

Buffalo-Niagara Falls, NY National Compensation Survey July 1998



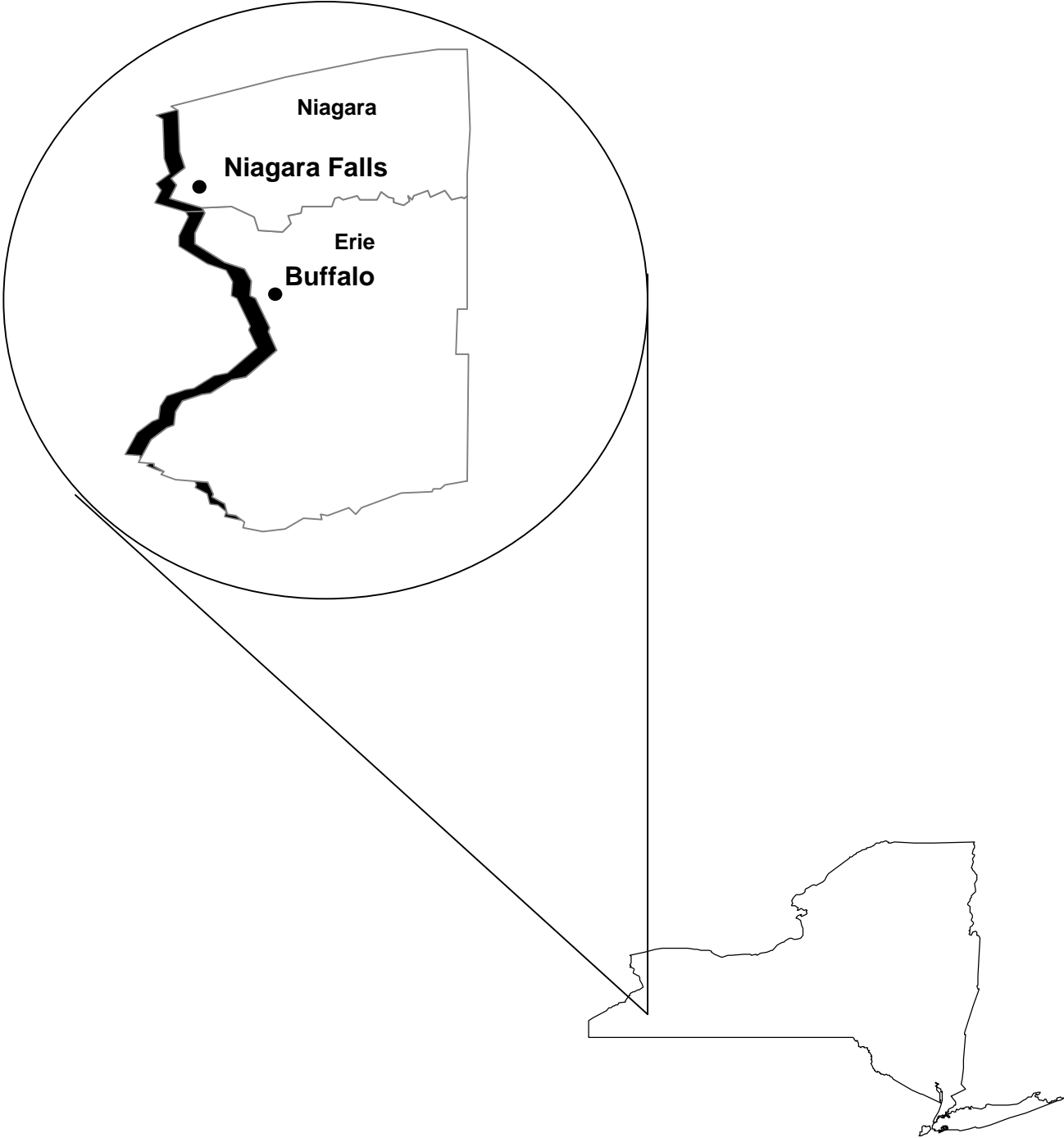
U.S. Department of Labor
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Bureau of Labor Statistics
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Bulletin 3095-24

Buffalo-Niagara Falls, NY Metropolitan Statistical Area



Preface

This bulletin provides results of a July 1998 survey of occupational pay in the Buffalo-Niagara Falls, NY Metropolitan Statistical Area (MSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the 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.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of the Assistant Regional Commissioner for Operations of the New York Regional Office. 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 analyzed the survey results.

For additional information regarding this survey, please contact the BLS New York Regional Office at (212) 337-2400. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at the BLS Internet site (<http://stats.bls.gov/comhome.htm>). Data are in three formats: an ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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Introduction

This survey of occupational pay was conducted in the Buffalo-Niagara Falls, NY, Metropolitan Statistical Area (MSA). The MSA includes Erie and Niagara Counties.

This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS design and products

The Bureau of Labor Statistics' (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

Due to the limited amount of time available to initiate this first phase of the new program, a number of companies were unable to provide complete data before the publication deadline. As a result, some surveys have a high nonresponse rate for the all industries or the private industry iterations. Such instances are noted in the bulletin table footnotes.

NCS more extensive than OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Surveys by providing broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

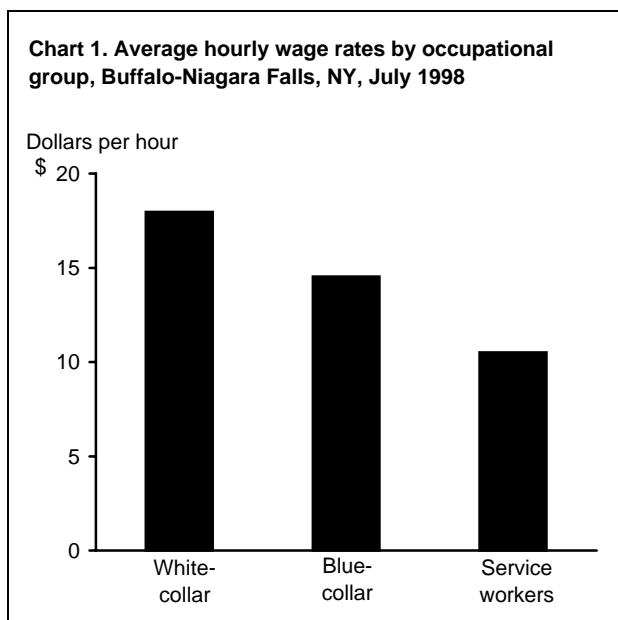
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal government.

Wages in the Buffalo-Niagara Falls, NY Metropolitan Statistical Area

Straight-time wages in the Buffalo-Niagara Falls, NY, Metropolitan Statistical Area averaged \$15.73 per hour during July 1998. White-collar workers had an average wage of \$17.96 per hour. Blue-collar workers averaged \$14.54 per hour, while service workers had average earnings of \$10.51 per hour. (All hourly rates in this summary cover both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations were estimated. For example, white-collar occupations included registered nurses at \$18.81 per hour, secretaries at \$12.64, and general office clerks at \$11.12. Among occupations in the blue-collar category, truck drivers averaged \$12.61 per hour while stock handlers and baggers averaged \$8.53. Finally, service occupations included janitors and cleaners at \$10.06 per hour and nursing aides, orderlies and attendants at \$8.66 per hour. Table A-1 presents earnings data for 73 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Buffalo-Niagara Falls, NY earned \$14.44 per hour, while surveyed State and local government workers averaged \$20.19. Table A-2 reports the average hourly rate for white-collar occupations as \$15.97 in private industry and \$23.40 in State and local government. Blue-collar occupations showed an average hourly rate of \$14.50 in private industry and \$14.89 in State and local government. Service occupations within private industry averaged \$7.59 per hour while those found in State and local government averaged \$15.46.

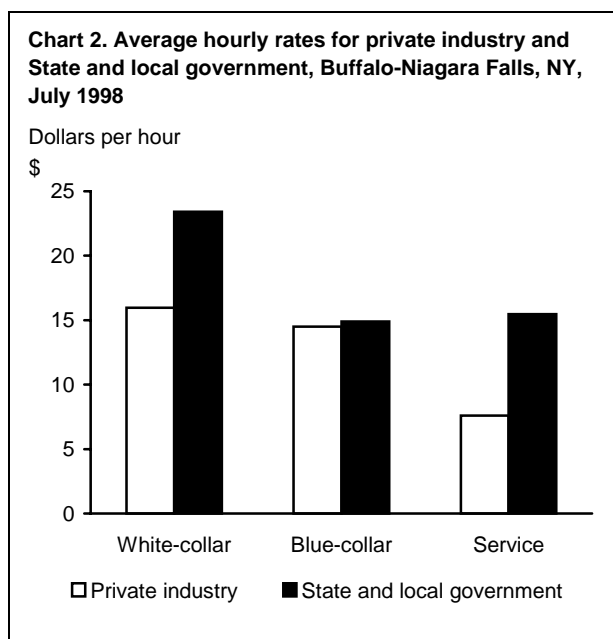
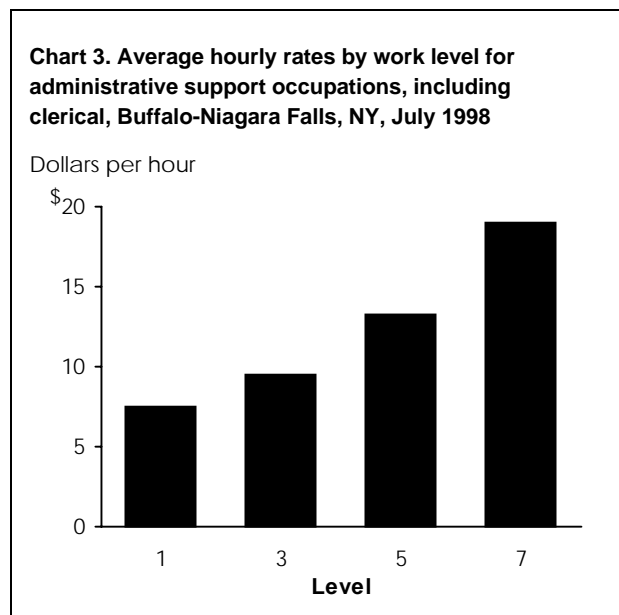


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$16.85 per hour, compared with an average of \$8.74 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and industries) represented by the broad group as well as by the

variability of the estimate. Some levels within a group may not be published because no workers were identified at that level or because there were not enough data to guarantee confidentiality and reliability.

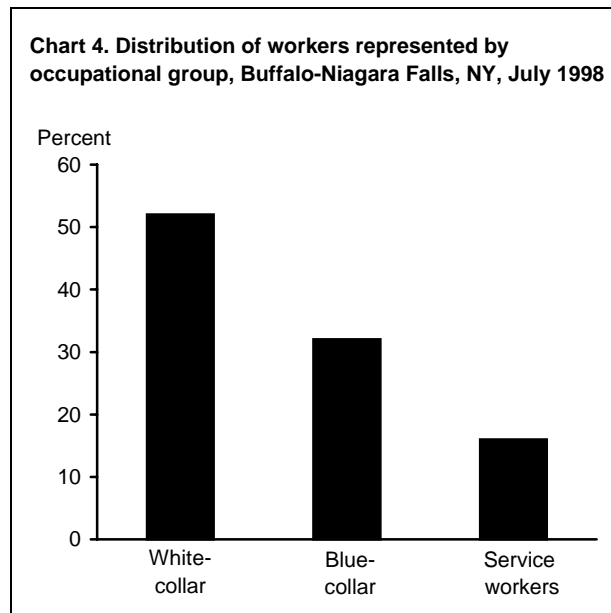
Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for administrative support occupations, including clerical, ranged from level 1 to level 7. As illustrated in chart 3, the average hourly rate was \$7.44 for level 1, \$9.55 for level 3, \$13.20 for level 5, and \$19.06 for level 7.



Surveyed union workers had an average hourly rate of \$17.63, as reported in table C-1. Wages for nonunion workers averaged \$14.13. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$15.77 per hour. Incentive workers, whose wages were at least partially based on productivity payments, averaged \$14.61 per hour.

Table C-2 shows wage data for specific industry divisions within private industry. In the private sector, hourly wages averaged \$17.51 in all goods-producing industries, and \$17.80 in manufacturing. Data for other industry divisions did not meet publication criteria.

Table C-4 reports that a total of 303,797 workers were represented by the Buffalo-Niagara Falls, NY survey. White-collar occupations included 159,664 workers, or 53 percent, blue-collar occupations included 96,591 workers, or 32 percent; and service occupations included 47,541 workers, or 16 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Buffalo-Niagara Falls, NY, July 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$15.73	\$6.82	\$9.05	\$13.79	\$19.91	\$26.31
All occupations excluding sales	16.01	7.00	9.31	14.04	20.06	26.60
White-collar occupations	17.96	7.35	10.00	14.72	22.55	31.78
White-collar occupations excluding sales	18.83	8.00	10.96	15.86	23.42	33.32
Professional specialty and technical occupations	23.96	12.05	15.89	20.78	28.62	40.35
Professional specialty occupations	26.47	14.87	18.43	22.97	31.23	43.65
Engineers, architects, and surveyors	27.21	18.44	22.83	26.78	31.25	35.84
Electrical and electronic engineers	25.63	21.30	24.76	25.70	26.55	29.21
Industrial engineers	22.12	15.71	17.07	21.21	27.56	28.88
Engineers, N.E.C.	30.85	19.02	26.78	30.44	35.84	44.32
Mathematical and computer scientists	23.44	20.00	21.35	22.84	24.62	29.66
Computer systems analysts and scientists	22.89	20.00	21.35	22.07	23.95	28.85
Natural scientists	-	-	-	-	-	-
Health related occupations	21.16	15.44	17.62	19.62	21.93	27.71
Registered nurses	18.81	15.74	17.21	18.91	20.62	21.76
Pharmacists	26.54	20.78	25.60	26.76	27.36	30.16
Teachers, college and university	44.11	22.83	29.47	36.17	57.30	80.93
Teachers, post secondary N.E.C.	33.49	25.68	27.63	34.67	37.15	42.93
Teachers, except college and university	32.53	15.60	23.15	31.59	42.28	50.64
Elementary school teachers	33.42	15.70	22.91	32.82	43.26	52.41
Secondary school teachers	31.55	18.76	23.86	30.34	40.70	45.22
Librarians, archivists, and curators	21.63	14.04	14.04	19.50	22.94	46.81
Librarians	21.63	14.04	14.04	19.50	22.94	46.81
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	15.12	7.60	10.78	14.87	19.73	22.97
Social workers	14.87	7.24	9.43	14.87	19.73	24.33
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	19.92	11.74	15.90	18.48	22.09	28.07
Technical occupations	14.53	10.41	11.54	14.17	16.50	18.78
Clinical laboratory technologists and technicians	17.18	11.72	16.49	17.51	18.65	19.09
Licensed practical nurses	12.30	9.79	11.00	12.60	13.74	14.21
Health technologists and technicians, N.E.C.	12.98	10.41	11.22	11.59	15.46	16.17
Electrical and electronic technicians	15.61	10.22	10.94	17.79	18.15	19.20
Drafters	17.61	15.14	15.14	16.00	18.15	24.46
Executive, administrative, and managerial occupations	27.06	14.93	19.96	25.11	30.88	41.25
Executives, administrators, and managers	29.55	19.31	22.50	26.45	33.32	43.70
Financial managers	35.67	22.50	27.38	29.07	34.88	43.70
Managers, marketing, advertising and public relations	31.26	20.79	26.37	30.93	35.61	41.25
Administrators, education and related fields	26.92	11.14	23.50	26.00	27.04	41.43
Managers, service organizations, N.E.C.	21.32	13.80	19.76	23.58	25.11	25.11
Managers and administrators, N.E.C.	31.72	20.94	22.49	29.58	34.27	47.26
Management related occupations	22.65	14.42	16.15	21.77	26.73	34.93
Accountants and auditors	20.33	15.86	16.88	18.74	24.94	27.43
Management related occupations, N.E.C.	18.66	11.55	14.42	17.13	23.72	26.33
Sales occupations	11.53	5.50	7.00	9.37	13.41	22.29
Supervisors, sales occupations	13.48	8.70	9.75	10.75	13.35	20.99
Sales workers, other commodities	7.84	5.22	5.70	7.30	10.00	10.00
Cashiers	7.10	5.25	5.40	5.93	7.50	9.80
Administrative support occupations, including clerical	11.49	7.00	8.25	10.76	13.69	16.54
Supervisors, financial records processing	15.17	12.10	12.50	12.61	18.72	18.72
Computer operators	15.75	10.50	13.61	17.13	17.95	18.38
Secretaries	12.64	8.08	10.00	12.59	14.97	16.54
Typists	12.20	9.81	10.66	11.80	13.39	15.17
Receptionists	8.65	7.00	8.25	8.50	8.50	9.77
Information clerks, N.E.C.	10.69	7.80	8.25	9.66	14.77	14.77
Order clerks	10.63	6.50	8.99	10.39	12.86	13.21
Library clerks	11.75	7.88	11.27	12.63	13.77	14.17
Records clerks, N.E.C.	10.44	7.76	9.15	10.08	12.35	13.14
Bookkeepers, accounting and auditing clerks	13.98	9.88	11.29	12.60	14.48	21.64
Traffic, shipping and receiving clerks	11.43	9.71	10.71	10.71	12.00	12.55
General office clerks	11.12	7.00	8.80	11.44	12.47	15.42
Data entry keyers	9.32	7.00	7.00	8.00	11.45	12.63

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Teachers' aides	\$8.67	\$6.94	\$7.22	\$7.96	\$10.01	\$10.98
Administrative support occupations, N.E.C.	9.19	5.75	7.50	8.80	11.00	13.75
Blue-collar occupations						
Precision production, craft, and repair occupations	14.54	7.00	9.64	14.25	19.02	21.36
Supervisors, mechanics and repairers	18.76	12.75	15.22	18.03	22.16	25.17
Automobile mechanics	24.60	19.24	21.50	23.44	27.69	31.25
Industrial machinery repairers	16.84	13.96	14.05	15.77	16.90	22.32
Mechanics and repairers, N.E.C.	19.38	14.73	16.97	17.79	24.36	24.37
Supervisors, production occupations	17.55	13.01	14.53	16.15	21.17	25.05
Machine operators, assemblers, and inspectors	21.44	16.62	17.85	19.71	24.23	28.70
Molding and casting machine operators	13.71	6.61	8.85	13.71	19.71	21.01
Laundering and dry cleaning machine operators	10.52	7.25	8.25	8.25	11.63	18.31
Packaging and filling machine operators	6.92	5.50	6.50	6.75	7.00	8.32
Miscellaneous machine operators, N.E.C.	10.81	7.63	8.39	10.23	13.55	13.88
Welders and cutters	12.16	8.00	9.75	12.01	14.69	17.33
Assemblers	16.31	10.30	13.47	15.65	21.01	21.01
Production inspectors, checkers and examiners ..	13.58	5.54	7.45	13.71	20.63	20.79
Transportation and material moving occupations	12.21	6.00	6.45	9.41	16.79	20.63
Truck drivers	13.85	8.50	10.10	14.01	16.14	19.21
Bus drivers	12.61	8.57	9.64	12.31	14.45	18.49
Industrial truck and tractor equipment operators ..	11.87	7.25	8.94	10.20	16.07	16.26
Miscellaneous material moving equipment operators, N.E.C.	15.40	11.90	13.90	14.31	15.45	20.79
Handlers, equipment cleaners, helpers, and laborers	15.16	13.06	13.06	14.45	18.49	18.49
Production helpers	9.87	5.88	6.92	8.41	12.01	16.15
Stock handlers and baggers	9.74	6.50	6.75	7.25	11.85	16.15
Freight, stock, and material handlers, N.E.C.	8.53	5.40	5.80	6.70	8.83	15.03
Vehicle washers and equipment cleaners	13.55	8.39	9.71	13.24	18.82	19.02
Hand packers and packagers	6.94	3.75	5.75	6.00	9.82	9.89
Laborers except construction, N.E.C.	8.97	6.50	7.50	7.50	8.31	13.83
.....	10.45	6.50	7.00	10.80	12.40	14.62
Service occupations						
Protective service occupations	10.51	5.40	6.68	8.80	13.40	18.52
Guards and police except public service	19.00	11.79	16.94	18.52	21.41	24.81
Food service occupations	12.82	7.66	8.06	11.37	18.00	19.78
Waiters and waitresses	5.99	2.90	3.51	5.50	7.85	9.55
Cooks	3.89	2.90	2.90	2.90	2.90	8.50
Kitchen workers, food preparation	8.86	6.50	7.50	9.55	9.63	10.50
Food preparation occupations, N.E.C.	6.08	5.15	5.35	6.25	6.70	6.80
.....	6.48	5.15	5.20	5.85	7.93	8.32

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Health service occupations	\$8.83	\$6.30	\$6.76	\$7.96	\$10.02	\$13.01
Health aides, except nursing	10.16	6.60	7.10	10.58	12.71	14.41
Nursing aides, orderlies and attendants	8.66	6.11	6.68	7.95	9.46	12.60
Cleaning and building service occupations	9.84	5.90	8.15	9.33	11.44	13.78
Maids and housemen	7.63	5.46	5.50	8.32	8.90	9.67
Janitors and cleaners	10.06	6.21	8.17	9.58	11.70	14.45
Personal service occupations	9.72	5.75	6.85	8.82	13.40	14.29
Welfare service aides	7.73	6.13	6.75	7.51	8.82	9.08

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

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Buffalo-Niagara Falls, NY, July 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$14.44	\$6.50	\$8.39	\$12.50	\$19.24	\$24.36	\$20.19	\$10.63	\$13.01	\$16.30	\$23.44	\$36.44
All occupations excluding sales	14.70	6.70	8.54	13.06	19.61	24.38	20.22	10.52	13.01	16.30	23.52	36.68
White-collar occupations	15.97	7.00	9.15	13.00	20.62	27.89	23.40	11.44	13.69	19.04	29.19	42.70
White-collar occupations excluding sales	16.84	7.53	9.74	14.21	21.06	28.75	23.51	11.36	13.58	19.04	29.47	42.98
Professional specialty and technical occupations	19.91	11.23	14.35	18.65	23.94	30.12	30.16	14.50	19.30	26.60	38.33	49.27
Professional specialty occupations	22.14	12.64	17.18	20.77	26.76	31.24	31.66	17.05	20.78	28.07	39.81	50.80
Engineers, architects, and surveyors	27.48	17.39	22.83	26.91	31.25	36.20	-	-	-	-	-	-
Electrical and electronic engineers	25.63	21.30	24.76	25.70	26.55	29.21	-	-	-	-	-	-
Industrial engineers	22.12	15.71	17.07	21.21	27.56	28.88	-	-	-	-	-	-
Engineers, N.E.C.	30.85	19.02	26.78	30.44	35.84	44.32	-	-	-	-	-	-
Mathematical and computer scientists	24.14	19.49	20.67	23.94	28.73	30.03	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	20.53	14.08	17.54	19.84	21.82	26.76	22.85	17.05	17.93	19.41	22.02	38.86
Registered nurses	18.86	15.44	17.48	19.20	20.82	21.54	18.67	16.64	17.05	18.91	19.62	21.93
Pharmacists	27.04	25.19	25.76	26.76	27.97	30.16	-	-	-	-	-	-
Teachers, college and university	30.45	19.04	26.09	30.24	34.70	39.04	49.65	28.75	31.71	40.64	67.40	80.93
Teachers, except college and university	17.93	11.23	13.04	16.90	22.08	25.56	34.28	19.34	25.17	32.68	43.83	51.38
Elementary school teachers	-	-	-	-	-	-	37.07	22.16	28.40	37.99	45.91	52.60
Secondary school teachers	-	-	-	-	-	-	32.73	20.61	24.90	31.47	41.39	45.55
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	12.75	7.24	8.77	12.34	15.64	19.73	19.15	14.87	15.51	18.29	24.33	24.33
Social workers	12.33	7.24	8.16	12.34	15.50	19.73	19.30	14.87	14.87	17.13	24.33	24.33
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	19.45	12.05	15.38	17.91	21.63	25.00	-	-	-	-	-	-
Technical occupations	14.38	10.32	11.36	14.21	17.01	18.65	15.22	11.98	12.94	14.17	16.17	21.59
Clinical laboratory technologists and technicians	17.55	14.68	16.87	17.54	18.65	19.09	-	-	-	-	-	-
Licensed practical nurses	12.13	9.71	10.42	12.20	13.86	14.21	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	12.43	10.41	11.22	11.36	14.00	16.06	-	-	-	-	-	-
Electrical and electronic technicians	15.69	10.22	10.94	17.79	18.15	19.37	-	-	-	-	-	-
Drafters	17.61	15.14	15.14	16.00	18.15	24.46	-	-	-	-	-	-
Executive, administrative, and managerial occupations	28.27	16.15	20.94	25.19	32.51	42.84	22.94	14.93	17.44	23.72	26.73	30.60
Executives, administrators, and managers	30.27	19.91	22.50	26.45	33.32	45.67	26.08	12.58	23.50	26.00	28.34	36.10
Financial managers	35.67	22.50	27.38	29.07	34.88	43.70	-	-	-	-	-	-
Managers, marketing, advertising and public relations	31.26	20.79	26.37	30.93	35.61	41.25	-	-	-	-	-	-
Administrators, education and related fields	-	-	-	-	-	-	29.47	23.50	25.92	26.00	34.95	41.43
Managers, service organizations, N.E.C.	21.32	13.80	19.76	23.58	25.11	25.11	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.79	20.94	22.49	29.13	34.27	47.26	-	-	-	-	-	-
Management related occupations	23.91	13.26	16.88	22.89	28.39	34.93	20.02	14.93	14.93	18.80	23.72	26.73
Accountants and auditors	20.44	15.86	16.88	18.78	25.76	27.43	-	-	-	-	-	-
Management related occupations, N.E.C.	18.96	11.55	11.55	14.42	26.33	30.15	-	-	-	-	-	-
Sales occupations	11.25	5.50	6.85	9.15	12.25	22.29	-	-	-	-	-	-
Supervisors, sales occupations	13.48	8.70	9.75	10.75	13.35	20.99	-	-	-	-	-	-
Sales workers, other commodities	7.84	5.22	5.70	7.30	10.00	10.00	-	-	-	-	-	-
Cashiers	6.50	5.25	5.40	5.90	7.00	8.86	-	-	-	-	-	-
Administrative support occupations, including clerical	10.90	7.00	8.00	9.87	12.61	16.38	13.43	8.00	11.29	13.00	15.27	16.73
Supervisors, financial records processing	15.17	12.10	12.50	12.61	18.72	18.72	-	-	-	-	-	-
Secretaries	11.71	8.00	8.95	11.13	13.30	16.12	14.85	12.38	13.17	15.27	16.05	18.04
Typists	-	-	-	-	-	-	12.78	10.91	11.80	12.48	14.01	15.17
Receptionists	8.65	7.00	8.25	8.50	8.50	9.77	-	-	-	-	-	-
Information clerks, N.E.C.	10.25	7.64	8.25	9.07	11.78	14.77	-	-	-	-	-	-
Order clerks	10.63	6.50	8.99	10.39	12.86	13.21	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Administrative support occupations, including clerical (-Continued)													
Records clerks, N.E.C.	\$10.15	\$7.75	\$8.67	\$9.85	\$11.49	\$13.18	—	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.61	9.04	11.00	12.44	21.64	22.72	\$12.73	\$11.29	\$11.55	\$13.01	\$13.35	\$13.95	—
Traffic, shipping and receiving clerks	11.43	9.71	10.71	10.71	12.00	12.55	—	—	—	—	—	—	—
General office clerks	10.63	7.00	7.50	9.28	13.66	16.33	11.49	7.35	10.88	12.21	12.41	14.32	—
Data entry keyers	8.42	7.00	7.00	7.00	8.00	14.48	—	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	8.97	6.94	7.39	8.54	10.35	11.11	—
Administrative support occupations, N.E.C.	9.12	5.70	7.25	8.80	10.25	13.75	—	—	—	—	—	—	—
Blue-collar occupations	14.50	7.00	9.20	14.05	19.61	21.36	14.89	10.97	12.99	15.22	16.26	18.35	—
Precision production, craft, and repair occupations	19.17	13.00	15.71	19.24	24.00	25.63	15.93	12.11	13.96	15.70	17.13	18.73	—
Industrial machinery repairers	19.38	14.73	16.97	17.79	24.36	24.37	—	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	20.15	15.36	17.33	19.20	25.05	25.05	—	—	—	—	—	—	—
Supervisors, production occupations ..	21.44	16.62	17.85	19.71	24.23	28.70	—	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	13.69	6.60	8.76	13.71	19.71	21.01	—	—	—	—	—	—	—
Molding and casting machine operators	10.52	7.25	8.25	8.25	11.63	18.31	—	—	—	—	—	—	—
Laundry and dry cleaning machine operators	6.92	5.50	6.50	6.75	7.00	8.32	—	—	—	—	—	—	—
Packaging and filling machine operators	10.81	7.63	8.39	10.23	13.55	13.88	—	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	11.93	8.00	9.69	12.01	14.53	17.17	—	—	—	—	—	—	—
Welders and cutters	16.31	10.30	13.47	15.65	21.01	21.01	—	—	—	—	—	—	—
Assemblers	13.58	5.54	7.45	13.71	20.63	20.79	—	—	—	—	—	—	—
Production inspectors, checkers and examiners	12.21	6.00	6.45	9.41	16.79	20.63	—	—	—	—	—	—	—
Transportation and material moving occupations	13.38	8.00	9.51	13.18	16.09	18.49	15.20	12.01	13.71	15.36	16.17	20.66	—
Truck drivers	12.45	8.00	9.35	11.37	15.90	18.49	—	—	—	—	—	—	—
Bus drivers	—	—	—	—	—	—	14.48	8.31	13.45	16.07	16.17	16.26	—
Industrial truck and tractor equipment operators	15.40	11.90	13.90	14.31	15.45	20.79	—	—	—	—	—	—	—
Miscellaneous material moving equipment operators, N.E.C.	15.16	13.06	13.06	14.21	18.49	18.49	—	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.66	5.93	6.75	8.00	11.34	16.15	11.75	5.57	11.06	12.39	12.99	16.84	—
Production helpers	9.74	6.50	6.75	7.25	11.85	16.15	—	—	—	—	—	—	—
Stock handlers and baggers	8.53	5.40	5.80	6.70	8.83	15.03	—	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C.	13.55	8.39	9.71	13.24	18.82	19.02	—	—	—	—	—	—	—
Vehicle washers and equipment cleaners	6.94	3.75	5.75	6.00	9.82	9.89	—	—	—	—	—	—	—
Hand packers and packagers	8.97	6.50	7.50	7.50	8.31	13.83	—	—	—	—	—	—	—
Laborers except construction, N.E.C.	9.58	6.50	7.00	10.19	11.16	14.27	12.17	6.92	10.74	12.22	14.51	16.84	—
Service occupations	7.59	5.15	6.00	7.37	8.88	10.27	15.46	8.92	11.44	14.29	18.77	23.18	—
Protective service occupations	12.25	7.66	7.66	8.60	18.00	20.00	19.73	16.54	17.22	19.18	23.18	25.22	—
Guards and police except public service	11.19	7.20	7.66	8.60	16.00	18.00	—	—	—	—	—	—	—
Food service occupations	5.95	2.90	2.90	5.50	7.74	9.55	—	—	—	—	—	—	—
Waiters and waitresses	3.89	2.90	2.90	2.90	2.90	8.50	—	—	—	—	—	—	—
Cooks	8.86	6.50	7.50	9.55	9.63	10.50	—	—	—	—	—	—	—
Kitchen workers, food preparation	6.08	5.15	5.35	6.25	6.70	6.80	—	—	—	—	—	—	—
Food preparation occupations, N.E.C.	6.36	5.15	5.20	5.65	7.89	8.32	—	—	—	—	—	—	—
Health service occupations	7.71	6.00	6.60	7.47	8.61	9.57	13.08	10.45	11.56	12.60	13.75	16.93	—
Health aides, except nursing	9.45	6.60	7.03	8.14	11.26	14.41	—	—	—	—	—	—	—
Nursing aides, orderlies and attendants	7.49	5.82	6.59	7.39	8.61	9.18	13.11	10.39	11.56	12.48	13.75	16.97	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Cleaning and building service occupations	\$9.06	\$5.53	\$7.37	\$8.86	\$10.27	\$13.78	\$11.09	\$8.17	\$9.31	\$11.32	\$12.51	\$14.52
Maids and housemen	7.41	5.46	5.50	8.32	8.90	9.20	—	—	—	—	—	—
Janitors and cleaners	9.17	6.06	7.50	8.80	10.42	12.14	11.13	8.17	9.31	11.44	12.56	14.52
Personal service occupations	7.92	5.70	6.32	7.38	8.89	11.56	11.41	6.18	8.21	11.57	14.29	14.29
Welfare service aides	7.73	6.13	6.75	7.51	8.82	9.08	—	—	—	—	—	—

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

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Buffalo-Niagara Falls, NY, July 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$16.85	\$7.82	\$10.29	\$14.72	\$20.79	\$27.38	\$8.74	\$5.30	\$6.10	\$7.25	\$9.83	\$14.50
All occupations excluding sales	17.01	7.91	10.49	14.92	20.79	27.56	9.04	5.35	6.45	7.25	10.30	15.29
White-collar occupations	19.17	8.45	11.07	16.06	23.84	33.53	10.16	5.50	6.75	8.03	12.50	17.79
White-collar occupations excluding sales	19.73	8.50	11.55	16.46	24.75	34.42	11.45	6.50	7.25	9.60	14.01	18.67
Professional specialty and technical occupations	24.66	12.12	16.17	21.48	29.77	41.11	16.86	10.41	13.17	16.75	19.31	20.62
Professional specialty occupations	27.17	15.30	19.02	24.10	32.11	43.83	18.43	13.17	15.75	18.00	20.00	21.76
Engineers, architects, and surveyors	27.21	18.44	22.83	26.78	31.25	35.84	-	-	-	-	-	-
Electrical and electronic engineers	25.63	21.30	24.76	25.70	26.55	29.21	-	-	-	-	-	-
Industrial engineers	22.12	15.71	17.07	21.21	27.56	28.88	-	-	-	-	-	-
Engineers, N.E.C.	30.85	19.02	26.78	30.44	35.84	44.32	-	-	-	-	-	-
Mathematical and computer scientists	23.65	20.67	21.44	23.17	24.90	29.66	-	-	-	-	-	-
Computer systems analysts and scientists	23.11	20.15	21.35	22.07	24.06	28.85	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	21.59	15.02	18.06	20.35	24.61	29.48	19.51	15.91	17.01	18.43	20.33	21.41
Registered nurses	18.97	15.62	17.35	19.08	20.82	21.91	18.41	15.92	17.01	18.43	20.11	20.94
Pharmacists	26.54	20.78	25.60	26.76	27.36	30.16	-	-	-	-	-	-
Teachers, college and university	44.93	23.24	29.87	36.22	66.36	80.93	24.37	15.75	23.50	26.00	26.00	26.00
Teachers, except college and university	33.69	18.39	24.33	32.11	42.98	50.95	11.12	5.15	5.50	13.17	13.75	14.50
Elementary school teachers	33.42	15.70	22.91	32.82	43.26	52.41	-	-	-	-	-	-
Secondary school teachers	31.55	18.76	23.86	30.34	40.70	45.22	-	-	-	-	-	-
Librarians, archivists, and curators	21.63	14.04	14.04	19.50	22.94	46.81	-	-	-	-	-	-
Librarians	21.63	14.04	14.04	19.50	22.94	46.81	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	15.13	7.60	10.78	14.87	19.73	22.97	-	-	-	-	-	-
Social workers	14.88	7.24	9.43	14.87	19.73	24.33	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.12	12.05	16.85	18.95	22.09	28.07	-	-	-	-	-	-
Technical occupations	14.76	10.90	11.61	14.21	17.14	19.09	12.85	10.20	10.41	13.00	14.00	16.90
Clinical laboratory technologists and technicians	18.07	16.49	17.29	18.65	18.65	19.09	-	-	-	-	-	-
Licensed practical nurses	12.34	9.79	11.00	12.59	13.86	14.21	12.07	9.71	10.98	13.00	13.22	13.27
Health technologists and technicians, N.E.C.	13.19	11.22	11.22	11.75	16.06	16.17	-	-	-	-	-	-
Electrical and electronic technicians	15.69	10.22	10.94	17.79	18.15	19.37	-	-	-	-	-	-
Drafters	17.61	15.14	15.14	16.00	18.15	24.46	-	-	-	-	-	-
Executive, administrative, and managerial occupations	27.33	14.93	20.50	25.19	30.90	41.25	-	-	-	-	-	-
Executives, administrators, and managers	29.77	19.76	22.62	26.87	33.32	43.70	-	-	-	-	-	-
Financial managers	35.67	22.50	27.38	29.07	34.88	43.70	-	-	-	-	-	-
Managers, marketing, advertising and public relations	31.26	20.79	26.37	30.93	35.61	41.25	-	-	-	-	-	-
Administrators, education and related fields	27.42	11.14	24.44	26.00	27.04	41.43	-	-	-	-	-	-
Managers, service organizations, N.E.C.	21.32	13.80	19.76	23.58	25.11	25.11	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.72	20.94	22.49	29.58	34.27	47.26	-	-	-	-	-	-
Management related occupations	22.95	14.49	16.88	22.50	26.73	34.93	-	-	-	-	-	-
Accountants and auditors	20.33	15.86	16.88	18.74	24.94	27.43	-	-	-	-	-	-
Management related occupations, N.E.C.	19.60	11.55	14.93	17.13	24.35	26.92	-	-	-	-	-	-
Sales occupations	13.73	7.00	8.86	10.75	17.26	22.88	6.96	5.25	5.50	6.15	7.62	9.53
Supervisors, sales occupations	13.48	8.70	9.75	10.75	13.35	20.99	-	-	-	-	-	-
Sales workers, other commodities	8.57	5.15	6.45	9.05	10.00	10.00	6.91	5.40	5.50	6.29	8.00	9.21
Cashiers	8.97	5.90	6.50	8.00	9.80	14.71	5.84	5.20	5.35	5.60	6.00	7.00
Administrative support occupations, including clerical	12.03	7.45	8.80	11.50	14.17	17.25	8.53	6.45	7.00	7.59	9.58	12.00
Supervisors, financial records processing	15.17	12.10	12.50	12.61	18.72	18.72	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Administrative support occupations, including clerical (-Continued)												
Computer operators	\$15.75	\$10.50	\$13.61	\$17.13	\$17.95	\$18.38	-	-	-	-	-	-
Secretaries	12.69	8.08	10.00	12.59	15.23	16.71	\$10.65	\$8.00	\$9.00	\$11.94	\$11.94	\$11.94
Typists	12.11	9.81	10.66	11.80	13.19	15.17	-	-	-	-	-	-
Receptionists	9.03	8.25	8.50	8.50	8.50	9.77	-	-	-	-	-	-
Information clerks, N.E.C.	10.83	8.00	8.30	9.85	14.77	14.77	-	-	-	-	-	-
Order clerks	10.63	6.50	8.99	10.39	12.86	13.21	-	-	-	-	-	-
Library clerks	12.06	8.30	11.27	12.63	13.77	14.17	-	-	-	-	-	-
Records clerks, N.E.C.	10.79	8.20	9.15	10.53	12.91	13.18	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	14.12	9.88	11.29	13.01	14.48	22.72	-	-	-	-	-	-
Traffic, shipping and receiving clerks	11.50	9.71	10.71	10.71	12.55	12.55	-	-	-	-	-	-
Stock and inventory clerks	11.50	5.60	6.35	9.28	16.30	20.91	-	-	-	-	-	-
General office clerks	11.92	8.59	10.29	12.02	12.99	16.06	7.77	5.15	6.25	7.25	8.82	10.50
Data entry keyers	9.62	7.00	7.00	8.90	11.47	12.95	-	-	-	-	-	-
Administrative support occupations, N.E.C.	10.12	7.59	8.00	9.44	12.50	13.75	7.65	5.40	5.75	7.20	8.95	11.00
Blue-collar occupations	15.11	7.50	10.59	14.73	19.61	21.47	8.19	5.50	6.00	7.21	9.45	13.37
Precision production, craft, and repair occupations	18.84	13.00	15.25	18.15	22.16	25.17	-	-	-	-	-	-
Supervisors, mechanics and repairers	24.60	19.24	21.50	23.44	27.69	31.25	-	-	-	-	-	-
Automobile mechanics	16.84	13.96	14.05	15.77	16.90	22.32	-	-	-	-	-	-
Industrial machinery repairers	19.38	14.73	16.97	17.79	24.36	24.37	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	17.55	13.01	14.53	16.15	21.17	25.05	-	-	-	-	-	-
Supervisors, production occupations ..	21.44	16.62	17.85	19.71	24.23	28.70	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	14.10	7.06	9.56	13.88	20.63	21.01	6.46	5.50	6.00	6.25	7.00	7.50
Packaging and filling machine operators	10.81	7.63	8.39	10.23	13.55	13.88	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	12.22	8.00	9.75	12.01	14.69	17.33	-	-	-	-	-	-
Welders and cutters	16.31	10.30	13.47	15.65	21.01	21.01	-	-	-	-	-	-
Assemblers	14.32	6.00	8.59	14.82	20.79	20.79	-	-	-	-	-	-
Production inspectors, checkers and examiners	12.21	6.00	6.45	9.41	16.79	20.63	-	-	-	-	-	-
Transportation and material moving occupations	14.58	9.00	11.75	14.31	16.26	20.79	10.25	7.25	7.71	9.00	12.76	14.45
Truck drivers	12.52	8.50	9.35	11.78	15.90	18.49	-	-	-	-	-	-
Bus drivers	-	-	-	-	-	-	9.52	7.25	7.71	8.95	11.05	14.82
Industrial truck and tractor equipment operators	15.45	11.90	14.31	14.31	17.45	20.79	-	-	-	-	-	-
Miscellaneous material moving equipment operators, N.E.C.	15.21	13.06	13.06	14.21	18.49	18.49	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.46	6.41	7.25	8.85	12.82	16.84	7.18	5.25	5.60	6.35	7.62	9.82
Production helpers	9.74	6.50	6.75	7.25	11.85	16.15	-	-	-	-	-	-
Stock handlers and baggers	10.83	5.85	6.65	8.75	14.97	20.63	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	14.75	9.71	11.68	13.61	18.83	20.79	10.19	7.00	7.02	9.47	10.43	18.81
Hand packers and packagers	8.97	6.59	7.50	7.50	8.31	13.83	-	-	-	-	-	-
Laborers except construction, N.E.C.	10.72	6.50	7.25	10.80	12.44	14.62	-	-	-	-	-	-
Service occupations	12.07	5.93	8.15	10.41	15.59	21.00	6.72	2.90	5.50	6.66	7.65	9.20
Protective service occupations	19.42	15.70	17.14	18.82	23.18	25.08	12.67	6.40	7.28	11.79	18.00	20.00
Food service occupations	7.34	5.15	5.30	7.50	9.50	10.25	4.83	2.90	2.90	5.15	6.24	6.98
Waiters and waitresses	-	-	-	-	-	-	3.46	2.90	2.90	2.90	2.90	5.06
Food preparation occupations, N.E.C.	6.71	5.20	5.30	6.00	8.32	8.32	5.82	5.15	5.15	5.15	6.38	7.23
Health service occupations	9.76	5.82	7.63	8.88	11.59	13.75	7.43	6.35	6.60	6.96	7.65	9.06
Health aides, except nursing	11.25	7.67	8.64	11.26	13.75	14.41	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations (-Continued)												
Nursing aides, orderlies and attendants	\$9.55	\$5.75	\$7.50	\$8.72	\$11.56	\$13.40	\$7.37	\$6.30	\$6.66	\$6.96	\$7.65	\$9.06
Cleaning and building service occupations	10.12	6.21	8.29	9.65	11.87	14.25	7.76	5.90	5.90	7.37	9.33	10.12
Janitors and cleaners	10.42	7.00	8.29	10.41	12.03	14.52	7.39	5.90	5.90	6.50	9.20	9.33
Personal service occupations	10.61	5.93	7.54	10.46	14.29	14.29	7.13	5.55	6.00	6.75	8.81	9.08
Welfare service aides	—	—	—	—	—	—	7.44	6.10	6.40	6.95	8.89	9.08

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

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Buffalo-Niagara Falls, NY, July 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.1	\$660	\$572	1,985	\$33,453	\$29,765
All occupations excluding sales	39.1	665	579	1,982	33,716	30,098
White-collar occupations	38.7	742	607	1,931	37,015	31,346
White-collar occupations excluding sales	38.6	761	642	1,920	37,877	32,989
Professional specialty and technical occupations	37.8	933	827	1,787	44,059	40,539
Professional specialty occupations	37.7	1,024	923	1,740	47,295	44,281
Engineers, architects, and surveyors	40.3	1,097	1,071	2,097	57,046	55,706
Electrical and electronic engineers	41.0	1,050	1,032	2,131	54,621	53,643
Industrial engineers	40.3	891	848	2,096	46,350	44,117
Engineers, N.E.C.	40.3	1,243	1,227	2,095	64,639	63,794
Mathematical and computer scientists	39.6	937	926	2,060	48,729	48,131
Computer systems analysts and scientists	39.5	914	868	2,056	47,518	45,157
Natural scientists	—	—	—	—	—	—
Health related occupations	38.2	824	776	1,960	42,313	40,369
Registered nurses	38.0	721	745	1,968	37,322	38,688
Pharmacists	39.1	1,039	1,070	2,035	54,024	55,661
Teachers, college and university	36.6	1,644	1,313	1,336	60,033	48,911
Teachers, except college and university	35.3	1,189	1,140	1,398	47,081	45,305
Elementary school teachers	35.7	1,195	1,140	1,373	45,873	45,588
Secondary school teachers	37.0	1,168	1,119	1,478	46,625	44,776
Librarians, archivists, and curators	35.5	768	683	1,723	37,271	30,990
Librarians	35.5	768	683	1,723	37,271	30,990
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	37.9	573	594	1,971	29,810	30,888
Social workers	38.4	571	595	1,997	29,699	30,921
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	39.1	787	716	2,035	40,930	37,253
Technical occupations	38.4	567	533	1,997	29,467	27,710
Clinical laboratory technologists and technicians	37.7	682	699	1,963	35,463	36,368
Licensed practical nurses	38.4	473	488	1,995	24,611	25,354
Health technologists and technicians, N.E.C.	37.7	497	449	1,959	25,844	23,338
Electrical and electronic technicians	40.0	628	712	2,080	32,632	37,003
Drafters	40.0	704	640	2,080	36,627	33,280
Executive, administrative, and managerial occupations ...	40.2	1,100	1,016	2,090	57,136	52,832
Executives, administrators, and managers	40.7	1,211	1,125	2,116	62,986	58,474
Financial managers	41.3	1,475	1,163	2,150	76,693	60,468
Managers, marketing, advertising and public relations	41.3	1,290	1,269	2,145	67,059	65,978
Administrators, education and related fields	39.7	1,089	1,040	2,066	56,650	54,080
Managers, service organizations, N.E.C.	37.7	803	904	1,959	41,773	47,006
Managers and administrators, N.E.C.	42.0	1,333	1,260	2,186	69,325	65,494
Management related occupations	39.4	905	871	2,046	46,967	45,282
Accountants and auditors	39.4	801	759	2,049	41,648	39,460
Management related occupations, N.E.C.	38.8	760	685	2,016	39,504	35,630
Sales occupations	39.7	545	430	2,043	28,050	22,360
Supervisors, sales occupations	40.0	539	430	2,080	28,043	22,360
Sales workers, other commodities	37.2	319	319	1,934	16,578	16,598
Cashiers	39.7	356	320	2,022	18,133	16,640
Administrative support occupations, including clerical	38.7	466	447	2,005	24,124	23,088
Supervisors, financial records processing	40.0	607	504	2,080	31,546	26,230
Computer operators	38.8	611	685	2,017	31,758	35,630
Secretaries	37.5	476	500	1,952	24,765	26,021
Typists	37.8	457	443	1,963	23,786	23,010
Receptionists	39.6	358	340	2,060	18,602	17,680
Information clerks, N.E.C.	38.4	416	394	1,997	21,620	20,493
Order clerks	40.0	425	416	2,080	22,118	21,611
Library clerks	37.8	455	505	1,880	22,661	26,270
Records clerks, N.E.C.	39.7	429	419	2,067	22,308	21,777
Bookkeepers, accounting and auditing clerks	38.3	541	470	1,992	28,127	24,442
Traffic, shipping and receiving clerks	39.0	449	411	2,030	23,343	21,382
Stock and inventory clerks	39.4	453	379	2,049	23,559	19,698
General office clerks	38.9	464	458	2,024	24,120	23,816
Data entry keyers	39.6	381	356	2,061	19,825	18,512
Administrative support occupations, N.E.C.	39.3	398	352	2,001	20,257	18,304

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Blue-collar occupations	39.8	\$602	\$589	2,068	\$31,243	\$30,597
Precision production, craft, and repair occupations	39.9	752	726	2,076	39,114	37,752
Supervisors, mechanics and repairers	40.0	984	938	2,080	51,161	48,755
Automobile mechanics	40.0	673	631	2,080	35,020	32,811
Industrial machinery repairers	40.0	775	712	2,080	40,303	37,003
Mechanics and repairers, N.E.C.	39.8	698	646	2,069	36,322	33,592
Supervisors, production occupations	40.0	858	788	2,080	44,598	40,997
Machine operators, assemblers, and inspectors	39.8	561	552	2,069	29,174	28,683
Packaging and filling machine operators	40.0	432	409	2,080	22,485	21,273
Miscellaneous machine operators, N.E.C.	39.8	487	450	2,071	25,314	23,420
Welders and cutters	40.0	653	626	2,080	33,931	32,552
Assemblers	40.0	573	593	2,080	29,795	30,826
Production inspectors, checkers and examiners ..	39.7	484	376	2,063	25,194	19,573
Transportation and material moving occupations	39.8	580	572	2,067	30,131	29,765
Truck drivers	40.0	501	471	2,080	26,037	24,497
Industrial truck and tractor equipment operators ..	40.0	618	572	2,080	32,144	29,765
Miscellaneous material moving equipment operators, N.E.C.	39.0	593	568	2,028	30,849	29,557
Handlers, equipment cleaners, helpers, and laborers	39.9	417	353	2,049	21,430	18,325
Production helpers	39.6	386	314	2,059	20,047	16,339
Stock handlers and baggers	40.0	433	350	2,080	22,527	18,200
Freight, stock, and material handlers, N.E.C.	40.0	590	544	2,080	30,670	28,309
Hand packers and packagers	40.0	359	300	2,080	18,660	15,600
Laborers except construction, N.E.C.	40.0	429	432	2,080	22,302	22,464
Service occupations	39.0	470	391	1,978	23,881	19,864
Protective service occupations	41.1	798	766	2,136	41,497	39,853
Food service occupations	37.4	275	263	1,872	13,743	12,249
Food preparation occupations, N.E.C.	36.5	245	219	1,732	11,616	11,018
Health service occupations	38.6	377	344	2,008	19,602	17,909
Health aides, except nursing	37.7	424	423	1,959	22,029	22,006
Nursing aides, orderlies and attendants	38.7	370	344	2,015	19,249	17,901
Cleaning and building service occupations	39.1	396	363	2,028	20,519	18,857
Janitors and cleaners	39.6	412	391	2,051	21,370	20,313
Personal service occupations	37.0	393	404	1,680	17,828	17,062

¹ Earnings are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ 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. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$15.73	\$14.44	\$20.19	\$16.85	\$8.74
All occupations excluding sales	16.01	14.70	20.22	17.01	9.04
White-collar occupations	17.96	15.97	23.40	19.17	10.16
Level 1	6.95	6.42	9.72	7.51	6.59
Level 2	8.00	7.61	9.83	8.13	7.64
Level 3	9.30	9.18	10.28	9.54	8.69
Level 4	11.79	11.38	13.64	11.95	10.25
Level 5	13.10	12.87	13.81	13.24	11.49
Level 6	14.44	14.35	14.66	14.43	-
Level 7	17.99	17.64	19.18	18.08	16.92
Level 8	26.66	19.09	35.55	27.64	18.10
Level 9	23.33	22.95	23.91	23.44	19.44
Level 10	26.30	25.26	-	26.42	-
Level 11	28.24	27.66	29.72	28.16	-
Level 12	33.79	34.79	31.86	33.79	-
Level 13	46.27	38.60	-	46.27	-
Level 14	55.24	-	-	55.24	-
Not able to be leveled	29.18	37.84	-	31.79	21.41
White-collar occupations excluding sales	18.83	16.84	23.51	19.73	11.45
Level 1	7.44	6.79	9.72	7.65	-
Level 2	8.15	7.74	9.83	8.23	7.93
Level 3	9.56	9.45	10.28	9.70	9.01
Level 4	12.46	12.11	13.64	12.52	11.68
Level 5	12.95	12.69	13.70	13.07	11.71
Level 6	14.28	14.09	14.66	14.26	-
Level 7	17.94	17.56	19.18	18.02	16.92
Level 8	26.74	18.78	35.55	27.77	18.10
Level 9	23.32	22.93	23.91	23.43	19.44
Level 10	26.94	25.49	-	27.09	-
Level 11	28.40	27.80	29.72	28.30	-
Level 12	33.79	34.79	31.86	33.79	-
Level 13	46.27	38.60	-	46.27	-
Level 14	55.24	-	-	55.24	-
Not able to be leveled	31.77	48.08	-	-	21.41
Professional specialty and technical occupations	23.96	19.91	30.16	24.66	16.86
Professional specialty occupations	26.47	22.14	31.66	27.17	18.43
Level 5	12.22	11.56	-	12.46	-
Level 6	14.58	14.78	-	14.66	-
Level 7	19.27	19.59	-	19.52	17.92
Level 8	29.59	18.51	37.17	31.31	18.12
Level 9	23.06	22.32	23.68	23.22	-
Level 10	26.56	24.04	-	26.73	-
Level 11	29.47	28.96	30.25	29.30	-
Level 12	34.45	32.34	-	34.45	-
Level 13	50.76	-	-	50.76	-
Level 14	52.16	-	-	52.16	-
Engineers, architects, and surveyors	27.21	27.48	-	27.21	-
Level 9	24.45	25.32	-	24.45	-
Level 11	30.73	30.73	-	30.73	-
Level 12	31.52	-	-	31.52	-
Mathematical and computer scientists	23.44	24.14	-	23.65	-
Natural scientists	-	-	-	-	-
Health related occupations	21.16	20.53	22.85	21.59	19.51
Level 7	18.70	18.80	-	18.68	18.75
Level 8	19.20	18.37	-	19.95	-
Level 9	21.11	22.31	19.77	21.28	-
Teachers, college and university	44.11	30.45	49.65	44.93	24.37
Level 11	29.71	-	-	29.71	-
Level 13	55.44	-	-	55.44	-
Teachers, except college and university	32.53	17.93	34.28	33.69	11.12
Level 8	38.89	-	38.89	38.89	-
Level 9	27.52	-	-	27.52	-
Librarians, archivists, and curators	21.63	-	-	21.63	-

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Social scientists and urban planners	—	—	—	—	—
Social, religious, and recreation workers	\$15.12	\$12.75	\$19.15	\$15.13	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	19.92	19.45	—	20.12	—
Technical occupations	14.53	14.38	15.22	14.76	\$12.85
Level 4	11.29	11.29	—	11.15	—
Level 5	12.75	12.50	—	12.95	12.05
Level 6	13.75	13.76	—	13.58	—
Level 7	15.93	16.07	—	15.98	—
Level 8	18.11	18.44	—	18.17	—
Executive, administrative, and managerial occupations ...	27.06	28.27	22.94	27.33	—
Level 7	15.93	15.88	—	16.09	—
Level 8	21.16	21.57	—	21.26	—
Level 9	24.24	24.04	—	24.24	—
Level 10	28.66	28.66	—	28.66	—
Level 11	27.72	26.87	—	27.72	—
Level 12	33.41	36.09	—	33.41	—
Executives, administrators, and managers	29.55	30.27	26.08	29.77	—
Level 7	17.45	—	—	17.45	—
Level 9	24.55	23.99	—	24.55	—
Level 11	28.31	27.38	—	28.31	—
Level 12	34.57	36.39	—	34.57	—
Management related occupations	22.65	23.91	20.02	22.95	—
Level 7	15.07	14.93	—	15.25	—
Level 8	20.08	—	—	20.08	—
Level 9	23.68	24.17	—	23.68	—
Sales occupations	11.53	11.25	—	13.73	6.96
Level 1	5.72	5.72	—	—	5.67
Level 2	6.62	6.62	—	—	—
Level 3	8.18	8.18	—	8.03	8.26
Level 4	9.32	9.32	—	9.60	—
Level 5	13.93	13.76	—	14.12	—
Administrative support occupations, including clerical	11.49	10.90	13.43	12.03	8.53
Level 1	7.44	6.79	9.72	7.65	—
Level 2	8.15	7.74	9.83	8.23	7.93
Level 3	9.55	9.44	10.28	9.70	8.90
Level 4	12.61	12.25	13.64	12.69	11.53
Level 5	13.20	13.05	13.60	13.25	—
Level 6	14.43	13.73	15.56	14.43	—
Level 7	19.06	16.29	—	19.06	—
Blue-collar occupations	14.54	14.50	14.89	15.11	8.19
Level 1	6.66	6.68	—	6.85	6.19
Level 2	8.88	8.53	—	9.10	7.46
Level 3	15.27	15.43	—	15.41	11.44
Level 4	14.18	14.18	14.19	14.82	10.27
Level 5	14.50	14.45	14.65	14.53	—
Level 6	15.48	15.56	—	15.48	—
Level 7	19.40	19.74	16.64	19.40	—
Level 8	21.45	21.32	—	21.45	—
Level 9	25.56	25.56	—	25.56	—
Precision production, craft, and repair occupations	18.76	19.17	15.93	18.84	—
Level 4	14.12	14.12	—	14.12	—
Level 5	13.09	13.04	—	13.09	—
Level 6	15.74	15.94	—	15.74	—
Level 7	19.73	20.20	16.64	19.74	—
Level 8	21.50	—	—	21.50	—
Level 9	25.56	25.56	—	25.56	—
Machine operators, assemblers, and inspectors	13.71	13.69	—	14.10	6.46
Level 1	6.40	6.40	—	6.44	—
Level 2	8.45	8.45	—	8.67	—
Level 4	16.37	16.34	—	16.37	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Machine operators, assemblers, and inspectors (-Continued)					
Level 5	\$14.16	\$14.16	—	\$14.16	—
Level 6	14.84	14.84	—	14.84	—
Level 7	16.71	16.71	—	16.71	—
Transportation and material moving occupations	13.85	13.38	\$15.20	14.58	\$10.25
Level 3	11.42	11.25	—	11.31	—
Level 4	12.45	12.40	—	13.57	10.27
Level 5	15.33	15.63	14.96	15.43	—
Handlers, equipment cleaners, helpers, and laborers	9.87	9.66	11.75	10.46	7.18
Level 1	6.77	6.82	—	7.05	6.21
Level 2	9.30	8.69	—	9.40	8.46
Level 3	13.83	14.06	—	14.11	10.95
Level 4	11.29	10.44	—	11.29	—
Service occupations					
Level 1	10.51	7.59	15.46	12.07	6.72
Level 2	7.03	6.35	9.06	7.48	6.62
Level 3	7.93	6.87	11.81	9.09	6.43
Level 4	8.44	7.77	11.59	9.21	6.60
Level 5	10.53	9.23	13.33	10.73	9.22
Level 6	13.16	—	13.21	13.10	—
Level 7	15.23	—	—	15.23	—
Level 7	20.98	—	21.15	20.98	—
Protective service occupations	19.00	12.25	19.73	19.42	12.67
Level 7	21.15	—	21.15	21.15	—
Food service occupations	5.99	5.95	—	7.34	4.83
Level 1	5.99	5.88	—	6.05	5.94
Level 2	5.01	5.01	—	—	4.23
Level 3	5.28	5.28	—	—	3.89
Health service occupations	8.83	7.71	13.08	9.76	7.43
Level 2	8.25	7.27	—	9.48	7.13
Level 3	8.89	8.18	—	8.98	—
Level 4	9.82	—	—	—	—
Cleaning and building service occupations	9.84	9.06	11.09	10.12	7.76
Level 1	8.76	7.32	10.26	9.43	7.49
Level 2	8.52	7.72	—	8.57	—
Level 3	10.36	—	—	10.38	—
Level 5	12.25	—	—	12.25	—
Personal service occupations	9.72	7.92	11.41	10.61	7.13
Level 1	6.24	—	—	—	6.45
Level 2	10.02	—	—	10.54	—
Level 4	11.27	9.23	—	11.56	—

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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Electrical and electronic engineers	\$25.63	\$25.63	—	\$25.63	—
Industrial engineers	22.12	22.12	—	22.12	—
Engineers, N.E.C.	30.85	30.85	—	30.85	—
Computer systems analysts and scientists	22.89	—	—	23.11	—
Registered nurses	18.81	18.86	\$18.67	18.97	\$18.41
Level 7	18.70	18.80	—	18.68	18.75
Level 8	18.24	18.41	—	18.39	—
Level 9	18.92	18.69	19.07	18.82	—
Pharmacists	26.54	27.04	—	26.54	—
Teachers, post secondary N.E.C.	33.49	—	—	—	—
Elementary school teachers	33.42	—	37.07	33.42	—
Level 8	38.66	—	38.66	38.66	—
Secondary school teachers	31.55	—	32.73	31.55	—
Level 8	37.34	—	37.34	37.34	—
Librarians	21.63	—	—	21.63	—
Social workers	14.87	12.33	19.30	14.88	—
Technical occupations:					
Clinical laboratory technologists and technicians	17.18	17.55	—	18.07	—
Licensed practical nurses	12.30	12.13	—	12.34	12.07
Level 5	11.99	11.99	—	12.16	—
Health technologists and technicians, N.E.C.	12.98	12.43	—	13.19	—
Electrical and electronic technicians	15.61	15.69	—	15.69	—
Drafters	17.61	17.61	—	17.61	—
Executive, administrative, and managerial occupations:					
Financial managers	35.67	35.67	—	35.67	—
Managers, marketing, advertising and public relations	31.26	31.26	—	31.26	—
Level 9	27.42	27.42	—	27.42	—
Administrators, education and related fields	26.92	—	29.47	27.42	—
Managers, service organizations, N.E.C.	21.32	21.32	—	21.32	—
Managers and administrators, N.E.C.	31.72	31.79	—	31.72	—
Level 11	25.82	25.82	—	25.82	—
Level 12	35.02	35.02	—	35.02	—
Accountants and auditors	20.33	20.44	—	20.33	—
Management related occupations, N.E.C.	18.66	18.96	—	19.60	—
Sales occupations:					
Supervisors, sales occupations	13.48	13.48	—	13.48	—
Level 4	9.43	9.43	—	9.43	—
Sales workers, other commodities	7.84	7.84	—	8.57	6.91
Level 4	8.26	8.26	—	—	—
Cashiers	7.10	6.50	—	8.97	5.84
Level 1	5.68	5.68	—	—	5.62
Level 3	7.44	7.44	—	—	—
Administrative support occupations, including clerical:					
Supervisors, financial records processing	15.17	15.17	—	15.17	—
Computer operators	15.75	—	—	15.75	—
Secretaries	12.64	11.71	14.85	12.69	10.65
Level 4	13.08	11.29	—	13.16	—
Level 5	12.37	—	—	12.41	—
Typists	12.20	—	12.78	12.11	—
Receptionists	8.65	8.65	—	9.03	—
Information clerks, N.E.C.	10.69	10.25	—	10.83	—
Order clerks	10.63	10.63	—	10.63	—
Library clerks	11.75	—	—	12.06	—
Records clerks, N.E.C.	10.44	10.15	—	10.79	—
Bookkeepers, accounting and auditing clerks	13.98	14.61	12.73	14.12	—
Level 4	13.51	13.94	—	13.51	—
Level 5	16.46	—	—	16.46	—
Traffic, shipping and receiving clerks	11.43	11.43	—	11.50	—
Stock and inventory clerks	—	—	—	11.50	—
General office clerks	11.12	10.63	11.49	11.92	7.77
Level 2	8.98	—	—	—	8.01

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
General office clerks (-Continued)					
Level 4	\$12.47	—	—	\$12.47	—
Data entry keyers	9.32	\$8.42	—	9.62	—
Level 2	7.41	7.41	—	—	—
Teachers' aides	8.67	—	\$8.97	—	—
Administrative support occupations, N.E.C.	9.19	9.12	—	10.12	\$7.65
Level 3	8.63	—	—	—	—
Level 4	11.45	11.45	—	—	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	24.60	—	—	24.60	—
Automobile mechanics	16.84	—	—	16.84	—
Industrial machinery repairers	19.38	19.38	—	19.38	—
Level 7	21.30	21.30	—	21.30	—
Mechanics and repairers, N.E.C.	17.55	20.15	—	17.55	—
Level 7	18.63	—	—	18.63	—
Supervisors, production occupations	21.44	21.44	—	21.44	—
Level 7	18.63	18.63	—	18.63	—
Machine operators, assemblers, and inspectors:					
Molding and casting machine operators	10.52	10.52	—	—	—
Laundering and dry cleaning machine operators	6.92	6.92	—	—	—
Packaging and filling machine operators	10.81	10.81	—	10.81	—
Miscellaneous machine operators, N.E.C.	12.16	11.93	—	12.22	—
Level 5	14.38	14.38	—	14.38	—
Welders and cutters	16.31	16.31	—	16.31	—
Assemblers	13.58	13.58	—	14.32	—
Production inspectors, checkers and examiners ..	12.21	12.21	—	12.21	—
Transportation and material moving occupations:					
Truck drivers	12.61	12.45	—	12.52	—
Level 3	9.35	—	—	9.35	—
Level 4	12.30	12.30	—	—	—
Level 5	15.19	—	—	15.26	—
Bus drivers	11.87	—	14.48	—	9.52
Level 4	—	—	—	—	9.32
Industrial truck and tractor equipment operators ..	15.40	15.40	—	15.45	—
Level 5	14.57	14.57	—	14.57	—
Miscellaneous material moving equipment operators, N.E.C.	15.16	15.16	—	15.21	—
Handlers, equipment cleaners, helpers, and laborers:					
Production helpers	9.74	9.74	—	9.74	—
Stock handlers and baggers	8.53	8.53	—	10.83	—
Level 3	14.65	14.65	—	—	—
Freight, stock, and material handlers, N.E.C.	13.55	13.55	—	14.75	10.19
Level 3	14.49	14.49	—	15.16	—
Vehicle washers and equipment cleaners	6.94	6.94	—	—	—
Hand packers and packagers	8.97	8.97	—	8.97	—
Laborers except construction, N.E.C.	10.45	9.58	12.17	10.72	—
Service occupations:					
Protective service occupations:					
Guards and police except public service	12.82	11.19	—	—	—
Food service occupations:					
Waiters and waitresses	3.89	3.89	—	—	3.46
Level 3	4.35	4.35	—	—	—
Cooks	8.86	8.86	—	—	—
Kitchen workers, food preparation	6.08	6.08	—	—	—
Food preparation occupations, N.E.C.	6.48	6.36	—	6.71	5.82
Level 1	5.98	5.74	—	—	—
Health service occupations:					
Health aides, except nursing	10.16	9.45	—	11.25	—
Nursing aides, orderlies and attendants	8.66	7.49	13.11	9.55	7.37

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Health service occupations: (-Continued)					
Nursing aides, orderlies and attendants (-Continued)					
Level 2	\$8.29	\$7.28	—	\$9.48	\$7.14
Level 3	8.10	8.10	—	—	—
Cleaning and building service occupations:					
Maids and housemen	7.63	7.41	—	—	—
Janitors and cleaners	10.06	9.17	\$11.13	10.42	7.39
Level 1	9.15	7.41	10.26	10.29	—
Level 2	8.82	—	—	8.92	—
Level 3	10.56	—	—	10.56	—
Level 5	11.90	—	—	11.90	—
Personal service occupations:					
Welfare service aides	7.73	7.73	—	—	7.44

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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

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⁴ All workers include full-time and part-time workers. 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.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Buffalo-Niagara Falls, NY, July 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$16.85	\$8.74	\$17.63	\$14.13	\$15.77	\$14.61
All occupations excluding sales	17.01	9.04	17.90	14.33	16.02	15.26
White-collar occupations	19.17	10.16	20.65	16.41	18.03	15.86
White-collar excluding sales	19.73	11.45	21.67	17.11	18.80	22.23
Professional specialty and technical occupations	24.66	16.86	27.79	20.42	23.96	—
Professional specialty occupations	27.17	18.43	30.40	22.42	26.47	—
Technical occupations	14.76	12.85	14.65	14.45	14.53	—
Executive, administrative, and managerial occupations ...	27.33	—	21.72	28.18	26.90	—
Sales occupations	13.73	6.96	10.62	11.89	10.93	13.77
Administrative support including clerical occupations	12.03	8.53	13.99	10.15	11.49	—
Blue-collar occupations	15.11	8.19	16.29	12.20	14.57	13.48
Precision production, craft, and repair occupations	18.84	—	18.96	18.41	18.78	—
Machine operators, assemblers, and inspectors	14.10	6.46	16.65	10.01	13.72	—
Transportation and material moving occupations	14.58	10.25	14.15	13.38	13.66	—
Handlers, equipment cleaners, helpers, and laborers	10.46	7.18	12.27	7.91	9.94	—
Service occupations	12.07	6.72	13.44	7.36	10.53	—

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. Individual occupations are classified into one of nine major occupational groups.

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.

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Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Buffalo-Niagara Falls, NY, July 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$14.44	\$17.51	—	—	\$17.80	—	—	—	—	—
All occupations excluding sales	14.70	17.45	—	—	17.70	—	—	—	—	—
White-collar occupations	15.97	22.12	—	—	22.40	—	—	—	—	—
White-collar excluding sales	16.84	22.11	—	—	22.24	—	—	—	—	—
Professional specialty and technical occupations	19.91	23.64	—	—	23.64	—	—	—	—	—
Professional specialty occupations	22.14	26.55	—	—	26.55	—	—	—	—	—
Technical occupations	14.38	16.14	—	—	16.14	—	—	—	—	—
Executive, administrative, and managerial occupations	28.27	29.95	—	—	30.30	—	—	—	—	—
Sales occupations	11.25	22.23	—	—	26.91	—	—	—	—	—
Administrative support, including clerical occupations	10.90	13.07	—	—	13.04	—	—	—	—	—
Blue-collar occupations	14.50	15.62	—	—	15.83	—	—	—	—	—
Precision production, craft, and repair occupations	19.17	19.08	—	—	19.85	—	—	—	—	—
Machine operators, assemblers, and inspectors	13.69	14.91	—	—	14.91	—	—	—	—	—
Transportation and material moving occupations	13.38	13.60	—	—	14.18	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.66	11.93	—	—	12.38	—	—	—	—	—
Service occupations	7.59	11.16	—	—	11.16	—	—	—	—	—

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. 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. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and services.

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Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Buffalo-Niagara Falls, NY, July 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$14.44	\$13.19	\$14.75	\$12.82	\$18.08
All occupations excluding sales	14.70	13.20	15.05	13.14	18.09
White-collar occupations	15.97	13.90	16.39	14.85	18.92
White-collar excluding sales	16.84	14.19	17.30	16.08	18.97
Professional specialty and technical occupations	19.91	14.90	20.46	21.12	19.91
Professional specialty occupations	22.14	18.59	22.39	22.51	22.27
Technical occupations	14.38	11.54	15.01	14.71	15.14
Executive, administrative, and managerial occupations ...	28.27	25.01	28.91	27.24	30.83
Sales occupations	11.25	13.05	10.56	9.79	17.55
Administrative support, including clerical occupations	10.90	10.60	10.96	10.57	11.84
Blue-collar occupations	14.50	14.42	14.52	12.01	18.24
Precision production, craft, and repair occupations	19.17	17.56	20.00	18.98	21.14
Machine operators, assemblers, and inspectors	13.69	11.27	13.96	10.44	17.85
Transportation and material moving occupations	13.38	15.19	12.60	11.31	15.16
Handlers, equipment cleaners, helpers, and laborers	9.66	10.16	9.45	8.46	14.15
Service occupations	7.59	5.99	8.03	7.72	9.34

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. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-4. Number of workers¹ represented by occupational group, Buffalo-Niagara Falls, NY, July 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	303,797	231,209	72,588
All occupations excluding sales	283,779	211,859	71,920
White-collar occupations	159,664	113,255	46,410
White-collar excluding sales	139,647	93,904	45,742
Professional specialty and technical occupations	61,890	34,542	27,348
Professional specialty occupations	50,159	24,837	25,322
Technical occupations	11,732	9,705	2,026
Executive, administrative, and managerial occupations ...	17,077	12,938	4,138
Sales occupations	20,018	19,350	—
Administrative support including clerical occupations	60,680	46,424	14,256
Blue-collar occupations	96,591	85,886	10,705
Precision production, craft, and repair occupations	27,093	23,659	3,435
Machine operators, assemblers, and inspectors	31,022	30,839	—
Transportation and material moving occupations	18,781	13,754	—
Handlers, equipment cleaners, helpers, and laborers	19,695	17,634	2,061
Service occupations	47,541	32,069	15,472

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

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. While 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 is based on the type of data to be produced. Establishments that participate in the NCS are studied for several collection cycles. This allows changes in wages within these establishments to be observed over time. Individual wage data are collected for selected jobs during each establishment's initial cycle and updated during subsequent cycles. When data are not available during a collection cycle, efforts are made to collect the data during subsequent cycles and include it in later tabulations. Beginning in the year 2001, the current NCS sample will be replenished on a rotating basis.

Survey scope

This survey of the Buffalo-Niagara Falls, NY Metropolitan Statistical Area 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 was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The Buffalo-Niagara Falls, NY MSA includes Erie and Niagara Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Buffalo-Niagara Falls, NY Metropolitan Statistical Area. The ref-

erence month for the public sector is June 1994. 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 reference month for the private sector is May 1995. 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.

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 where the strata are determined by industry and whether the establishment is private, State government or local government. 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 the sample units within each stratum represent all the units within the stratum, both sampled and nonsampled. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

Detailed procedures are followed when collecting data from survey respondents. For the initial data collection, field economists, working out of the Regional Office, visited each establishment surveyed. The field economists - through mail, phone, or personal visit - completed update collection, which involved obtaining current pay data.

The following procedures are used for schedules initiated for the first time or reinitiated during an update.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multi-step 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

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. In cases where 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 MOG's:

- 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

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

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 which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. 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 leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level 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. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey was collected from May 1998 through October 1998. The average payroll reference month was July 1998. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

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 (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also 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 and the example 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.

Straight-time. Time worked at the standard rate of pay for the job.

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/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 the individual establishment/occupations into the various data series. Of the establishments surveyed, 28.0 percent (representing 87,875 employees) 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 the nonrespondents equals the mean value of 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 which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (6.2 percent of the total sample) 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.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated. The respondent has the option of giving mean data instead of individual wages in the years following the initiation.

In 1998, the publication criteria were changed to allow more data to publish. Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

As a result of the use of sampling weights, the number of workers estimates represent the total in all establishments within the scope of the study not the actual number of workers surveyed.

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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they also were not specifically measured, efforts were made to minimize nonsampling errors by the extensive training of field economists who gathered survey data, computer editing of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Buffalo-Niagara Falls, NY, July 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,634	177	40	137	84	53
Private industry	1,532	150	39	111	79	32
Goods-producing industries	338	53	10	43	30	13
Mining	1	1	1	-	-	-
Construction	43	2	1	1	1	-
Manufacturing	293	50	8	42	29	13
Service-producing industries	1,194	97	29	68	49	19
Transportation and public utilities	146	8	4	4	3	1
Wholesale and retail trade	400	29	12	17	14	3
Finance, insurance and real estate	55	8	2	6	2	4
Services	592	52	11	41	30	11
State and local government	103	27	1	26	5	21

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Buffalo-Niagara Falls, NY, July 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.4	3.0	3.2
All occupations excluding sales	2.5	3.2	3.2
White-collar occupations	2.9	3.9	4.3
White-collar occupations excluding sales	2.9	4.0	4.4
Professional specialty and technical occupations	3.0	4.1	4.9
Professional specialty occupations	3.1	4.3	4.6
Engineers, architects, and surveyors	5.8	6.2	—
Electrical and electronic engineers	2.4	2.4	—
Industrial engineers	11.4	11.4	—
Engineers, N.E.C.	8.3	8.3	—
Mathematical and computer scientists	4.3	7.9	—
Computer systems analysts and scientists	4.5	—	—
Natural scientists	—	—	—
Health related occupations	3.6	3.7	8.4
Registered nurses	1.7	2.0	2.9
Pharmacists	3.5	3.1	—
Teachers, college and university	13.0	9.8	15.4
Teachers, post secondary N.E.C.	3.1	—	—
Teachers, except college and university	4.0	12.0	4.0
Elementary school teachers	6.7	—	4.1
Secondary school teachers	4.4	—	4.2
Librarians, archivists, and curators	16.2	—	—
Librarians	16.2	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	12.0	16.6	8.6
Social workers	14.0	18.9	9.8
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8.0	8.1	—
Technical occupations	3.3	3.5	9.1
Clinical laboratory technologists and technicians	4.4	3.6	—
Licensed practical nurses	3.2	3.9	—
Health technologists and technicians, N.E.C.	5.9	5.8	—
Electrical and electronic technicians	11.7	12.5	—
Drafters	8.0	8.0	—
Executive, administrative, and managerial occupations ...	4.8	5.4	7.4
Executives, administrators, and managers	6.0	6.8	9.6
Financial managers	16.9	16.9	—
Managers, marketing, advertising and public relations	8.6	8.6	—
Administrators, education and related fields	11.3	—	10.2
Managers, service organizations, N.E.C.	7.0	7.0	—
Managers and administrators, N.E.C.	9.3	9.9	—
Management related occupations	7.8	9.5	9.1
Accountants and auditors	7.2	7.6	—
Management related occupations, N.E.C.	9.1	12.3	—
Sales occupations	6.8	6.9	—
Supervisors, sales occupations	14.5	14.5	—
Sales workers, other commodities	3.9	3.9	—
Cashiers	8.8	4.8	—
Administrative support occupations, including clerical	2.7	2.7	5.8
Supervisors, financial records processing	7.5	7.5	—
Computer operators	6.9	—	—
Secretaries	4.9	5.6	4.6
Typists	4.5	—	5.2
Receptionists	5.5	5.5	—
Information clerks, N.E.C.	7.5	6.8	—
Order clerks	7.8	7.8	—
Library clerks	9.5	—	—
Records clerks, N.E.C.	6.1	6.2	—
Bookkeepers, accounting and auditing clerks	6.9	9.5	2.5
Traffic, shipping and receiving clerks	5.5	5.5	—
General office clerks	5.0	9.7	4.6

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Buffalo-Niagara Falls, NY, July 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Data entry keyers	6.9	8.2	—
Teachers' aides	5.2	—	5.7
Administrative support occupations, N.E.C.	4.9	5.1	—
Blue-collar occupations			
Precision production, craft, and repair occupations	2.4	2.5	5.8
Supervisors, mechanics and repairers	6.4	—	—
Automobile mechanics	9.6	—	—
Industrial machinery repairers	6.4	6.4	—
Mechanics and repairers, N.E.C.	8.1	6.9	—
Supervisors, production occupations	5.9	5.9	—
Machine operators, assemblers, and inspectors	4.6	4.7	—
Molding and casting machine operators	17.4	17.4	—
Laundering and dry cleaning machine operators	3.4	3.4	—
Packaging and filling machine operators	5.1	5.1	—
Miscellaneous machine operators, N.E.C.	7.6	7.8	—
Welders and cutters	8.2	8.2	—
Assemblers	10.6	10.6	—
Production inspectors, checkers and examiners ..	18.2	18.2	—
Transportation and material moving occupations	6.7	8.7	4.4
Truck drivers	7.7	9.1	—
Bus drivers	14.5	—	2.3
Industrial truck and tractor equipment operators ..	5.2	5.2	—
Miscellaneous material moving equipment operators, N.E.C.	6.7	7.6	—
Handlers, equipment cleaners, helpers, and laborers	6.6	7.2	7.1
Production helpers	18.4	18.4	—
Stock handlers and baggers	15.1	15.1	—
Freight, stock, and material handlers, N.E.C.	8.5	8.5	—
Vehicle washers and equipment cleaners	12.1	12.1	—
Hand packers and packagers	14.1	14.1	—
Laborers except construction, N.E.C.	9.3	12.0	9.5
Service occupations			
Protective service occupations	4.4	3.9	4.2
Guards and police except public service	3.9	18.5	3.5
Food service occupations	16.6	19.4	—
Waiters and waitresses	7.7	7.7	—
Cooks	19.6	19.6	—
Kitchen workers, food preparation	6.6	6.6	—
Food preparation occupations, N.E.C.	2.9	2.9	—
	6.9	6.9	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Buffalo-Niagara Falls, NY, July 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Health service occupations	3.8	3.0	5.4
Health aides, except nursing	13.8	15.1	—
Nursing aides, orderlies and attendants	3.9	2.9	6.1
Cleaning and building service occupations	4.4	5.2	6.4
Maids and housemen	9.6	10.3	—
Janitors and cleaners	4.7	5.5	6.6
Personal service occupations	10.6	7.5	11.9
Welfare service aides	3.4	3.4	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

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Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	6	3
All occupations excluding sales	5	6	3
White-collar occupations	6	7	4
White-collar occupations excluding sales	6	7	5
Professional specialty and technical occupations	8	9	7
Professional specialty occupations	9	9	7
Engineers, architects, and surveyors	10	10	—
Electrical and electronic engineers	10	10	—
Industrial engineers	8	8	—
Engineers, N.E.C.	11	11	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	10	10	—
Natural scientists	—	—	—
Health related occupations	8	9	8
Registered nurses	8	8	8
Pharmacists	9	9	—
Teachers, college and university	11	12	7
Teachers, post secondary N.E.C.	10	—	—
Teachers, except college and university	8	8	6
Elementary school teachers	8	8	—
Secondary school teachers	9	9	—
Librarians, archivists, and curators	9	9	—
Librarians	9	9	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	7	7	—
Social workers	7	7	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8	8	—
Technical occupations	6	6	5
Clinical laboratory technologists and technicians	7	8	—
Licensed practical nurses	5	6	5
Health technologists and technicians, N.E.C.	5	5	—
Electrical and electronic technicians	6	6	—
Drafters	7	7	—
Executive, administrative, and managerial occupations	10	10	—
Executives, administrators, and managers	10	10	—
Financial managers	11	11	—
Managers, marketing, advertising and public relations ..	10	10	—
Administrators, education and related fields	11	11	—
Managers, service organizations, N.E.C.	9	9	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	9	9	—
Accountants and auditors	9	9	—
Management related occupations, N.E.C.	8	8	—
Sales occupations	4	5	2
Supervisors, sales occupations	6	6	—
Sales workers, other commodities	3	4	3
Cashiers	2	3	2
Administrative support occupations, including clerical	4	4	2
Supervisors, financial records processing	7	7	—
Computer operators	6	6	—
Secretaries	5	5	4
Typists	4	4	—
Receptionists	2	3	—
Information clerks, N.E.C.	4	4	—
Order clerks	4	4	—
Library clerks	4	4	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Traffic, shipping and receiving clerks	4	4	—
Stock and inventory clerks	—	3	—
General office clerks	3	4	2
Data entry keyers	2	2	—
Teachers' aides	2	—	—
Administrative support occupations, N.E.C.	3	4	2
Blue-collar occupations	4	5	2

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Buffalo-Niagara Falls, NY, July 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)			
Precision production, craft, and repair occupations	7	7	—
Supervisors, mechanics and repairers	8	8	—
Automobile mechanics	6	6	—
Industrial machinery repairers	7	7	—
Mechanics and repairers, N.E.C.	6	6	—
Supervisors, production occupations	8	8	—
Machine operators, assemblers, and inspectors	4	4	2
Molding and casting machine operators	3	—	—
Laundry and dry cleaning machine operators	2	—	—
Packaging and filling machine operators	4	4	—
Miscellaneous machine operators, N.E.C.	4	4	—
Welders and cutters	4	4	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving occupations	4	4	4
Truck drivers	4	4	—
Bus drivers	4	—	4
Industrial truck and tractor equipment operators	5	5	—
Miscellaneous material moving equipment operators, N.E.C.	4	4	—
Handlers, equipment cleaners, helpers, and laborers	2	2	2
Production helpers	2	2	—
Stock handlers and baggers	2	2	—
Freight, stock, and material handlers, N.E.C.	3	3	2
Vehicle washers and equipment cleaners	2	—	—
Hand packers and packagers	2	2	—
Laborers except construction, N.E.C.	2	3	—
Service occupations	3	4	2
Protective service occupations	6	7	3
Guards and police except public service	4	—	—
Food service occupations	2	3	2
Waiters and waitresses	3	—	3
Cooks	4	—	—
Kitchen workers, food preparation	2	—	—
Food preparation occupations, N.E.C.	2	2	2
Health service occupations	3	3	2
Health aides, except nursing	3	4	—
Nursing aides, orderlies and attendants	3	3	2
Cleaning and building service occupations	3	3	2
Maids and housemen	2	—	—
Janitors and cleaners	3	3	1
Personal service occupations	3	3	2
Welfare service aides	2	—	2

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may

include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.