.6	—	—
1	7.21	10.4	7.15	10.8	—	—
2	5.86	27.1	5.76	28.3	—	—
3	5.73	24.8	5.73	24.8	—	—
4	9.94	5.1	9.94	5.1	—	—
Waiters, waitresses, and bartenders	3.84	17.1	3.84	17.1	—	—
2	4.07	28.8	4.07	28.8	—	—
3	3.97	25.9	3.97	25.9	—	—
Waiters and waitresses	3.21	10.5	3.21	10.5	—	—
3	3.55	24.9	3.55	24.9	—	—
Waiters'/Waitresses' assistants	6.07	8.5	6.07	8.5	—	—

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, Orlando, FL, March 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service	\$8.61	5.0	\$8.62	5.1	—	—
1	7.94	5.2	7.90	5.4	—	—
3	7.90	3.5	7.90	3.5	—	—
Cooks	10.35	.8	10.35	.8	—	—
Food counter, fountain, and related	7.08	1.6	7.08	1.6	—	—
Kitchen workers, food preparation	5.74	28.8	—	—	—	—
Food preparation, n.e.c.	8.56	5.4	8.59	5.7	—	—
1	8.00	5.2	7.96	5.4	—	—
Health service	9.45	2.6	9.44	2.7	—	—
3	9.58	1.7	9.58	1.7	—	—
Nursing aides, orderlies and attendants	9.40	1.5	9.40	1.5	—	—
3	9.58	1.7	9.58	1.7	—	—
Cleaning and building service	8.69	5.3	8.51	6.0	\$10.08	8.2
1	8.02	3.2	7.87	2.3	—	—
2	8.16	2.9	8.40	2.4	—	—
3	7.64	3.2	7.45	2.4	—	—
Not able to be leveled	10.50	9.2	10.50	9.2	—	—
Maids and housemen	8.08	.9	8.08	.9	—	—
1	7.93	1.9	7.93	1.9	—	—
2	7.86	7.5	—	—	—	—
Janitors and cleaners	8.78	11.1	8.55	15.0	9.41	4.9
1	8.18	7.3	—	—	—	—
Personal service	10.53	23.8	10.52	24.4	—	—
3	7.24	.0	7.24	.0	—	—
Not able to be leveled	8.29	.5	8.29	.5	—	—
Attendants, amusement, and recreation facilities	8.34	.1	8.34	.1	—	—
Service, n.e.c.	9.84	15.3	9.84	15.3	—	—

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

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

³ 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, Orlando, FL, March 2004

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	\$16.19	3.0	\$15.54	3.7	\$19.39	1.5
All excluding sales	16.13	2.9	15.41	3.7	19.48	1.5
White collar	21.40	3.1	21.50	4.1	21.07	2.3
2	12.40	7.6	12.43	7.8	—	—
3	10.63	5.5	10.57	6.2	11.20	2.7
4	12.92	7.9	13.27	9.7	11.65	2.9
5	14.90	3.4	15.49	3.3	13.49	3.6
6	15.59	4.6	15.83	6.4	15.11	4.1
7	21.73	8.8	22.72	9.6	16.28	5.0
8	22.25	3.0	22.31	4.3	22.17	4.5
9	28.24	8.1	29.75	9.4	22.22	4.2
10	30.63	6.7	—	—	—	—
11	32.62	4.9	38.83	7.3	26.65	2.8
12	43.41	4.6	43.88	5.3	41.12	1.1
Not able to be leveled	19.11	10.1	19.11	11.2	19.10	15.3
White collar excluding sales	22.05	3.0	22.37	3.9	21.22	2.2
2	13.23	10.7	13.30	11.2	—	—
3	10.98	6.0	10.96	6.4	11.36	5.6
4	13.43	5.0	14.08	5.8	11.65	2.9
5	14.95	3.8	15.65	3.4	13.49	3.6
6	15.80	5.0	16.46	8.6	15.11	4.1
7	19.00	7.2	19.68	8.2	16.28	5.0
8	22.21	3.5	22.24	5.8	22.17	4.5
9	27.15	8.0	28.44	9.3	22.22	4.2
10	30.63	6.7	—	—	—	—
11	32.62	4.9	38.83	7.3	26.65	2.8
12	43.41	4.6	43.88	5.3	41.12	1.1
Not able to be leveled	20.46	8.9	20.66	9.9	19.10	15.3
Professional specialty and technical	24.44	3.7	24.94	5.3	23.43	2.7
Professional specialty	26.03	2.7	27.59	3.9	23.68	2.6
6	15.75	7.2	—	—	—	—
7	20.83	13.4	21.80	14.1	—	—
8	22.45	3.9	23.18	3.0	21.70	6.6
9	24.81	5.7	25.94	7.1	21.91	3.1
10	28.49	6.5	—	—	—	—
11	31.41	7.2	39.22	9.8	26.33	3.2
12	38.38	5.8	37.93	6.5	—	—
Engineers, architects, and surveyors	34.20	2.8	34.58	3.3	—	—
11	38.20	10.4	40.04	10.4	—	—
Mechanical engineers	37.64	8.4	37.64	8.4	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.33	6.6	23.33	6.7	—	—
9	22.79	7.6	22.79	7.6	—	—
Registered nurses	23.25	7.9	23.25	8.1	—	—
9	21.86	4.4	21.86	4.4	—	—
Teachers, college and university	32.76	8.9	—	—	32.82	9.6
Teachers, except college and university	23.11	4.2	24.22	13.3	22.84	3.5
8	22.81	2.7	—	—	—	—
Elementary school teachers	23.00	1.3	—	—	—	—
Teachers, n.e.c.	23.66	13.0	—	—	—	—
Librarians, archivists, and curators	18.53	7.2	—	—	19.24	7.8
Librarians	18.53	7.2	—	—	19.24	7.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.03	6.4	—	—	—	—
Social workers	16.03	6.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.25	10.9	25.31	11.0	—	—
Technical	18.27	9.7	18.37	10.2	16.51	8.5
4	12.22	2.5	12.11	2.8	—	—
6	13.78	14.2	—	—	—	—
7	17.43	1.4	—	—	—	—
8	21.55	11.9	—	—	—	—

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, Orlando, FL, March 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Clinical laboratory technologists and technicians	\$17.89	33.8	\$17.89	33.8	—	—
Licensed practical nurses	15.91	2.3	15.91	2.3	—	—
Executive, administrative, and managerial	33.61	9.8	34.93	12.3	\$28.92	11.3
8	19.40	12.2	—	—	—	—
9	31.46	18.1	32.30	19.4	24.01	6.2
11	37.72	7.2	38.10	8.0	—	—
12	45.97	7.6	47.33	8.8	—	—
Not able to be leveled	39.09	47.8	39.45	49.2	—	—
Executives, administrators, and managers	33.95	9.3	34.47	11.5	31.91	12.6
9	33.08	19.9	33.66	21.0	—	—
11	35.20	2.8	—	—	—	—
12	45.97	7.6	47.33	8.8	—	—
Administrators and officials, public administration	41.94	11.2	—	—	41.94	11.2
Administrators, education and related fields	25.09	31.8	—	—	—	—
Managers and administrators, n.e.c.	36.81	7.0	37.02	7.0	—	—
12	49.71	8.2	49.71	8.2	—	—
Management related	31.55	25.4	38.16	26.6	17.19	16.4
9	22.61	4.5	—	—	—	—
Sales	17.05	15.7	17.22	16.0	—	—
3	9.37	8.3	—	—	—	—
6	15.19	9.1	15.19	9.1	—	—
Sales workers, other commodities	9.20	11.4	9.20	11.4	—	—
Cashiers	9.67	5.2	9.43	7.0	—	—
Administrative support, including clerical	13.54	3.1	13.40	3.8	14.02	4.8
2	13.23	10.7	13.30	11.2	—	—
3	10.99	6.6	10.98	7.0	—	—
4	13.51	5.2	14.26	6.0	11.62	3.0
5	14.77	3.6	15.13	4.2	13.99	3.3
6	16.62	5.9	—	—	15.82	1.7
7	17.97	3.7	18.56	6.1	17.06	4.5
Not able to be leveled	10.62	8.1	10.39	8.7	—	—
Secretaries	13.78	5.9	13.42	9.6	14.38	4.8
4	11.92	3.4	11.75	4.1	—	—
5	14.20	4.8	—	—	—	—
7	17.58	4.4	—	—	—	—
Hotel clerks	12.69	19.6	12.69	19.6	—	—
Receptionists	11.17	3.9	11.17	3.9	—	—
Records clerks, n.e.c.	13.77	13.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.15	5.1	11.12	5.2	—	—
4	13.02	2.6	—	—	—	—
Dispatchers	15.25	1.5	—	—	15.25	1.5
General office clerks	14.35	5.3	14.83	5.5	—	—
4	14.26	6.1	15.20	7.3	—	—
Administrative support, n.e.c.	14.14	6.1	—	—	13.69	9.7
Blue collar	13.13	7.4	13.04	7.9	14.61	6.3
2	10.31	9.2	10.30	9.3	—	—
3	10.43	4.8	10.43	5.3	—	—
4	13.11	10.3	13.16	11.2	12.52	6.2
5	13.19	6.6	13.23	7.6	12.92	4.8
6	17.85	11.9	17.67	12.7	—	—
7	19.54	4.4	19.50	4.6	20.20	15.2
Precision production, craft, and repair	17.60	6.9	17.59	7.4	17.77	5.1
4	11.29	6.9	—	—	—	—
5	13.89	9.6	13.94	10.7	13.48	10.2
6	18.49	11.6	18.31	12.6	—	—
7	19.61	4.9	19.58	5.2	20.20	15.2

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Orlando, FL, March 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Mechanics and repairers, n.e.c.	\$13.46	7.1	—	—	—	—
Machine operators, assemblers, and inspectors						
Laundering and dry cleaning machine operators	12.78	9.5	\$12.78	9.5	—	—
	8.67	11.2	8.67	11.2	—	—
Transportation and material moving						
4	11.53	8.9	11.41	10.1	\$12.82	4.5
	—	—	—	—	13.43	6.0
5	13.30	3.7	—	—	12.43	1.9
Truck drivers	13.85	12.1	13.88	12.8	—	—
Handlers, equipment cleaners, helpers, and laborers						
4	9.18	12.9	9.13	13.4	10.49	6.1
	10.56	8.7	10.59	10.1	—	—
Service						
1	9.71	7.1	8.67	9.2	15.99	4.5
2	7.86	3.6	7.76	3.6	—	—
3	8.24	1.2	8.33	.7	—	—
4	7.18	16.7	7.09	17.5	10.26	5.0
5	11.00	2.0	10.15	3.1	—	—
6	12.34	9.6	—	—	—	—
7	14.93	4.5	—	—	14.93	5.1
8	24.04	18.9	—	—	17.23	2.8
9	19.50	1.4	—	—	19.50	1.4
10	22.45	4.5	—	—	21.69	4.0
Not able to be leveled	24.60	5.4	—	—	24.60	5.4
Protective service	8.78	2.6	8.78	2.6	—	—
4	14.86	8.3	10.54	2.7	17.82	1.2
6	12.58	2.0	—	—	—	—
7	14.93	5.1	—	—	14.93	5.1
8	16.28	6.1	—	—	17.23	2.8
9	19.50	1.4	—	—	19.50	1.4
10	21.69	4.0	—	—	21.69	4.0
Supervisors, firefighters and fire prevention	24.60	5.4	—	—	24.60	5.4
Supervisors, police and detectives	21.57	5.2	—	—	21.57	5.2
Firefighting	27.17	4.4	—	—	27.17	4.4
7	15.48	11.9	—	—	15.48	11.9
Police and detectives, public service	15.14	13.9	—	—	15.14	13.9
Correctional institution officers	19.51	1.1	—	—	19.51	1.1
Guards and police, except public service	15.14	.8	—	—	15.14	.8
Food service	10.48	2.7	10.48	2.7	—	—
1	7.14	11.9	7.14	11.9	—	—
2	7.37	10.4	7.37	10.4	—	—
4	8.40	5.1	8.40	5.2	—	—
Waiters, waitresses, and bartenders	10.21	3.1	10.21	3.1	—	—
Waiters'/Waitresses' assistants	4.07	26.3	4.07	26.3	—	—
Other food service	6.37	4.5	6.37	4.5	—	—
1	9.18	4.6	9.18	4.6	—	—
Cooks	8.12	6.7	8.12	6.7	—	—
Food preparation, n.e.c.	10.36	1.5	10.36	1.5	—	—
1	8.83	8.0	8.83	8.0	—	—
Health service	8.12	6.7	8.12	6.7	—	—
3	9.47	2.7	9.47	2.7	—	—
Nursing aides, orderlies and attendants	9.58	1.7	9.58	1.7	—	—
3	9.40	1.5	9.40	1.5	—	—
Cleaning and building service	9.58	1.7	9.58	1.7	—	—
1	8.69	4.9	8.51	5.6	10.08	8.2
2	8.06	3.2	7.91	2.3	—	—
3	8.16	2.9	8.40	2.4	—	—
Maids and housemen	7.64	3.2	7.45	2.4	—	—
1	8.08	.9	8.08	.9	—	—
2	7.93	1.9	7.93	1.9	—	—
Janitors and cleaners	7.86	7.5	—	—	—	—
	8.79	10.2	8.54	14.1	9.41	4.9

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, Orlando, FL, March 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Cleaning and building service—Continued						
Janitors and cleaners—Continued						
1	\$8.33	7.5	—	—	—	—
Personal service	10.77	24.2	\$10.76	24.8	—	—
Not able to be leveled	8.29	.5	8.29	.5	—	—
Service, n.e.c.	9.84	15.3	9.84	15.3	—	—

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

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

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

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

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

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

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, Orlando, FL, March 2004

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	\$8.18	15.9	\$7.41	15.8	\$15.94	21.0
All excluding sales	8.17	20.7	7.09	20.7	15.94	21.0
White collar	11.26	8.4	9.79	5.1	20.77	21.8
2	8.47	5.8	8.54	6.9	—	—
3	8.73	8.0	8.64	9.0	—	—
White collar excluding sales	18.01	13.3	15.91	9.5	20.77	21.8
Professional specialty and technical	23.34	16.8	17.60	12.2	31.72	17.7
Professional specialty	24.51	17.4	17.60	12.2	37.06	7.1
Health related	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	8.23	4.3	8.23	4.3	—	—
2	8.61	7.0	8.61	7.0	—	—
3	7.92	9.5	7.92	9.5	—	—
Cashiers	8.01	2.9	8.01	2.9	—	—
3	7.99	8.8	7.99	8.8	—	—
Administrative support, including clerical	10.76	14.8	13.36	18.2	—	—
Blue collar	9.54	15.7	9.22	18.3	—	—
1	7.72	4.3	7.72	4.3	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.07	21.9	10.07	21.9	—	—
1	7.38	2.6	7.38	2.6	—	—
Stock handlers and baggers	7.30	1.1	7.30	1.1	—	—
1	7.30	1.1	7.30	1.1	—	—
Service	5.31	16.8	5.16	16.5	8.57	3.8
1	6.36	11.5	5.94	12.0	—	—
2	4.51	37.6	4.30	39.6	—	—
3	5.84	5.8	5.69	3.8	—	—
Protective service	—	—	—	—	—	—
Food service	4.99	17.2	4.88	16.8	—	—
1	6.19	14.8	5.38	13.1	—	—
2	4.48	37.8	4.26	39.9	—	—
3	5.41	5.6	5.41	5.6	—	—
Waiters, waitresses, and bartenders	3.54	5.4	3.54	5.4	—	—
2	2.96	26.6	2.96	26.6	—	—
Waiters and waitresses	3.43	3.2	3.43	3.2	—	—
Other food service	7.06	6.3	6.95	6.5	—	—
1	6.81	12.9	—	—	—	—
Food counter, fountain, and related	6.81	5.7	6.81	5.7	—	—
Food preparation, n.e.c.	7.96	2.5	7.87	3.0	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	7.15	2.6	7.15	2.6	—	—

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

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

³ 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, Orlando, FL, March 2004**

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	\$16.19	\$8.18	\$14.09	\$15.61	\$15.06	\$22.64
All excluding sales	16.13	8.17	14.00	15.78	15.40	17.64
White collar	21.40	11.26	19.77	20.69	20.34	24.42
White-collar excluding sales	22.05	18.01	19.84	22.33	22.10	16.49
Professional specialty and technical	24.44	23.34	22.45	24.98	24.40	–
Professional specialty	26.03	24.51	22.83	26.97	25.99	–
Technical	18.27	–	–	17.65	18.13	–
Executive, administrative, and managerial	33.61	–	–	34.69	34.13	–
Sales	17.05	8.23	–	14.05	10.75	30.80
Administrative support, including clerical	13.54	10.76	–	13.03	13.57	–
Blue collar	13.13	9.54	16.78	12.53	12.53	18.76
Precision production, craft, and repair	17.60	–	–	17.20	17.25	–
Machine operators, assemblers, and inspectors	12.78	–	–	12.31	12.78	–
Transportation and material moving	11.53	–	–	10.99	10.12	–
Handlers, equipment cleaners, helpers, and laborers	9.18	10.07	–	9.28	9.28	–
Service	9.71	5.31	–	8.97	8.99	–
	Relative error ⁶ (percent)					
All occupations	3.0	15.9	7.0	4.1	3.5	10.8
All excluding sales	2.9	20.7	6.8	4.5	3.7	10.1
White collar	3.1	8.4	1.9	3.3	2.6	11.2
White-collar excluding sales	3.0	13.3	2.4	3.2	2.9	14.1
Professional specialty and technical	3.7	16.8	4.0	4.5	3.6	–
Professional specialty	2.7	17.4	4.4	3.3	2.7	–
Technical	9.7	–	–	11.2	9.6	–
Executive, administrative, and managerial	9.8	–	–	10.2	9.8	–
Sales	15.7	4.3	–	12.9	7.8	18.6
Administrative support, including clerical	3.1	14.8	–	2.7	3.1	–
Blue collar	7.4	15.7	18.5	7.6	7.1	11.7
Precision production, craft, and repair	6.9	–	–	7.3	6.4	–
Machine operators, assemblers, and inspectors	9.5	–	–	8.9	9.5	–
Transportation and material moving	8.9	–	–	10.1	6.7	–
Handlers, equipment cleaners, helpers, and laborers	12.9	21.9	–	12.5	12.1	–
Service	7.1	16.8	–	9.2	8.9	–

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

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

³ 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, Orlando, FL, March 2004

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	\$14.62	-	-	-	-	-	-	-	-	-
All excluding sales	14.65	-	-	-	-	-	-	-	-	-
White collar	20.42	-	-	-	-	-	-	-	-	-
White-collar excluding sales	22.21	-	-	-	-	-	-	-	-	-
Professional specialty and technical	24.67	-	-	-	-	-	-	-	-	-
Professional specialty	27.08	-	-	-	-	-	-	-	-	-
Technical	18.37	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	34.93	-	-	-	-	-	-	-	-	-
Sales	14.30	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	13.40	-	-	-	-	-	-	-	-	-
Blue collar	12.78	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	17.59	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	12.78	-	-	-	-	-	-	-	-	-
Transportation and material moving	10.92	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.24	-	-	-	-	-	-	-	-	-
Service	8.04	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.8	-	-	-	-	-	-	-	-	-
All excluding sales	4.2	-	-	-	-	-	-	-	-	-
White collar	3.8	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.8	-	-	-	-	-	-	-	-	-
Professional specialty and technical	5.1	-	-	-	-	-	-	-	-	-
Professional specialty	3.8	-	-	-	-	-	-	-	-	-
Technical	10.2	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	12.3	-	-	-	-	-	-	-	-	-
Sales	12.4	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.7	-	-	-	-	-	-	-	-	-
Blue collar	7.8	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	7.4	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.5	-	-	-	-	-	-	-	-	-
Transportation and material moving	10.8	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.4	-	-	-	-	-	-	-	-	-
Service	10.5	-	-	-	-	-	-	-	-	-

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

² 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, Orlando, FL, March 2004

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	\$14.62	\$13.29	\$14.88	\$15.35	\$14.44
All excluding sales	14.65	12.80	15.01	15.41	14.61
White collar	20.42	18.01	20.90	21.67	20.23
White-collar excluding sales	22.21	18.57	22.87	23.44	22.36
Professional specialty and technical	24.67	19.44	25.46	26.13	24.90
Professional specialty	27.08	21.19	27.88	27.70	28.09
Technical	18.37	—	18.81	17.18	19.37
Executive, administrative, and managerial	34.93	25.99	37.76	36.10	39.63
Sales	14.30	16.64	13.66	14.61	12.92
Administrative support, including clerical	13.40	11.01	13.76	14.54	13.08
Blue collar	12.78	13.95	12.58	12.15	14.25
Precision production, craft, and repair	17.59	16.94	17.78	17.16	20.77
Machine operators, assemblers, and inspectors	12.78	12.43	12.88	—	13.02
Transportation and material moving	10.92	—	11.01	11.66	8.64
Handlers, equipment cleaners, helpers, and laborers	9.24	9.64	9.21	8.72	13.46
Service	8.04	6.79	8.31	7.82	8.50
Relative error ⁴ (percent)					
All occupations	3.8	4.8	4.0	7.4	3.7
All excluding sales	4.2	8.6	4.2	7.7	3.8
White collar	3.8	11.3	4.0	8.0	5.6
White-collar excluding sales	3.8	13.7	4.1	6.1	5.1
Professional specialty and technical	5.1	5.9	5.4	7.8	9.3
Professional specialty	3.8	5.7	4.0	7.0	9.2
Technical	10.2	—	11.1	11.4	14.1
Executive, administrative, and managerial	12.3	35.5	7.8	5.9	15.8
Sales	12.4	18.6	15.4	21.1	26.7
Administrative support, including clerical	3.7	4.6	4.2	5.7	4.1
Blue collar	7.8	10.0	8.2	9.0	11.4
Precision production, craft, and repair	7.4	14.2	6.9	7.1	14.5
Machine operators, assemblers, and inspectors	9.5	11.3	10.8	—	14.7
Transportation and material moving	10.8	—	11.3	11.3	8.6
Handlers, equipment cleaners, helpers, and laborers	12.4	8.7	13.1	12.7	26.9
Service	10.5	9.9	10.4	12.3	12.6

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 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, Orlando, FL, March 2004

Occupation ³	10	25	Median 50	75	90
All	\$6.70	\$8.16	\$11.97	\$19.72	\$28.85
All excluding sales	6.70	8.16	12.08	19.82	28.85
White collar	8.72	11.53	17.58	25.75	34.94
White collar excluding sales	10.03	13.03	19.26	27.50	35.99
Professional specialty and technical	14.40	18.69	22.56	29.47	35.89
Professional specialty	16.12	20.00	24.38	30.29	36.96
Engineers, architects, and surveyors	25.41	28.85	30.66	38.89	45.67
Mechanical engineers	30.68	33.77	38.29	40.14	44.95
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.67	20.47	21.90	24.30	30.25
Registered nurses	18.65	20.03	22.00	24.41	30.25
Teachers, college and university	21.28	25.73	31.84	34.20	48.47
Teachers, except college and university	16.12	19.20	22.07	27.55	31.00
Elementary school teachers	19.02	21.20	21.77	23.71	31.00
Teachers, n.e.c.	16.12	18.00	24.27	29.18	31.25
Librarians, archivists, and curators	14.61	16.12	16.76	19.41	26.58
Librarians	14.61	16.12	16.76	19.41	26.58
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.58	13.45	15.86	17.71	19.80
Social workers	11.58	13.45	15.86	17.71	19.80
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.46	15.35	24.53	26.91	32.46
Technical	10.89	13.90	17.76	20.43	26.05
Clinical laboratory technologists and technicians	9.57	10.82	11.63	32.43	32.43
Licensed practical nurses	13.15	14.45	16.15	17.05	18.00
Executive, administrative, and managerial	15.24	21.04	31.25	41.00	57.20
Executives, administrators, and managers	16.83	21.09	31.76	41.00	57.20
Administrators and officials, public administration	24.36	25.08	40.17	58.52	58.52
Administrators, education and related fields	12.47	13.18	17.46	31.61	34.36
Managers and administrators, n.e.c.	21.12	31.25	34.50	46.88	53.87
Management related	12.36	17.26	22.12	28.87	80.00
Sales	7.04	7.75	10.00	14.97	24.79
Sales workers, other commodities	7.25	7.25	8.25	11.25	12.65
Cashiers	6.65	7.47	8.50	9.90	11.31
Administrative support, including clerical	8.71	10.21	12.42	16.53	18.77
Secretaries	10.25	11.64	13.28	15.45	17.58
Hotel clerks	7.50	8.00	9.75	18.27	18.27
Receptionists	8.08	10.00	11.50	13.03	13.03
Library clerks	9.29	11.35	12.51	13.22	14.48
Records clerks, n.e.c.	8.12	9.28	11.53	18.70	20.48
Bookkeepers, accounting and auditing clerks	9.50	10.00	11.60	14.32	15.33
Dispatchers	11.22	12.13	14.99	17.96	19.88
General office clerks	10.41	11.57	14.01	16.53	19.75
Teachers' aides	7.35	8.17	8.97	9.80	10.96
Administrative support, n.e.c.	10.31	10.71	13.41	16.11	20.75
Blue collar	6.50	8.50	11.50	16.00	20.65
Precision production, craft, and repair	11.00	12.53	17.50	21.09	25.61
Mechanics and repairers, n.e.c.	10.50	11.19	13.00	15.30	17.22
Machine operators, assemblers, and inspectors	7.68	9.50	11.79	16.45	19.57
Laundering and dry cleaning machine operators	6.70	7.46	8.24	9.46	11.59
Transportation and material moving	7.25	8.32	10.50	13.00	15.53
Truck drivers	9.35	10.50	13.93	15.82	18.86
Handlers, equipment cleaners, helpers, and laborers	6.00	6.50	8.50	11.00	12.50
Stock handlers and baggers	6.40	7.00	8.25	9.14	11.00
Freight, stock, and material handlers, n.e.c.	7.50	9.73	19.77	20.65	21.78
Service	2.50	6.70	7.81	10.20	13.96
Protective service	9.00	10.44	13.42	17.18	22.58

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, Orlando, FL, March 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Service—Continued					
Protective service—Continued					
Supervisors, firefighters and fire prevention	\$15.47	\$16.53	\$19.10	\$27.08	\$29.20
Supervisors, police and detectives	21.31	24.19	26.72	32.08	32.38
Firefighting	10.67	11.78	14.44	19.74	21.71
Police and detectives, public service	14.88	16.34	18.22	22.38	25.21
Correctional institution officers	13.27	13.96	14.30	15.88	19.73
Guards and police, except public service	8.62	9.00	9.67	11.55	13.42
Food service					
Waiters, waitresses, and bartenders	2.13	2.70	6.70	8.16	10.00
Waiters and waitresses	2.13	2.50	2.75	5.15	6.75
Waiters/Waitresses' assistants	2.13	2.13	2.50	3.86	5.15
Other food service	3.25	5.15	6.25	7.18	8.00
Cooks	6.70	7.00	7.91	9.50	12.00
Kitchen workers, food preparation	8.25	8.84	10.00	11.50	13.00
Food counter, fountain, and related	6.70	6.70	7.04	7.40	7.77
Food preparation, n.e.c.	2.13	2.13	7.00	7.91	9.25
Health service	7.00	7.25	8.00	9.50	10.05
Nursing aides, orderlies and attendants	8.10	8.78	9.18	9.79	10.91
Cleaning and building service	8.40	8.92	9.25	9.79	10.75
Maids and housemen	6.70	7.04	7.80	9.62	12.28
Janitors and cleaners	6.70	7.00	7.56	8.50	11.24
Personal service	6.70	7.23	8.16	9.95	11.29
Attendants, amusement, and recreation facilities	6.70	7.15	7.76	10.30	12.17
Service, n.e.c.	6.83	7.15	7.51	8.71	11.74
	7.00	9.60	10.16	11.12	11.12

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Orlando, FL, March 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.50	\$7.75	\$11.12	\$18.50	\$27.78
All excluding sales	6.25	7.75	11.25	18.75	28.13
White collar	8.32	11.15	17.46	25.81	35.89
White collar excluding sales	9.96	13.00	19.56	28.13	38.21
Professional specialty and technical	13.95	18.80	23.32	29.86	36.17
Professional specialty	17.17	21.36	26.17	30.36	39.17
Engineers, architects, and surveyors	25.12	28.85	31.41	39.66	46.29
Mechanical engineers	30.68	33.77	38.29	40.14	44.95
Mathematical and computer scientists	—	—	—	—	—
Health related	18.65	20.44	21.90	24.30	30.42
Registered nurses	18.64	20.01	22.00	24.41	30.25
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.46	15.35	24.70	26.91	32.81
Technical	11.00	14.00	18.00	20.56	26.05
Clinical laboratory technologists and technicians	9.57	10.82	11.63	32.43	32.43
Licensed practical nurses	13.15	14.45	16.15	17.05	18.00
Executive, administrative, and managerial	17.04	21.12	31.25	46.88	57.20
Executives, administrators, and managers	17.04	21.12	31.98	42.55	57.20
Managers and administrators, n.e.c.	21.12	31.25	34.50	46.88	53.87
Management related	18.34	20.91	25.50	55.00	80.00
Sales	7.04	7.73	10.00	15.38	24.79
Sales workers, other commodities	7.25	7.25	8.25	11.25	12.65
Cashiers	6.60	7.25	8.25	9.53	11.19
Administrative support, including clerical	8.60	10.00	12.45	16.53	18.75
Secretaries	10.20	10.91	13.09	15.39	17.45
Hotel clerks	7.50	8.00	9.75	18.27	18.27
Receptionists	8.08	10.00	11.50	13.03	13.03
Bookkeepers, accounting and auditing clerks	9.05	9.75	10.60	12.20	14.64
General office clerks	11.00	12.00	14.35	16.53	19.75
Blue collar	6.50	8.27	11.35	16.00	20.65
Precision production, craft, and repair	11.00	12.50	17.50	21.09	24.62
Machine operators, assemblers, and inspectors	7.68	9.50	11.79	16.45	19.57
Laundering and dry cleaning machine operators	6.70	7.46	8.24	9.46	11.59
Transportation and material moving	7.25	8.21	10.13	12.88	15.51
Truck drivers	9.35	10.50	13.93	15.82	18.87
Handlers, equipment cleaners, helpers, and laborers	6.00	6.50	8.50	11.00	12.50
Stock handlers and baggers	6.40	7.00	8.25	9.14	11.00
Freight, stock, and material handlers, n.e.c.	7.50	9.73	19.77	20.65	21.78
Service	2.50	6.70	7.51	9.23	11.74
Protective service	8.62	9.00	9.97	11.60	13.42
Guards and police, except public service	8.62	9.00	9.67	11.60	13.42
Food service	2.13	2.60	6.70	8.16	10.00
Waiters, waitresses, and bartenders	2.13	2.50	2.75	5.15	6.75
Waiters and waitresses	2.13	2.13	2.50	3.86	5.15
Waiters/Waitresses' assistants	3.25	5.15	6.25	7.18	8.00
Other food service	6.70	7.00	7.91	9.50	12.00
Cooks	8.25	8.84	10.00	11.50	13.00
Food counter, fountain, and related	6.70	6.70	7.04	7.40	7.77
Food preparation, n.e.c.	7.00	7.25	8.00	9.50	10.00
Health service	8.10	8.76	9.17	9.79	10.91
Nursing aides, orderlies and attendants	8.40	8.92	9.25	9.79	10.75
Cleaning and building service	6.70	7.04	7.77	9.23	12.01
Maids and housemen	6.70	7.00	7.56	8.50	11.24

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, Orlando, FL, March 2004** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service —Continued					
Janitors and cleaners	\$6.70	\$7.10	\$7.77	\$9.70	\$11.28
Personal service	6.70	7.15	7.76	9.93	11.83
Attendants, amusement, and recreation facilities	6.83	7.15	7.51	8.71	11.74
Service, n.e.c.	7.00	9.60	10.16	11.12	11.12

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Orlando, FL, March 2004

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.89	\$12.29	\$16.58	\$23.27	\$31.84
All excluding sales	9.89	12.38	16.65	23.38	31.84
White collar	10.50	13.18	18.95	25.73	34.35
White collar excluding sales	10.59	13.36	19.02	25.82	34.35
Professional specialty and technical	15.35	18.65	21.77	28.67	34.20
Professional specialty	15.98	18.89	21.90	29.24	34.35
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	—	—	—	—	—
Teachers, college and university	21.28	26.50	31.84	34.20	46.78
Teachers, except college and university	16.12	19.39	21.88	25.42	31.00
Librarians, archivists, and curators	15.27	16.12	17.33	21.20	27.16
Librarians	15.27	16.12	17.33	21.20	27.16
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	9.89	12.38	15.56	17.51	19.74
Executive, administrative, and managerial	12.36	14.81	25.41	37.98	48.45
Executives, administrators, and managers	12.90	17.46	30.42	41.00	58.52
Administrators and officials, public administration	24.36	25.08	40.17	58.52	58.52
Management related	11.79	12.05	14.90	24.25	25.87
Sales	—	—	—	—	—
Administrative support, including clerical	8.97	10.50	12.34	15.14	21.16
Secretaries	10.80	12.00	13.38	15.51	18.35
Dispatchers	11.22	12.13	14.99	17.96	19.88
Administrative support, n.e.c.	10.31	11.35	13.39	15.60	17.54
Blue collar	8.94	10.42	12.62	15.99	20.88
Precision production, craft, and repair	11.25	13.40	16.32	19.75	27.10
Transportation and material moving	9.43	10.45	11.71	13.71	15.95
Handlers, equipment cleaners, helpers, and laborers	8.85	8.94	9.89	11.34	12.85
Service	8.85	10.97	14.56	18.97	24.17
Protective service	11.32	13.96	16.19	20.92	25.21
Supervisors, firefighters and fire prevention	15.47	16.53	19.10	27.08	29.20
Supervisors, police and detectives	21.31	24.19	26.72	32.08	32.38
Firefighting	10.67	11.78	14.44	19.74	21.71
Police and detectives, public service	14.88	16.34	18.22	22.38	25.21
Correctional institution officers	13.27	13.96	14.30	15.88	19.73
Food service	—	—	—	—	—
Other food service	—	—	—	—	—
Health service	—	—	—	—	—
Cleaning and building service	7.32	8.66	9.57	11.44	14.56
Janitors and cleaners	6.42	8.48	9.27	10.70	12.41
Personal service	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Orlando, FL, March 2004

Occupation ³	10	25	Median 50	75	90
All	\$7.04	\$8.90	\$12.58	\$20.23	\$29.81
All excluding sales	7.00	8.89	12.69	20.23	29.76
White collar	9.50	12.21	18.56	26.49	35.89
White collar excluding sales	10.23	13.15	19.45	27.70	35.99
Professional specialty and technical	14.61	18.89	22.65	29.27	35.89
Professional specialty	16.34	20.25	24.46	30.29	36.80
Engineers, architects, and surveyors	25.41	28.85	30.66	38.89	45.67
Mechanical engineers	30.68	33.77	38.29	40.14	44.95
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.18	20.82	22.00	24.70	30.42
Registered nurses	19.11	20.47	22.17	24.85	30.25
Teachers, college and university	21.28	24.97	31.84	34.65	50.11
Teachers, except college and university	16.12	19.14	22.07	27.55	31.00
Elementary school teachers	19.02	21.20	21.77	23.71	31.00
Teachers, n.e.c.	16.12	18.00	24.27	29.18	31.25
Librarians, archivists, and curators	14.61	16.12	16.76	19.41	26.58
Librarians	14.61	16.12	16.76	19.41	26.58
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.58	13.45	15.86	17.71	19.80
Social workers	11.58	13.45	15.86	17.71	19.80
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.75	19.68	25.00	26.93	34.04
Technical	11.00	14.14	18.00	20.56	26.05
Clinical laboratory technologists and technicians	9.57	10.82	11.63	32.43	32.43
Licensed practical nurses	13.15	14.45	16.15	17.05	18.00
Executive, administrative, and managerial	15.24	21.04	31.25	41.00	57.20
Executives, administrators, and managers	16.83	21.09	31.76	41.00	57.20
Administrators and officials, public administration	24.36	25.08	40.17	58.52	58.52
Administrators, education and related fields	12.47	13.18	17.46	31.61	34.36
Managers and administrators, n.e.c.	21.12	31.25	34.50	46.88	53.87
Management related	12.36	17.26	22.12	28.87	80.00
Sales	7.25	8.94	11.68	20.10	31.73
Sales workers, other commodities	7.25	7.25	7.54	11.54	12.65
Cashiers	6.95	7.84	9.73	11.19	11.92
Administrative support, including clerical	8.75	10.27	12.50	16.53	18.75
Secretaries	10.25	11.64	13.28	15.45	17.58
Hotel clerks	7.50	8.00	9.75	18.27	18.27
Receptionists	8.08	10.00	11.50	13.03	13.03
Records clerks, n.e.c.	8.12	9.28	11.54	18.70	20.48
Bookkeepers, accounting and auditing clerks	9.50	10.00	11.60	14.32	15.33
Dispatchers	11.22	12.13	14.99	17.96	19.88
General office clerks	10.57	11.69	14.01	16.53	19.75
Administrative support, n.e.c.	10.31	10.71	13.41	16.11	20.75
Blue collar	6.75	9.00	11.96	16.45	21.09
Precision production, craft, and repair	11.00	12.53	17.50	21.09	25.61
Mechanics and repairers, n.e.c.	10.50	11.19	13.00	15.30	17.22
Machine operators, assemblers, and inspectors	7.68	9.50	11.79	16.45	19.57
Laundering and dry cleaning machine operators	6.70	7.46	8.24	9.46	11.59
Transportation and material moving	7.50	9.13	11.00	13.52	15.95
Truck drivers	9.35	10.50	13.93	15.82	18.86
Handlers, equipment cleaners, helpers, and laborers	6.00	6.50	8.94	11.02	12.50
Service	4.42	7.04	8.18	11.12	14.89
Protective service	9.00	10.49	13.42	17.31	22.58
Supervisors, firefighters and fire prevention	15.47	16.53	19.10	27.08	29.20
Supervisors, police and detectives	21.31	24.19	26.72	32.08	32.38
Firefighting	10.67	11.78	14.44	19.74	21.71
Police and detectives, public service	14.88	16.34	18.22	22.38	25.21

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, Orlando, FL, March 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service —Continued					
Correctional institution officers	\$13.27	\$13.96	\$14.30	\$15.88	\$19.73
Guards and police, except public service	8.62	9.00	9.67	11.60	13.42
Food service	2.50	3.50	7.04	8.92	10.75
Waiters, waitresses, and bartenders	2.50	2.50	2.60	5.29	7.81
Waiters/Waitresses' assistants	5.15	5.15	6.25	7.50	8.21
Other food service	6.70	7.04	8.16	10.00	12.25
Cooks	8.75	9.00	10.00	11.08	12.53
Food preparation, n.e.c.	7.00	7.25	8.00	9.50	10.20
Health service	8.25	8.78	9.19	9.79	10.91
Nursing aides, orderlies and attendants	8.40	8.92	9.25	9.79	10.75
Cleaning and building service	6.70	7.04	7.81	9.61	12.28
Maids and housemen	6.70	7.00	7.56	8.50	11.24
Janitors and cleaners	7.00	7.32	8.16	9.88	11.29
Personal service	6.75	7.15	7.89	10.71	12.35
Service, n.e.c.	7.00	9.60	10.16	11.12	11.12

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Orlando, FL, March 2004

Occupation ³	10	25	Median 50	75	90
All	\$2.13	\$5.15	\$7.10	\$8.85	\$12.46
All excluding sales	2.13	5.00	6.80	8.55	15.11
White collar	6.70	7.35	8.50	11.02	20.65
White collar excluding sales	7.35	9.53	14.72	23.61	34.20
Professional specialty and technical	10.00	13.41	21.00	34.20	39.09
Professional specialty	12.27	15.11	21.25	34.20	39.09
Health related	—	—	—	—	—
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	—	—	—	—	—
Sales	6.70	7.04	8.00	9.09	10.38
Cashiers	6.40	7.00	8.00	8.92	9.79
Administrative support, including clerical	6.86	7.35	8.65	13.88	19.77
Blue collar	6.35	6.70	7.85	9.67	19.77
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.25	6.70	7.90	8.55	19.77
Stock handlers and baggers	6.00	6.50	7.00	8.00	8.50
Service	2.13	2.13	5.15	7.04	8.50
Protective service	—	—	—	—	—
Food service	2.13	2.13	5.15	7.00	8.25
Waiters, waitresses, and bartenders	2.13	2.13	2.75	5.15	5.15
Waiters and waitresses	2.13	2.13	2.30	5.15	5.15
Other food service	2.13	6.70	7.15	8.16	9.52
Food counter, fountain, and related	5.00	6.70	6.75	7.16	7.77
Food preparation, n.e.c.	6.50	7.08	8.00	8.65	9.58
Health service	—	—	—	—	—
Cleaning and building service	—	—	—	—	—
Personal service	6.65	6.75	7.00	7.10	7.65

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown, and three-fourths are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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 Orlando, FL, Metropolitan Statistical Area includes Lake, Orange, Osceola, and Seminole Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, 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 sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	2,196
Total in sample	295
Responding	164
Out of business or not in survey scope	36
Unable or refused to provide data	95

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. 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. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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 this estimate is from \$12.03 to \$13.55 (\$12.79 minus and plus \$0.76, where \$0.76 is the product of 1.645 times 3.6 percent times \$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, Orlando, FL, March 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	361,500	300,700	60,800
All excluding sales	327,400	267,100	60,200
White collar	170,800	127,600	43,200
White-collar excluding sales	136,700	94,000	42,700
Professional specialty and technical	63,200	38,600	24,600
Professional specialty	51,900	28,400	23,500
Technical	11,200	10,200	1,000
Executive, administrative, and managerial	23,000	17,600	5,300
Sales	34,100	33,600	–
Administrative support, including clerical	50,600	37,800	12,800
Blue collar	77,200	72,400	4,700
Precision production, craft, and repair	25,500	23,800	1,700
Machine operators, assemblers, and inspectors	6,800	6,800	–
Transportation and material moving	16,100	14,100	–
Handlers, equipment cleaners, helpers, and laborers	28,800	27,900	–
Service	113,500	100,600	12,800

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.