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National Compensation Survey

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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at Division of Compensation Data Analysis and Planning,

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1-1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2-1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2-2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	6
2-3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	8
3-1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	9
3-2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	12
4-1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	15
4-2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	20
4-3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	25
5-1. Selected worker characteristics: Mean hourly earnings by occupational group	27
5-2. Major industry division: Mean hourly earnings by occupational group, private industry	28
5-3. Establishment employment size: Mean hourly earnings by occupational group, private industry.	29
Appendixes:	
A. Technical Note.....	A - 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A - 5
Appendix table 2. Number of establishments studied and represented.....	A - 6
B. Occupational Classifications.....	B - 1
C. Generic Leveling Criteria.....	C - 1
D. Evaluating Your Firm’s Jobs	D - 1
E. A Guide for Users of Prior BLS Wage Surveys.....	E - 1

Introduction

The tables in this bulletin summarize the NCS results for the Knoxville, TN, metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

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

Ongoing changes

The NCS is implementing changes to its sample design and timing of data collection and publication. Because of these ongoing changes, it is not possible to produce median wages and other wage percentiles for this area publication. Estimates describing the distribution of wages by occupation will be available on the BLS Internet site, or by calling (202) 691-6199, in the late spring of 2000.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. The table footnotes include information on survey concepts and definitions.

Table 1-1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and

establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing (within private industry) and size of establishment.

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates. Table 2-2 presents the same type of information only for full-time workers. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 presents mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. The mean hours reflect hours employees are scheduled to work, excluding overtime hours. Table 3-2 provides annual earnings, relative standard error, and annual hours for full-time employees in specific occupations.

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

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

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$13.52	2.5	38.0	\$13.03	3.1	38.0	\$15.55	3.2	37.8
Worker characteristics:⁴									
White-collar occupations ⁵	16.70	3.4	38.5	16.32	4.5	39.0	17.80	3.5	37.3
Professional specialty and technical	20.44	2.5	38.0	20.75	3.2	38.8	19.94	3.8	36.8
Executive, administrative, and managerial	24.34	6.9	41.1	25.41	9.0	42.0	21.99	7.2	39.2
Sales	13.89	13.5	38.1	13.92	13.5	38.1	—	—	—
Administrative support	10.33	2.3	38.5	10.20	2.7	38.8	10.80	3.9	37.7
Blue-collar occupations ⁵	12.10	2.3	40.2	12.02	2.5	40.2	13.00	5.2	39.2
Precision production, craft, and repair	15.32	3.5	40.1	15.48	4.0	40.2	14.61	6.5	39.5
Machine operators, assemblers, and inspectors	10.97	3.3	39.8	10.97	3.3	39.8	—	—	—
Transportation and material moving	11.90	4.6	45.6	11.96	4.9	46.3	10.88	7.6	37.2
Handlers, equipment cleaners, helpers, and laborers	9.64	4.2	36.1	9.61	4.6	35.7	9.96	6.2	40.0
Service occupations ⁵	7.63	3.7	33.4	6.84	4.1	32.2	10.38	3.8	38.4
Full time	13.90	2.3	40.4	13.43	2.9	40.8	15.74	3.3	39.0
Part time	8.73	21.7	21.6	8.69	23.6	21.9	9.20	8.8	18.5
Union	13.31	3.8	39.0	13.21	3.9	39.0	18.20	3.6	40.0
Nonunion	13.54	2.8	37.9	13.00	3.5	37.9	15.52	3.3	37.8
Time	13.36	2.4	37.8	12.80	2.9	37.8	15.55	3.2	37.8
Incentive	16.53	14.1	41.7	16.53	14.1	41.7	—	—	—
Establishment characteristics:⁶									
Goods producing	(⁶)	(⁶)	(⁶)	15.47	4.0	40.2	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.17	9.2	36.8	12.11	9.4	36.8	14.70	6.8	39.5
100-499 workers	12.05	3.8	39.0	11.84	4.1	39.0	14.77	7.2	38.8
500 workers or more	16.04	3.0	37.5	16.29	4.4	37.5	15.73	3.8	37.6

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

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$13.52	2.5	\$13.03	3.1	\$15.55	3.2
All excluding sales	13.49	2.4	12.93	3.0	15.57	3.3
White collar	16.70	3.4	16.32	4.5	17.80	3.5
White collar excluding sales	17.28	3.1	17.03	4.2	17.83	3.5
Professional specialty and technical	20.44	2.5	20.75	3.2	19.94	3.8
Professional specialty	22.27	2.6	23.21	3.5	21.13	3.7
Engineers, architects, and surveyors	26.88	5.7	27.76	5.4	—	—
Civil engineers	25.00	18.1	—	—	—	—
Industrial engineers	22.37	7.5	22.37	7.5	—	—
Engineers, n.e.c.	29.30	7.0	29.30	7.0	—	—
Mathematical and computer scientists	22.05	11.1	24.50	10.7	—	—
Computer systems analysts and scientists	22.63	14.0	22.84	14.8	—	—
Natural scientists	25.42	13.1	—	—	—	—
Health related	19.70	4.6	19.41	5.0	—	—
Registered nurses	18.07	1.7	18.04	1.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.16	3.4	—	—	23.21	3.4
Elementary school teachers	23.70	5.2	—	—	23.73	5.2
Secondary school teachers	23.69	2.3	—	—	23.69	2.3
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	13.98	7.7	—	—	14.31	7.6
Social workers	14.03	7.8	—	—	14.37	7.7
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.52	4.2	16.27	4.4	12.25	6.2
Licensed practical nurses	11.93	2.2	12.14	2.1	—	—
Health technologists and technicians, n.e.c.	12.99	6.3	13.97	6.8	10.67	11.8
Electrical and electronic technicians	17.90	13.9	17.60	15.5	—	—
Engineering technicians, n.e.c.	17.17	12.4	—	—	—	—
Drafters	17.60	12.2	17.60	12.2	—	—
Executive, administrative, and managerial	24.34	6.9	25.41	9.0	21.99	7.2
Executives, administrators, and managers	27.82	8.9	28.49	11.2	26.02	9.9
Administrators and officials, public administration	28.74	4.1	—	—	28.74	4.1
Administrators, education and related fields	31.37	2.5	—	—	31.37	2.5
Managers and administrators, n.e.c.	32.31	15.0	32.16	15.4	—	—
Management related	18.90	8.3	19.73	11.6	17.55	9.2
Accountants and auditors	15.87	6.2	—	—	—	—
Other financial officers	17.22	9.6	14.59	8.8	—	—
Sales	13.89	13.5	13.92	13.5	—	—
Supervisors, sales	15.57	20.5	15.57	20.5	—	—
Sales, other business services	21.60	18.9	21.60	18.9	—	—
Sales representatives, mining, manufacturing, and wholesale	17.90	6.2	17.90	6.2	—	—
Sales workers, motor vehicles and boats	16.84	4.0	16.84	4.0	—	—
Sales workers, other commodities	20.44	41.6	20.44	41.6	—	—
Cashiers	6.41	3.4	6.39	3.4	—	—
Administrative support, including clerical	10.33	2.3	10.20	2.7	10.80	3.9
Secretaries	11.23	3.8	10.85	6.2	11.64	4.8
Receptionists	8.20	3.7	8.31	4.0	—	—
Records clerks, n.e.c.	13.31	16.0	13.31	16.0	—	—
Bookkeepers, accounting and auditing clerks	11.33	6.8	11.23	8.5	—	—
Dispatchers	12.80	5.4	—	—	—	—
Production coordinators	14.31	6.2	14.31	6.2	—	—
Traffic, shipping and receiving clerks	11.74	8.9	11.74	8.9	—	—
Stock and inventory clerks	9.59	6.9	9.78	6.6	—	—
Meter readers	15.18	6.2	—	—	15.18	6.2
Investigators and adjusters, except insurance	10.31	5.2	10.31	5.2	—	—
General office clerks	10.41	6.0	10.66	7.7	10.11	9.2
Bank tellers	8.24	3.3	8.24	3.3	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Data entry keyers	\$8.22	5.3	\$8.22	5.3	–	–
Teachers' aides	7.82	3.0	–	–	\$7.82	3.0
Administrative support, n.e.c.	9.54	4.8	9.57	5.2	–	–
Blue collar	12.10	2.3	12.02	2.5	13.00	5.2
Precision production, craft, and repair	15.32	3.5	15.48	4.0	14.61	6.5
Automobile mechanics	15.19	5.1	–	–	–	–
Industrial machinery repairers	16.08	4.1	16.08	4.1	–	–
Mechanics and repairers, n.e.c.	12.01	7.7	–	–	–	–
Carpenters	13.03	9.7	13.03	9.7	–	–
Electricians	14.88	7.4	–	–	–	–
Electrical power installers and repairers	14.35	6.1	–	–	14.62	6.5
Supervisors, production	19.67	7.6	19.67	7.6	–	–
Water and sewer treatment plant operators	13.05	14.1	–	–	13.05	14.1
Machine operators, assemblers, and inspectors	10.97	3.3	10.97	3.3	–	–
Fabricating machine operators, n.e.c.	11.37	3.7	11.37	3.7	–	–
Textile sewing machine operators	8.23	3.2	–	8.23	–	–
Packaging and filling machine operators	9.55	9.5	9.55	9.5	–	–
Miscellaneous machine operators, n.e.c.	11.91	7.9	11.91	8.1	–	–
Welders and cutters	12.76	4.1	12.76	4.1	–	–
Assemblers	10.53	5.8	10.53	5.8	–	–
Production inspectors, checkers and examiners ..	12.39	5.9	12.39	5.9	–	–
Transportation and material moving	11.90	4.6	11.96	4.9	10.88	7.6
Truck drivers	12.03	7.0	12.08	7.3	–	–
Industrial truck and tractor equipment operators ..	11.50	5.7	11.50	5.7	–	–
Handlers, equipment cleaners, helpers, and laborers	9.64	4.2	9.61	4.6	9.96	6.2
Groundskeepers and gardeners, except farm	10.05	1.7	–	–	–	–
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.64	10.7	12.77	12.0	–	–
Helpers, construction trades	11.00	8.5	11.00	8.5	–	–
Construction laborers	10.17	15.5	10.14	17.8	–	–
Stock handlers and baggers	8.38	4.9	8.38	4.9	–	–
Freight, stock, and material handlers, n.e.c.	11.14	8.8	11.14	8.8	–	–
Hand packers and packagers	8.06	10.0	8.06	10.0	–	–
Laborers, except construction, n.e.c.	9.54	13.5	10.07	18.4	–	–
Service	7.63	3.7	6.84	4.1	10.38	3.8
Protective service	10.61	8.3	8.66	17.7	11.79	4.2
Firefighting	12.03	8.4	–	–	12.03	8.4
Police and detectives, public service	13.75	5.2	–	–	13.75	5.2
Guards and police, except public service	8.68	17.9	8.55	18.4	–	–
Food service	5.79	7.9	5.73	8.2	–	–
Supervisors, food preparation and service	14.07	12.8	14.07	12.8	–	–
Waiters and waitresses	2.41	5.2	2.41	5.2	–	–
Cooks	8.27	6.7	8.30	7.2	–	–
Kitchen workers, food preparation	7.84	1.7	–	–	–	–
Food preparation, n.e.c.	4.75	19.8	4.67	20.4	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service—Continued						
Health service	\$7.61	2.0	\$7.61	2.0	—	—
Nursing aides, orderlies and attendants	7.60	2.1	7.60	2.1	—	—
Cleaning and building service	8.19	5.4	7.74	6.4	\$9.09	6.2
Maids and housemen	7.21	2.4	7.19	2.6	—	—
Janitors and cleaners	8.10	6.6	8.09	9.2	8.12	3.2
Personal service	6.88	4.9	6.78	5.2	—	—
Supervisors, personal service	8.66	9.7	—	—	—	—
Service, n.e.c.	6.11	12.0	6.11	12.0	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$13.90	2.3	\$13.43	2.9	\$15.74	3.3
All excluding sales	13.97	2.4	13.47	2.9	15.75	3.3
White collar	16.89	3.2	16.47	4.2	18.04	3.6
White collar excluding sales	17.59	3.1	17.38	4.2	18.05	3.6
Professional specialty and technical	20.54	2.5	20.79	3.3	20.14	3.9
Professional specialty	22.35	2.7	23.23	3.5	21.27	3.7
Engineers, architects, and surveyors	26.80	5.7	27.69	5.4	—	—
Industrial engineers	22.42	7.7	22.42	7.7	—	—
Engineers, n.e.c.	29.30	7.0	29.30	7.0	—	—
Mathematical and computer scientists	22.05	11.1	24.50	10.7	—	—
Computer systems analysts and scientists	22.63	14.0	22.84	14.8	—	—
Natural scientists	25.42	13.1	—	—	—	—
Health related	19.70	4.8	19.40	5.2	—	—
Registered nurses	17.94	1.8	17.94	1.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.39	3.4	—	—	23.45	3.4
Elementary school teachers	23.69	5.2	—	—	23.73	5.2
Secondary school teachers	23.69	2.3	—	—	23.69	2.3
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	13.98	7.7	—	—	14.31	7.6
Social workers	14.03	7.8	—	—	14.37	7.7
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.64	4.2	16.35	4.5	12.44	6.3
Licensed practical nurses	12.11	2.1	12.25	2.1	—	—
Health technologists and technicians, n.e.c.	13.08	6.4	13.94	7.0	—	—
Electrical and electronic technicians	17.90	13.9	17.60	15.5	—	—
Engineering technicians, n.e.c.	17.17	12.4	—	—	—	—
Drafters	17.60	12.2	17.60	12.2	—	—
Executive, administrative, and managerial	24.36	6.9	25.41	9.0	22.05	7.2
Executives, administrators, and managers	27.87	8.9	28.49	11.2	26.17	10.0
Administrators and officials, public administration	28.74	4.1	—	—	28.74	4.1
Administrators, education and related fields	31.37	2.5	—	—	31.37	2.5
Managers and administrators, n.e.c.	32.31	15.0	32.16	15.4	—	—
Management related	18.86	8.4	19.67	11.8	17.55	9.2
Accountants and auditors	15.87	6.2	—	—	—	—
Other financial officers	17.07	10.0	14.22	8.7	—	—
Sales	12.99	10.3	13.00	10.3	—	—
Supervisors, sales	15.57	20.5	15.57	20.5	—	—
Sales, other business services	19.83	21.0	19.83	21.0	—	—
Sales representatives, mining, manufacturing, and wholesale	17.90	6.2	17.90	6.2	—	—
Sales workers, motor vehicles and boats	16.84	4.0	16.84	4.0	—	—
Cashiers	6.45	3.7	6.43	3.7	—	—
Administrative support, including clerical	10.59	2.4	10.48	2.9	10.96	4.0
Secretaries	11.36	3.8	11.09	6.2	11.64	4.8
Receptionists	8.45	4.4	8.45	4.4	—	—
Records clerks, n.e.c.	13.31	16.0	13.31	16.0	—	—
Bookkeepers, accounting and auditing clerks	11.33	6.8	11.23	8.5	—	—
Dispatchers	12.80	5.4	—	—	—	—
Production coordinators	14.31	6.2	14.31	6.2	—	—
Traffic, shipping and receiving clerks	11.74	8.9	11.74	8.9	—	—
Stock and inventory clerks	9.78	6.6	9.78	6.6	—	—
Meter readers	15.18	6.2	—	—	15.18	6.2
Investigators and adjusters, except insurance	10.31	5.2	10.31	5.2	—	—
General office clerks	10.41	6.0	10.66	7.7	10.11	9.2
Bank tellers	8.24	3.3	8.24	3.3	—	—
Data entry keyers	8.28	5.9	8.28	5.9	—	—
Teachers' aides	7.71	2.5	—	—	7.71	2.5

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Administrative support, n.e.c.	\$9.69	5.5	\$9.72	6.0	–	–
Blue collar						
Precision production, craft, and repair	12.25	2.4	12.17	2.5	\$13.03	5.3
Automobile mechanics	15.32	3.5	15.48	4.0	14.61	6.5
Industrial machinery repairers	15.19	5.1	–	–	–	–
Mechanics and repairers, n.e.c.	16.08	4.1	16.08	4.1	–	–
Carpenters	12.01	7.7	–	–	–	–
Electricians	13.03	9.7	13.03	9.7	–	–
Electrical power installers and repairers	14.88	7.4	–	–	–	–
Supervisors, production	14.35	6.1	–	–	14.62	6.5
Water and sewer treatment plant operators	19.67	7.6	19.67	7.6	–	–
	13.05	14.1	–	–	13.05	14.1
Machine operators, assemblers, and inspectors						
Fabricating machine operators, n.e.c.	11.01	3.3	11.00	3.3	–	–
Textile sewing machine operators	11.37	3.7	11.37	3.7	–	–
Packaging and filling machine operators	8.23	3.2	8.23	3.2	–	–
Miscellaneous machine operators, n.e.c.	9.55	9.5	9.55	9.5	–	–
Welders and cutters	11.91	7.9	11.91	8.1	–	–
Assemblers	12.76	4.1	12.76	4.1	–	–
Production inspectors, checkers and examiners ..	10.64	6.0	10.64	6.0	–	–
	12.39	5.9	12.39	5.9	–	–
Transportation and material moving						
Truck drivers	11.93	4.6	11.99	4.9	10.97	8.2
Industrial truck and tractor equipment operators ..	12.07	7.1	12.12	7.3	–	–
	11.50	5.7	11.50	5.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.03	4.5	10.04	5.0	9.96	6.2
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.05	1.7	–	–	–	–
Helpers, construction trades	12.64	10.7	12.77	12.0	–	–
Construction laborers	11.00	8.5	11.00	8.5	–	–
Stock handlers and baggers	10.17	15.5	10.14	17.8	–	–
Freight, stock, and material handlers, n.e.c.	9.24	5.8	9.24	5.8	–	–
Hand packers and packagers	12.12	10.9	12.12	10.9	–	–
Laborers, except construction, n.e.c.	8.06	10.0	8.06	10.0	–	–
	9.66	13.7	–	–	–	–
Service						
Protective service	8.29	3.4	7.49	3.8	10.50	3.9
Firefighting	10.70	8.0	8.70	17.9	11.84	4.3
Police and detectives, public service	12.03	8.4	–	–	12.03	8.4
Guards and police, except public service	13.75	5.2	–	–	13.75	5.2
Food service	8.73	18.4	8.59	18.8	–	–
Supervisors, food preparation and service	6.88	6.7	6.85	7.0	–	–
Waiters and waitresses	14.55	13.8	14.55	13.8	–	–
Cooks	2.52	6.9	2.52	6.9	–	–
Food preparation, n.e.c.	8.71	4.1	8.79	4.3	–	–
Health service	6.55	4.6	6.49	4.9	–	–
Nursing aides, orderlies and attendants	7.59	2.0	7.59	2.0	–	–
Cleaning and building service	7.60	2.2	7.60	2.2	–	–
Maids and housemen	8.34	5.1	7.92	6.2	9.13	6.2
Janitors and cleaners	7.21	2.4	7.19	2.6	–	–
Personal service	8.36	6.0	8.44	8.6	8.17	3.0
	7.18	6.5	7.15	7.1	–	–

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

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

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

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

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

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.73	21.7	\$8.69	23.6	\$9.20	8.8
All excluding sales	6.50	7.1	6.22	7.6	9.27	9.0
White collar	13.81	28.2	14.37	30.4	9.89	11.9
White collar excluding sales	9.84	7.9	9.79	9.4	10.03	12.2
Professional specialty and technical	16.21	11.0	18.97	14.1	12.35	13.4
Professional specialty	18.72	10.5	22.19	12.0	13.84	14.6
Engineers, architects, and surveyors	-	-	-	-	-	-
Health related	19.60	3.5	-	-	-	-
Registered nurses	19.60	3.5	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	18.53	41.2	18.72	41.2	-	-
Sales workers, other commodities	33.63	26.4	33.63	26.4	-	-
Cashiers	6.32	3.3	6.27	3.4	-	-
Administrative support, including clerical	7.21	2.8	7.16	3.1	7.58	7.0
Administrative support, n.e.c.	8.66	3.1	-	-	-	-
Blue collar	7.10	4.6	7.02	4.5	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.99	5.2	6.99	5.2	-	-
Service	4.74	9.5	4.61	9.9	7.52	10.7
Protective service	-	-	-	-	-	-
Food service	3.79	15.0	3.72	15.5	-	-
Waiters and waitresses	2.22	2.5	2.22	2.5	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	5.76	1.6	-	-	-	-
Janitors and cleaners	5.76	1.6	-	-	-	-
Personal service	6.25	4.9	5.99	3.1	-	-

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

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

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

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

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

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$561	2.4	40.4	\$547	2.9	40.8	\$614	3.3	39.0
All excluding sales	562	2.4	40.3	547	3.0	40.6	614	3.3	39.0
White collar	677	3.3	40.1	671	4.4	40.7	694	3.7	38.5
White collar excluding sales	700	3.2	39.8	702	4.4	40.4	695	3.7	38.5
Professional specialty and technical	809	2.6	39.4	837	3.3	40.3	765	3.9	38.0
Professional specialty	876	2.8	39.2	936	3.5	40.3	808	3.8	38.0
Engineers, architects, and surveyors	1,088	5.8	40.6	1,135	5.0	41.0	-	-	-
Industrial engineers	1,003	7.3	44.8	1,003	7.3	44.8	-	-	-
Engineers, n.e.c.	1,172	7.0	40.0	1,172	7.0	40.0	-	-	-
Mathematical and computer scientists	869	12.1	39.4	986	10.9	40.2	-	-	-
Computer systems analysts and scientists	902	13.9	39.9	913	14.8	40.0	-	-	-
Natural scientists	997	14.2	39.2	-	-	-	-	-	-
Health related	783	4.9	39.8	776	5.2	40.0	-	-	-
Registered nurses	713	1.9	39.7	717	1.9	40.0	-	-	-
Teachers, college and university Teachers, except college and university	892	3.4	38.1	-	-	-	894	3.4	38.1
Elementary school teachers ..	902	5.2	38.1	-	-	-	904	5.2	38.1
Secondary school teachers	900	1.7	38.0	-	-	-	900	1.7	38.0
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	530	7.4	37.9	-	-	-	540	7.5	37.7
Social workers	531	7.5	37.9	-	-	-	541	7.7	37.7
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	623	4.4	39.8	657	4.5	40.2	474	6.6	38.1
Licensed practical nurses	482	2.0	39.8	488	1.9	39.9	-	-	-
Health technologists and technicians, n.e.c.	519	6.6	39.6	558	7.0	40.0	-	-	-
Electrical and electronic technicians	742	14.1	41.5	733	15.8	41.6	-	-	-
Engineering technicians, n.e.c.	677	13.2	39.4	-	-	-	-	-	-
Drafters	704	12.2	40.0	704	12.2	40.0	-	-	-
Executive, administrative, and managerial	1,007	8.0	41.4	1,071	10.2	42.1	876	9.0	39.7
Executives, administrators, and managers	1,180	10.5	42.4	1,220	13.0	42.8	1,076	13.1	41.1
Administrators and officials, public administration	1,289	5.8	44.9	-	-	-	1,289	5.8	44.9
Administrators, education and related fields	1,340	4.9	42.7	-	-	-	1,340	4.9	42.7
Managers and administrators, n.e.c.	1,421	17.5	44.0	1,417	17.9	44.1	-	-	-
Management related	752	8.9	39.9	805	12.2	40.9	672	9.6	38.3
Accountants and auditors	643	9.5	40.5	-	-	-	-	-	-
Other financial officers	660	9.3	38.7	564	9.6	39.6	-	-	-
Sales	547	11.3	42.1	548	11.3	42.1	-	-	-
Supervisors, sales	731	20.5	46.9	731	20.5	46.9	-	-	-
Sales, other business services	789	21.5	39.8	789	21.5	39.8	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales —Continued									
Sales representatives, mining, manufacturing, and wholesale	\$743	6.1	41.5	\$743	6.1	41.5	—	—	—
Sales workers, motor vehicles and boats	798	7.5	47.4	798	7.5	47.4	—	—	—
Cashiers	258	3.7	40.0	257	3.7	40.0	—	—	—
Administrative support, including clerical	420	2.4	39.6	418	2.9	39.9	\$426	4.1	38.8
Secretaries	445	3.9	39.2	443	6.2	40.0	447	4.9	38.4
Receptionists	338	4.4	40.0	338	4.4	40.0	—	—	—
Records clerks, n.e.c.	518	16.8	38.9	518	16.8	38.9	—	—	—
Bookkeepers, accounting and auditing clerks	453	6.8	40.0	449	8.5	40.0	—	—	—
Dispatchers	512	5.4	40.0	—	—	—	—	—	—
Production coordinators	580	5.9	40.5	580	5.9	40.5	—	—	—
Traffic, shipping and receiving clerks	470	8.9	40.0	470	8.9	40.0	—	—	—
Stock and inventory clerks	391	6.6	40.0	391	6.6	40.0	—	—	—
Meter readers	607	6.2	40.0	—	—	—	607	6.2	40.0
Investigators and adjusters, except insurance	412	5.2	40.0	412	5.2	40.0	—	—	—
General office clerks	409	6.4	39.3	426	7.7	40.0	390	10.2	38.6
Bank tellers	322	2.9	39.1	322	2.9	39.1	—	—	—
Data entry keyers	331	5.9	40.0	331	5.9	40.0	—	—	—
Teachers' aides	292	1.4	37.9	—	—	—	292	1.4	37.9
Administrative support, n.e.c.	386	5.6	39.8	389	6.0	40.0	—	—	—
Blue collar	504	2.4	41.2	503	2.6	41.3	516	5.5	39.6
Precision production, craft, and repair	614	3.7	40.1	623	4.2	40.2	576	7.2	39.5
Automobile mechanics	608	5.1	40.0	—	—	—	—	—	—
Industrial machinery repairers	643	4.1	40.0	643	4.1	40.0	—	—	—
Mechanics and repairers, n.e.c.	467	8.9	38.9	—	—	—	—	—	—
Carpenters	521	9.7	40.0	521	9.7	40.0	—	—	—
Electricians	595	7.4	40.0	—	—	—	—	—	—
Electrical power installers and repairers	574	6.1	40.0	—	—	—	585	6.5	40.0
Supervisors, production	837	10.4	42.6	837	10.4	42.6	—	—	—
Water and sewer treatment plant operators	522	14.1	40.0	—	—	—	522	14.1	40.0
Machine operators, assemblers, and inspectors	440	3.3	40.0	440	3.3	40.0	—	—	—
Fabricating machine operators, n.e.c.	455	3.7	40.0	455	3.7	40.0	—	—	—
Textile sewing machine operators	329	3.2	40.0	329	3.2	40.0	—	—	—
Packaging and filling machine operators	382	9.5	40.0	382	9.5	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	476	7.9	40.0	476	8.1	40.0	—	—	—
Welders and cutters	510	4.1	40.0	510	4.1	40.0	—	—	—
Assemblers	426	6.0	40.0	426	6.0	40.0	—	—	—
Production inspectors, checkers and examiners ...	496	5.9	40.0	496	5.9	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Transportation and material moving	\$550	5.9	46.1	\$557	6.3	46.5	\$436	8.2	39.8
Truck drivers	606	8.8	50.2	613	9.1	50.6	—	—	—
Industrial truck and tractor equipment operators	460	5.7	40.0	460	5.7	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	401	4.5	40.0	401	5.0	40.0	398	6.2	40.0
Groundskeepers and gardeners, except farm	402	1.7	40.0	—	—	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	523	11.3	41.3	530	12.7	41.5	—	—	—
Helpers, construction trades ...	440	8.5	40.0	440	8.5	40.0	—	—	—
Construction laborers	399	13.9	39.3	397	16.0	39.2	—	—	—
Stock handlers and baggers ...	370	5.8	40.0	370	5.8	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	483	10.9	39.9	483	10.9	39.9	—	—	—
Hand packers and packagers	322	10.0	40.0	322	10.0	40.0	—	—	—
Laborers, except construction, n.e.c.	386	13.7	40.0	—	—	—	—	—	—
Service	328	3.5	39.6	295	3.9	39.3	423	4.2	40.3
Protective service	437	8.4	40.9	348	17.9	40.0	490	5.2	41.4
Firefighting	601	5.1	50.0	—	—	—	601	5.1	50.0
Police and detectives, public service	560	5.2	40.7	—	—	—	560	5.2	40.7
Guards and police, except public service	349	18.4	40.0	343	18.8	40.0	—	—	—
Food service	269	7.4	39.1	267	7.7	39.0	—	—	—
Supervisors, food preparation and service	609	12.3	41.8	609	12.3	41.8	—	—	—
Waiters and waitresses	96	8.7	37.9	96	8.7	37.9	—	—	—
Cooks	341	4.1	39.2	344	4.3	39.1	—	—	—
Food preparation, n.e.c.	257	4.9	39.2	255	5.2	39.4	—	—	—
Health service	294	2.6	38.7	294	2.6	38.7	—	—	—
Nursing aides, orderlies and attendants	293	2.8	38.6	293	2.8	38.6	—	—	—
Cleaning and building service	330	5.0	39.5	314	6.3	39.6	360	5.3	39.4
Maids and housemen	283	2.9	39.3	283	3.1	39.4	—	—	—
Janitors and cleaners	332	6.2	39.8	335	8.9	39.7	327	3.1	40.0
Personal service	284	6.4	39.6	286	7.1	40.0	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

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

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$28,688	2.4	2,064	\$28,449	2.9	2,119	\$29,517	3.3	1,875
All excluding sales	28,705	2.4	2,055	28,445	3.0	2,112	29,525	3.3	1,875
White collar	34,072	3.3	2,017	34,879	4.4	2,118	32,204	3.7	1,785
White collar excluding sales	34,988	3.2	1,989	36,481	4.4	2,100	32,217	3.7	1,785
Professional specialty and technical	39,447	2.6	1,920	43,480	3.3	2,091	34,071	3.9	1,692
Professional specialty	41,798	2.8	1,870	48,591	3.5	2,092	35,234	3.8	1,656
Engineers, architects, and surveyors	56,572	5.8	2,111	59,005	5.0	2,131	-	-	-
Industrial engineers	52,169	7.3	2,327	52,169	7.3	2,327	-	-	-
Engineers, n.e.c.	60,950	7.0	2,080	60,950	7.0	2,080	-	-	-
Mathematical and computer scientists	45,210	12.1	2,050	51,247	10.9	2,092	-	-	-
Computer systems analysts and scientists	46,905	13.9	2,073	47,498	14.8	2,080	-	-	-
Natural scientists	51,832	14.2	2,039	-	-	-	-	-	-
Health related	40,738	4.9	2,068	40,332	5.2	2,079	-	-	-
Registered nurses	37,050	1.9	2,065	37,272	1.9	2,078	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	35,956	3.4	1,537	-	-	-	36,066	3.4	1,538
Elementary school teachers	36,348	5.2	1,534	-	-	-	36,424	5.2	1,535
Secondary school teachers	36,017	1.7	1,520	-	-	-	36,017	1.7	1,520
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	27,569	7.4	1,972	-	-	-	28,072	7.5	1,961
Social workers	27,631	7.5	1,969	-	-	-	28,151	7.7	1,959
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	32,385	4.4	2,070	34,181	4.5	2,090	24,663	6.6	1,982
Licensed practical nurses	25,056	2.0	2,070	25,389	1.9	2,072	-	-	-
Health technologists and technicians, n.e.c.	26,965	6.6	2,062	28,991	7.0	2,080	-	-	-
Electrical and electronic technicians	38,603	14.1	2,156	38,096	15.8	2,165	-	-	-
Engineering technicians, n.e.c.	35,200	13.2	2,050	-	-	-	-	-	-
Drafters	36,605	12.2	2,080	36,605	12.2	2,080	-	-	-
Executive, administrative, and managerial	52,181	8.0	2,142	55,677	10.2	2,191	45,010	9.0	2,041
Executives, administrators, and managers	60,976	10.5	2,188	63,437	13.0	2,227	54,652	13.1	2,089
Administrators and officials, public administration	67,039	5.8	2,332	-	-	-	67,039	5.8	2,332
Administrators, education and related fields	65,743	4.9	2,096	-	-	-	65,743	4.9	2,096
Managers and administrators, n.e.c.	73,870	17.5	2,287	73,666	17.9	2,291	-	-	-
Management related	39,114	8.9	2,074	41,875	12.2	2,128	34,949	9.6	1,991
Accountants and auditors	33,430	9.5	2,107	-	-	-	-	-	-
Other financial officers	34,306	9.3	2,010	29,303	9.6	2,061	-	-	-
Sales	28,465	11.3	2,191	28,487	11.3	2,191	-	-	-
Supervisors, sales	37,995	20.5	2,440	37,995	20.5	2,440	-	-	-
Sales, other business services	41,022	21.5	2,069	41,022	21.5	2,069	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales —Continued									
Sales representatives, mining, manufacturing, and wholesale	\$38,622	6.1	2,158	\$38,622	6.1	2,158	—	—	—
Sales workers, motor vehicles and boats	41,519	7.5	2,466	41,519	7.5	2,466	—	—	—
Cashiers	13,408	3.7	2,080	13,377	3.7	2,080	—	—	—
Administrative support, including clerical	21,452	2.4	2,025	21,749	2.9	2,075	\$20,546	4.1	1,875
Secretaries	22,759	3.9	2,003	23,058	6.2	2,080	22,477	4.9	1,931
Receptionists	17,583	4.4	2,080	17,583	4.4	2,080	—	—	—
Records clerks, n.e.c.	26,922	16.8	2,023	26,922	16.8	2,023	—	—	—
Bookkeepers, accounting and auditing clerks	23,569	6.8	2,080	23,368	8.5	2,080	—	—	—
Dispatchers	26,618	5.4	2,080	—	—	—	—	—	—
Production coordinators	30,151	5.9	2,106	30,151	5.9	2,106	—	—	—
Traffic, shipping and receiving clerks	24,422	8.9	2,080	24,422	8.9	2,080	—	—	—
Stock and inventory clerks	20,349	6.6	2,080	20,349	6.6	2,080	—	—	—
Meter readers	31,574	6.2	2,080	—	—	—	31,574	6.2	2,080
Investigators and adjusters, except insurance	21,444	5.2	2,080	21,444	5.2	2,080	—	—	—
General office clerks	21,036	6.4	2,021	22,164	7.7	2,080	19,785	10.2	1,956
Bank tellers	16,765	2.9	2,034	16,765	2.9	2,034	—	—	—
Data entry keyers	17,227	5.9	2,080	17,227	5.9	2,080	—	—	—
Teachers' aides	11,352	1.4	1,473	—	—	—	11,352	1.4	1,473
Administrative support, n.e.c.	20,062	5.6	2,071	20,218	6.0	2,080	—	—	—
Blue collar	26,224	2.4	2,141	26,164	2.6	2,149	26,852	5.5	2,061
Precision production, craft, and repair	31,916	3.7	2,083	32,377	4.2	2,091	29,970	7.2	2,052
Automobile mechanics	31,600	5.1	2,080	—	—	—	—	—	—
Industrial machinery repairers	33,452	4.1	2,080	33,452	4.1	2,080	—	—	—
Mechanics and repairers, n.e.c.	24,278	8.9	2,021	—	—	—	—	—	—
Carpenters	27,108	9.7	2,080	27,108	9.7	2,080	—	—	—
Electricians	30,946	7.4	2,080	—	—	—	—	—	—
Electrical power installers and repairers	29,852	6.1	2,080	—	—	—	30,399	6.5	2,080
Supervisors, production	43,547	10.4	2,214	43,547	10.4	2,214	—	—	—
Water and sewer treatment plant operators	27,147	14.1	2,080	—	—	—	27,147	14.1	2,080
Machine operators, assemblers, and inspectors	22,883	3.3	2,079	22,877	3.3	2,079	—	—	—
Fabricating machine operators, n.e.c.	23,660	3.7	2,080	23,660	3.7	2,080	—	—	—
Textile sewing machine operators	17,118	3.2	2,080	17,118	3.2	2,080	—	—	—
Packaging and filling machine operators	19,858	9.5	2,080	19,858	9.5	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	24,773	7.9	2,080	24,765	8.1	2,080	—	—	—
Welders and cutters	26,535	4.1	2,080	26,535	4.1	2,080	—	—	—
Assemblers	22,126	6.0	2,080	22,126	6.0	2,080	—	—	—
Production inspectors, checkers and examiners ...	25,777	5.9	2,080	25,777	5.9	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Transportation and material moving	\$28,592	5.9	2,397	\$28,989	6.3	2,419	\$22,696	8.2	2,069
Truck drivers	31,494	8.8	2,610	31,896	9.1	2,632	—	—	—
Industrial truck and tractor equipment operators	23,910	5.7	2,080	23,910	5.7	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	20,852	4.5	2,079	20,869	5.0	2,079	20,719	6.2	2,080
Groundskeepers and gardeners, except farm	20,905	1.7	2,080	—	—	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	27,174	11.3	2,150	27,575	12.7	2,159	—	—	—
Helpers, construction trades ...	22,873	8.5	2,080	22,873	8.5	2,080	—	—	—
Construction laborers	20,770	13.9	2,042	20,638	16.0	2,036	—	—	—
Stock handlers and baggers ...	19,224	5.8	2,080	19,224	5.8	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	25,130	10.9	2,074	25,130	10.9	2,074	—	—	—
Hand packers and packagers	16,760	10.0	2,080	16,760	10.0	2,080	—	—	—
Laborers, except construction, n.e.c.	20,091	13.7	2,080	—	—	—	—	—	—
Service	17,007	3.5	2,053	15,329	3.9	2,046	21,741	4.2	2,071
Protective service	22,745	8.4	2,125	18,099	17.9	2,080	25,478	5.2	2,152
Firefighting	31,260	5.1	2,599	—	—	—	31,260	5.1	2,599
Police and detectives, public service	29,095	5.2	2,115	—	—	—	29,095	5.2	2,115
Guards and police, except public service	18,155	18.4	2,080	17,861	18.8	2,080	—	—	—
Food service	13,977	7.4	2,031	13,904	7.7	2,030	—	—	—
Supervisors, food preparation and service	31,666	12.3	2,176	31,666	12.3	2,176	—	—	—
Waiters and waitresses	4,967	8.7	1,973	4,967	8.7	1,973	—	—	—
Cooks	17,749	4.1	2,037	17,878	4.3	2,033	—	—	—
Food preparation, n.e.c.	13,364	4.9	2,041	13,283	5.2	2,047	—	—	—
Health service	15,281	2.6	2,013	15,281	2.6	2,013	—	—	—
Nursing aides, orderlies and attendants	15,252	2.8	2,007	15,252	2.8	2,007	—	—	—
Cleaning and building service	17,140	5.0	2,055	16,309	6.3	2,058	18,711	5.3	2,049
Maids and housemen	14,729	2.9	2,044	14,717	3.1	2,048	—	—	—
Janitors and cleaners	17,278	6.2	2,068	17,407	8.9	2,062	16,991	3.1	2,080
Personal service	14,301	6.4	1,992	14,882	7.1	2,080	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$13.52	2.5	\$13.03	3.1	\$15.55	3.2
All excluding sales	13.49	2.4	12.93	3.0	15.57	3.3
White collar	16.70	3.4	16.32	4.5	17.80	3.5
1	6.83	3.0	6.75	2.9	—	—
2	7.35	3.4	7.27	4.4	7.57	1.9
3	8.51	4.4	8.40	4.7	9.90	8.0
4	10.53	2.6	10.46	3.1	10.79	3.7
5	13.62	2.8	13.72	3.0	13.04	7.4
6	16.86	14.4	17.79	17.0	13.59	5.5
7	16.70	2.9	17.27	2.5	15.69	6.8
8	19.85	2.8	18.15	5.1	21.05	2.6
9	23.35	2.1	22.75	2.6	24.84	2.6
10	26.86	7.4	26.98	4.3	26.68	17.9
11	30.50	3.4	30.44	3.6	—	—
12	36.87	6.4	37.51	7.9	—	—
13	42.55	10.3	42.00	10.7	—	—
Not able to be leveled	23.03	21.5	27.25	18.9	—	—
White collar excluding sales	17.28	3.1	17.03	4.2	17.83	3.5
2	7.80	2.9	7.92	4.3	7.57	1.9
3	8.92	2.6	8.81	2.6	9.95	8.1
4	10.49	2.4	10.36	2.9	10.79	3.7
5	13.28	2.6	13.33	2.7	13.04	7.4
6	14.04	2.8	14.24	3.0	13.59	5.5
7	16.62	3.2	17.23	2.9	15.69	6.8
8	20.02	2.2	18.27	2.1	21.05	2.6
9	23.46	2.2	22.87	2.7	24.84	2.6
10	26.53	8.5	26.41	5.3	26.68	17.9
11	29.76	3.1	29.62	3.3	—	—
12	36.87	6.4	37.51	7.9	—	—
13	42.55	10.3	42.00	10.7	—	—
Not able to be leveled	23.03	21.5	27.25	18.9	—	—
Professional specialty and technical	20.44	2.5	20.75	3.2	19.94	3.8
Professional specialty	22.27	2.6	23.21	3.5	21.13	3.7
5	14.88	11.9	—	—	16.61	10.3
6	15.59	3.3	15.87	3.3	—	—
7	17.12	4.5	18.12	2.4	16.06	8.9
8	20.63	2.6	18.38	1.6	21.65	2.8
9	23.31	2.1	22.73	2.5	24.22	2.4
10	25.90	15.6	27.08	7.9	—	—
11	30.73	2.8	30.73	2.8	—	—
Engineers, architects, and surveyors	26.88	5.7	27.76	5.4	—	—
9	24.12	5.1	24.12	5.1	—	—
10	28.74	6.3	—	—	—	—
11	30.97	4.6	30.97	4.6	—	—
Civil engineers	25.00	18.1	—	—	—	—
Industrial engineers	22.37	7.5	22.37	7.5	—	—
Engineers, n.e.c.	29.30	7.0	29.30	7.0	—	—
Mathematical and computer scientists	22.05	11.1	24.50	10.7	—	—
Computer systems analysts and scientists	22.63	14.0	22.84	14.8	—	—
Natural scientists	25.42	13.1	—	—	—	—
Health related	19.70	4.6	19.41	5.0	—	—
7	17.30	2.0	17.55	1.9	—	—
8	18.58	1.5	18.60	1.8	—	—
Registered nurses	18.07	1.7	18.04	1.8	—	—
7	17.83	2.2	17.83	2.2	—	—
8	18.75	1.4	18.79	1.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.16	3.4	—	—	23.21	3.4
7	24.44	7.9	—	—	—	—
8	22.19	3.1	—	—	—	—
9	23.93	2.4	—	—	23.93	2.4
Elementary school teachers	23.70	5.2	—	—	23.73	5.2
Secondary school teachers	23.69	2.3	—	—	23.69	2.3
Librarians, archivists, and curators	—	—	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	\$13.98	7.7	–	–	\$14.31	7.6
Social workers	14.03	7.8	–	–	14.37	7.7
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	–	–	–	–	–	–
Technical	15.52	4.2	\$16.27	4.4	12.25	6.2
4	10.47	4.0	–	–	–	–
5	12.74	2.8	12.91	2.8	–	–
6	13.30	5.2	14.39	1.0	–	–
7	18.24	8.1	18.24	8.1	–	–
8	17.95	4.0	17.59	4.0	–	–
9	23.90	7.9	23.90	7.9	–	–
Licensed practical nurses	11.93	2.2	12.14	2.1	–	–
5	11.84	2.2	–	–	–	–
Health technologists and technicians, n.e.c.	12.99	6.3	13.97	6.8	10.67	11.8
Electrical and electronic technicians	17.90	13.9	17.60	15.5	–	–
Engineering technicians, n.e.c.	17.17	12.4	–	–	–	–
Drafters	17.60	12.2	17.60	12.2	–	–
Executive, administrative, and managerial	24.34	6.9	25.41	9.0	21.99	7.2
5	14.13	4.6	14.16	4.8	–	–
7	14.53	3.3	–	–	–	–
8	18.83	4.7	–	–	18.93	5.7
9	23.84	5.9	22.83	7.0	–	–
10	30.78	1.6	–	–	–	–
11	28.43	5.9	27.65	7.3	–	–
12	38.31	5.8	–	–	–	–
Executives, administrators, and managers	27.82	8.9	28.49	11.2	26.02	9.9
8	18.02	5.4	–	–	–	–
9	23.13	6.8	21.35	7.4	–	–
10	30.78	1.6	–	–	–	–
11	28.59	6.4	27.78	8.1	–	–
12	38.31	5.8	–	–	–	–
Administrators and officials, public administration	28.74	4.1	–	–	28.74	4.1
Administrators, education and related fields	31.37	2.5	–	–	31.37	2.5
Managers and administrators, n.e.c.	32.31	15.0	32.16	15.4	–	–
9	19.63	9.7	19.63	9.7	–	–
Management related	18.90	8.3	19.73	11.6	17.55	9.2
5	13.04	5.0	13.00	5.4	–	–
7	14.53	3.3	–	–	–	–
9	24.87	8.3	–	–	–	–
Accountants and auditors	15.87	6.2	–	–	–	–
Other financial officers	17.22	9.6	14.59	8.8	–	–
Sales	13.89	13.5	13.92	13.5	–	–
2	6.31	1.1	6.27	1.0	–	–
3	7.22	9.4	7.21	9.4	–	–
4	10.66	7.7	10.66	7.7	–	–
5	15.07	7.6	15.07	7.6	–	–
6	23.71	28.6	23.71	28.6	–	–
Supervisors, sales	15.57	20.5	15.57	20.5	–	–
Sales, other business services	21.60	18.9	21.60	18.9	–	–
Sales representatives, mining, manufacturing, and wholesale	17.90	6.2	17.90	6.2	–	–
Sales workers, motor vehicles and boats	16.84	4.0	16.84	4.0	–	–
Sales workers, other commodities	20.44	41.6	20.44	41.6	–	–
Cashiers	6.41	3.4	6.39	3.4	–	–
2	6.29	1.1	6.26	.9	–	–
Administrative support, including clerical	10.33	2.3	10.20	2.7	10.80	3.9

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
2	\$7.80	2.9	\$7.92	4.3	\$7.57	1.9
3	8.93	2.6	8.81	2.7	10.19	8.0
4	10.47	2.7	10.27	3.3	10.97	4.0
5	13.21	5.6	13.63	6.7	12.22	4.2
6	13.85	4.0	13.46	5.2	15.06	3.9
7	15.62	4.2	15.45	4.6	—	—
Secretaries	11.23	3.8	10.85	6.2	11.64	4.8
3	8.87	2.5	8.88	2.6	—	—
4	11.01	5.6	—	—	11.19	7.6
Receptionists	8.20	3.7	8.31	4.0	—	—
Records clerks, n.e.c.	13.31	16.0	13.31	16.0	—	—
Bookkeepers, accounting and auditing clerks	11.33	6.8	11.23	8.5	—	—
4	10.48	2.7	10.18	4.1	—	—
Dispatchers	12.80	5.4	—	—	—	—
Production coordinators	14.31	6.2	14.31	6.2	—	—
Traffic, shipping and receiving clerks	11.74	8.9	11.74	8.9	—	—
Stock and inventory clerks	9.59	6.9	9.78	6.6	—	—
Meter readers	15.18	6.2	—	—	15.18	6.2
Investigators and adjusters, except insurance	10.31	5.2	10.31	5.2	—	—
General office clerks	10.41	6.0	10.66	7.7	10.11	9.2
4	10.18	4.6	10.51	7.4	9.73	2.9
Bank tellers	8.24	3.3	8.24	3.3	—	—
Data entry keyers	8.22	5.3	8.22	5.3	—	—
3	8.38	5.0	8.38	5.0	—	—
Teachers' aides	7.82	3.0	—	—	7.82	3.0
2	7.65	2.4	—	—	7.65	2.4
Administrative support, n.e.c.	9.54	4.8	9.57	5.2	—	—
Blue collar	12.10	2.3	12.02	2.5	13.00	5.2
1	9.23	8.6	9.24	8.8	—	—
2	8.62	3.1	8.59	3.2	—	—
3	10.69	3.7	10.70	3.9	10.58	2.9
4	11.25	2.5	11.26	2.6	11.12	7.4
5	12.76	3.2	12.98	3.6	11.85	5.6
6	16.54	4.2	16.73	4.9	15.20	4.9
7	17.23	3.1	17.16	3.5	17.66	4.8
8	22.28	4.0	22.13	4.2	—	—
9	23.30	8.7	22.80	9.4	—	—
Precision production, craft, and repair	15.32	3.5	15.48	4.0	14.61	6.5
2	9.06	8.1	—	—	—	—
3	11.10	7.2	11.13	8.1	—	—
4	11.69	3.3	11.40	3.3	—	—
5	12.27	4.0	12.57	3.4	11.85	6.9
6	14.52	3.8	14.32	4.0	—	—
7	17.37	3.6	17.28	4.1	17.90	5.0
8	22.48	3.9	22.33	4.2	—	—
9	23.30	8.7	22.80	9.4	—	—
Automobile mechanics	15.19	5.1	—	—	—	—
Industrial machinery repairers	16.08	4.1	16.08	4.1	—	—
7	17.46	3.9	17.46	3.9	—	—
Mechanics and repairers, n.e.c.	12.01	7.7	—	—	—	—
Carpenters	13.03	9.7	13.03	9.7	—	—
Electricians	14.88	7.4	—	—	—	—
Electrical power installers and repairers	14.35	6.1	—	—	14.62	6.5
Supervisors, production	19.67	7.6	19.67	7.6	—	—
Water and sewer treatment plant operators	13.05	14.1	—	—	13.05	14.1
Machine operators, assemblers, and inspectors	10.97	3.3	10.97	3.3	—	—
2	8.72	3.1	8.72	3.1	—	—
3	10.39	4.2	10.39	4.2	—	—
4	11.67	3.8	11.67	3.8	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
5	\$14.02	5.8	\$14.02	5.8	—	—
Fabricating machine operators, n.e.c.	11.37	3.7	11.37	3.7	—	—
4	11.38	3.0	11.38	3.0	—	—
Textile sewing machine operators	8.23	3.2	8.23	3.2	—	—
Packaging and filling machine operators	9.55	9.5	9.55	9.5	—	—
Miscellaneous machine operators, n.e.c.	11.91	7.9	11.91	8.1	—	—
Welders and cutters	12.76	4.1	12.76	4.1	—	—
Assemblers	10.53	5.8	10.53	5.8	—	—
Production inspectors, checkers and examiners ..	12.39	5.9	12.39	5.9	—	—
Transportation and material moving						
2	11.90	4.6	11.96	4.9	\$10.88	7.6
4	9.02	9.6	9.02	9.6	—	—
3	10.12	3.1	—	—	—	—
4	10.64	3.1	10.74	3.4	—	—
5	11.81	3.8	11.70	3.7	—	—
Truck drivers	12.03	7.0	12.08	7.3	—	—
4	10.23	3.2	10.21	3.4	—	—
Industrial truck and tractor equipment operators ..	11.50	5.7	11.50	5.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	9.64	4.2	9.61	4.6	9.96	6.2
2	7.85	4.3	7.80	4.6	—	—
3	8.21	4.1	8.14	4.6	—	—
5	11.17	8.6	11.25	9.4	—	—
5	13.33	3.9	—	—	—	—
Groundskeepers and gardeners, except farm	10.05	1.7	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.64	10.7	12.77	12.0	—	—
Helpers, construction trades	11.00	8.5	11.00	8.5	—	—
Construction laborers	10.17	15.5	10.14	17.8	—	—
Stock handlers and baggers	8.38	4.9	8.38	4.9	—	—
Freight, stock, and material handlers, n.e.c.	11.14	8.8	11.14	8.8	—	—
Hand packers and packagers	8.06	10.0	8.06	10.0	—	—
Laborers, except construction, n.e.c.	9.54	13.5	10.07	18.4	—	—
2	7.86	5.0	—	—	—	—
Service						
1	7.63	3.7	6.84	4.1	10.38	3.8
2	6.38	6.0	6.04	5.7	8.02	3.9
3	6.03	7.6	5.66	8.0	8.63	4.0
4	6.73	10.7	6.71	11.2	—	—
5	9.26	3.6	8.59	3.8	10.26	5.3
6	13.17	7.5	—	—	12.06	2.8
7	11.84	4.6	—	—	11.94	5.5
7	13.96	7.0	—	—	12.66	4.3
Protective service	10.61	8.3	8.66	17.7	11.79	4.2
4	10.01	2.8	—	—	9.95	2.8
5	13.96	8.1	—	—	—	—
6	11.94	5.5	—	—	11.94	5.5
7	12.66	4.3	—	—	12.66	4.3
Firefighting	12.03	8.4	—	—	12.03	8.4
Police and detectives, public service	13.75	5.2	—	—	13.75	5.2
Guards and police, except public service	8.68	17.9	8.55	18.4	—	—
Food service	5.79	7.9	5.73	8.2	—	—
1	5.17	10.5	5.12	10.8	—	—
2	3.87	17.6	3.75	18.0	—	—
3	3.68	15.9	3.68	15.9	—	—
4	8.68	5.1	8.77	5.3	—	—
Supervisors, food preparation and service	14.07	12.8	14.07	12.8	—	—
Waiters and waitresses	2.41	5.2	2.41	5.2	—	—
1	2.35	8.1	2.35	8.1	—	—
3	2.53	8.0	2.53	8.0	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Cooks	\$8.27	6.7	\$8.30	7.2	—	—
4	8.93	4.3	9.06	4.1	—	—
Kitchen workers, food preparation	7.84	1.7	—	—	—	—
Food preparation, n.e.c.	4.75	19.8	4.67	20.4	—	—
1	6.30	2.9	6.30	2.9	—	—
Health service	7.61	2.0	7.61	2.0	—	—
3	7.73	1.7	7.73	1.7	—	—
Nursing aides, orderlies and attendants	7.60	2.1	7.60	2.1	—	—
3	7.74	1.9	7.74	1.9	—	—
Cleaning and building service	8.19	5.4	7.74	6.4	\$9.09	6.2
1	7.52	6.8	7.17	7.3	—	—
2	7.54	4.4	7.03	1.6	—	—
3	10.65	13.4	—	—	—	—
Maids and housemen	7.21	2.4	7.19	2.6	—	—
Janitors and cleaners	8.10	6.6	8.09	9.2	8.12	3.2
1	7.53	8.1	—	—	—	—
2	7.28	2.6	7.02	1.4	—	—
3	11.01	13.3	—	—	—	—
Personal service	6.88	4.9	6.78	5.2	—	—
1	6.35	5.7	—	—	—	—
2	5.81	6.9	5.79	7.2	—	—
Supervisors, personal service	8.66	9.7	—	—	—	—
Service, n.e.c.	6.11	12.0	6.11	12.0	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$13.90	2.3	\$13.43	2.9	\$15.74	3.3
All excluding sales	13.97	2.4	13.47	2.9	15.75	3.3
White collar	16.89	3.2	16.47	4.2	18.04	3.6
1	7.21	6.3	—	—	—	—
2	7.43	4.0	7.38	5.3	7.60	1.4
3	8.56	4.4	8.43	4.6	10.26	7.9
4	10.59	2.8	10.55	3.3	10.76	3.8
5	13.67	2.9	13.73	3.0	13.33	8.0
6	14.34	3.7	14.55	4.3	13.69	5.6
7	16.70	2.9	17.27	2.5	15.68	6.9
8	19.84	2.9	18.06	5.4	21.06	2.7
9	23.36	2.1	22.76	2.7	24.84	2.6
10	26.72	7.4	26.75	4.0	26.68	17.9
11	30.34	3.4	30.26	3.7	—	—
12	36.87	6.4	37.51	7.9	—	—
13	42.55	10.3	42.00	10.7	—	—
White collar excluding sales	17.59	3.1	17.38	4.2	18.05	3.6
2	7.83	3.2	7.95	4.7	7.60	1.4
3	8.97	2.6	8.85	2.7	10.34	7.9
4	10.47	2.4	10.36	2.9	10.76	3.8
5	13.33	2.6	13.33	2.7	13.33	8.0
6	14.06	2.8	14.23	3.0	13.69	5.6
7	16.61	3.2	17.23	2.9	15.68	6.9
8	20.02	2.3	18.17	2.2	21.06	2.7
9	23.46	2.2	22.88	2.7	24.84	2.6
10	26.36	8.6	26.10	4.9	26.68	17.9
11	29.80	3.1	29.67	3.4	—	—
12	36.87	6.4	37.51	7.9	—	—
13	42.55	10.3	42.00	10.7	—	—
Professional specialty and technical	20.54	2.5	20.79	3.3	20.14	3.9
Professional specialty	22.35	2.7	23.23	3.5	21.27	3.7
5	15.09	11.7	—	—	17.02	9.1
6	15.81	3.0	15.87	3.3	—	—
7	17.13	4.6	18.14	2.4	16.05	9.0
8	20.66	2.7	18.22	1.6	21.68	2.8
9	23.32	2.1	22.74	2.5	24.22	2.4
10	25.55	16.0	26.31	7.0	—	—
11	30.73	2.8	30.73	2.8	—	—
Engineers, architects, and surveyors	26.80	5.7	27.69	5.4	—	—
9	24.18	5.1	24.18	5.1	—	—
11	30.97	4.6	30.97	4.6	—	—
Industrial engineers	22.42	7.7	22.42	7.7	—	—
Engineers, n.e.c.	29.30	7.0	29.30	7.0	—	—
Mathematical and computer scientists	22.05	11.1	24.50	10.7	—	—
Computer systems analysts and scientists	22.63	14.0	22.84	14.8	—	—
Natural scientists	25.42	13.1	—	—	—	—
Health related	19.70	4.8	19.40	5.2	—	—
7	17.31	2.0	17.56	2.0	—	—
8	18.36	1.7	18.42	1.9	—	—
Registered nurses	17.94	1.8	17.94	1.9	—	—
7	17.86	2.2	17.86	2.2	—	—
8	18.53	1.5	18.63	1.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.39	3.4	—	—	23.45	3.4
7	24.44	7.9	—	—	—	—
9	23.93	2.4	—	—	23.93	2.4
Elementary school teachers	23.69	5.2	—	—	23.73	5.2
Secondary school teachers	23.69	2.3	—	—	23.69	2.3
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	13.98	7.7	—	—	14.31	7.6
Social workers	14.03	7.8	—	—	14.37	7.7
Lawyers and judges	—	—	—	—	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
	–	–	–	–	–	–
Technical	\$15.64	4.2	\$16.35	4.5	\$12.44	6.3
4	10.52	4.4	–	–	–	–
5	12.82	2.8	12.91	2.8	–	–
6	13.26	5.3	–	–	–	–
7	18.24	8.1	18.24	8.1	–	–
8	17.95	4.0	17.59	4.0	–	–
9	23.90	7.9	23.90	7.9	–	–
Licensed practical nurses	12.11	2.1	12.25	2.1	–	–
5	11.95	2.1	–	–	–	–
Health technologists and technicians, n.e.c.	13.08	6.4	13.94	7.0	–	–
Electrical and electronic technicians	17.90	13.9	17.60	15.5	–	–
Engineering technicians, n.e.c.	17.17	12.4	–	–	–	–
Drafters	17.60	12.2	17.60	12.2	–	–
Executive, administrative, and managerial	24.36	6.9	25.41	9.0	22.05	7.2
5	14.13	4.6	14.16	4.8	–	–
7	14.53	3.3	–	–	–	–
8	18.83	4.7	–	–	18.93	5.7
9	23.84	5.9	22.83	7.0	–	–
10	30.78	1.6	–	–	–	–
11	28.50	6.0	27.72	7.5	–	–
12	38.31	5.8	–	–	–	–
Executives, administrators, and managers	27.87	8.9	28.49	11.2	26.17	10.0
8	18.02	5.4	–	–	–	–
9	23.13	6.8	21.35	7.4	–	–
10	30.78	1.6	–	–	–	–
11	28.59	6.4	27.78	8.1	–	–
12	38.31	5.8	–	–	–	–
Administrators and officials, public administration	28.74	4.1	–	–	28.74	4.1
Administrators, education and related fields	31.37	2.5	–	–	31.37	2.5
Managers and administrators, n.e.c.	32.31	15.0	32.16	15.4	–	–
9	19.63	9.7	19.63	9.7	–	–
Management related	18.86	8.4	19.67	11.8	17.55	9.2
5	13.04	5.0	13.00	5.4	–	–
7	14.53	3.3	–	–	–	–
9	24.87	8.3	–	–	–	–
Accountants and auditors	15.87	6.2	–	–	–	–
Other financial officers	17.07	10.0	14.22	8.7	–	–
Sales	12.99	10.3	13.00	10.3	–	–
3	6.96	8.4	6.94	8.5	–	–
4	10.95	8.4	10.95	8.4	–	–
5	15.16	7.6	15.16	7.6	–	–
6	15.26	8.6	15.26	8.6	–	–
Supervisors, sales	15.57	20.5	15.57	20.5	–	–
Sales, other business services	19.83	21.0	19.83	21.0	–	–
Sales representatives, mining, manufacturing, and wholesale	17.90	6.2	17.90	6.2	–	–
Sales workers, motor vehicles and boats	16.84	4.0	16.84	4.0	–	–
Cashiers	6.45	3.7	6.43	3.7	–	–
Administrative support, including clerical	10.59	2.4	10.48	2.9	10.96	4.0
2	7.83	3.2	7.95	4.7	7.60	1.4
3	8.98	2.7	8.85	2.7	10.34	7.9
4	10.47	2.7	10.28	3.3	10.97	4.0
5	13.21	5.6	13.63	6.7	12.22	4.2
6	13.85	4.0	13.46	5.2	15.06	3.9
7	15.62	4.2	15.45	4.6	–	–
Secretaries	11.36	3.8	11.09	6.2	11.64	4.8

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Secretaries —Continued						
3	\$9.07	2.7	—	—	—	—
4	11.01	5.6	—	—	\$11.19	7.6
Receptionists	8.45	4.4	\$8.45	4.4	—	—
Records clerks, n.e.c.	13.31	16.0	13.31	16.0	—	—
Bookkeepers, accounting and auditing clerks	11.33	6.8	11.23	8.5	—	—
4	10.48	2.7	10.18	4.1	—	—
Dispatchers	12.80	5.4	—	—	—	—
Production coordinators	14.31	6.2	14.31	6.2	—	—
Traffic, shipping and receiving clerks	11.74	8.9	11.74	8.9	—	—
Stock and inventory clerks	9.78	6.6	9.78	6.6	—	—
Meter readers	15.18	6.2	—	—	15.18	6.2
Investigators and adjusters, except insurance	10.31	5.2	10.31	5.2	—	—
General office clerks	10.41	6.0	10.66	7.7	10.11	9.2
4	10.18	4.6	10.51	7.4	9.73	2.9
Bank tellers	8.24	3.3	8.24	3.3	—	—
Data entry keyers	8.28	5.9	8.28	5.9	—	—
Teachers' aides	7.71	2.5	—	—	7.71	2.5
Administrative support, n.e.c.	9.69	5.5	9.72	6.0	—	—
Blue collar	12.25	2.4	12.17	2.5	13.03	5.3
1	9.73	8.3	9.76	8.4	—	—
2	8.62	3.2	8.58	3.3	—	—
3	10.73	3.7	10.73	3.9	10.69	2.9
4	11.25	2.5	11.26	2.6	11.12	7.4
5	12.76	3.2	12.98	3.6	11.85	5.6
6	16.54	4.2	16.73	4.9	15.20	4.9
7	17.23	3.1	17.16	3.5	17.66	4.8
8	22.28	4.0	22.13	4.2	—	—
9	23.30	8.7	22.80	9.4	—	—
Precision production, craft, and repair	15.32	3.5	15.48	4.0	14.61	6.5
2	9.06	8.1	—	—	—	—
3	11.10	7.2	11.13	8.1	—	—
4	11.69	3.3	11.40	3.3	—	—
5	12.27	4.0	12.57	3.4	11.85	6.9
6	14.52	3.8	14.32	4.0	—	—
7	17.37	3.6	17.28	4.1	17.90	5.0
8	22.48	3.9	22.33	4.2	—	—
9	23.30	8.7	22.80	9.4	—	—
Automobile mechanics	15.19	5.1	—	—	—	—
Industrial machinery repairers	16.08	4.1	16.08	4.1	—	—
7	17.46	3.9	17.46	3.9	—	—
Mechanics and repairers, n.e.c.	12.01	7.7	—	—	—	—
Carpenters	13.03	9.7	13.03	9.7	—	—
Electricians	14.88	7.4	—	—	—	—
Electrical power installers and repairers	14.35	6.1	—	—	14.62	6.5
Supervisors, production	19.67	7.6	19.67	7.6	—	—
Water and sewer treatment plant operators	13.05	14.1	—	—	13.05	14.1
Machine operators, assemblers, and inspectors	11.01	3.3	11.00	3.3	—	—
2	8.73	3.1	8.73	3.1	—	—
3	10.41	4.2	10.41	4.2	—	—
4	11.67	3.8	11.67	3.8	—	—
5	14.02	5.8	14.02	5.8	—	—
Fabricating machine operators, n.e.c.	11.37	3.7	11.37	3.7	—	—
4	11.38	3.0	11.38	3.0	—	—
Textile sewing machine operators	8.23	3.2	8.23	3.2	—	—
Packaging and filling machine operators	9.55	9.5	9.55	9.5	—	—
Miscellaneous machine operators, n.e.c.	11.91	7.9	11.91	8.1	—	—
Welders and cutters	12.76	4.1	12.76	4.1	—	—
Assemblers	10.64	6.0	10.64	6.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Production inspectors, checkers and examiners ..	\$12.39	5.9	\$12.39	5.9	—	—
Transportation and material moving	11.93	4.6	11.99	4.9	\$10.97	8.2
2	9.02	9.6	9.02	9.6	—	—
3	10.14	3.2	—	—	—	—
4	10.64	3.1	10.74	3.4	—	—
5	11.81	3.8	11.70	3.7	—	—
Truck drivers	12.07	7.1	12.12	7.3	—	—
4	10.23	3.2	10.21	3.4	—	—
Industrial truck and tractor equipment operators ..	11.50	5.7	11.50	5.7	—	—
Handlers, equipment cleaners, helpers, and laborers	10.03	4.5	10.04	5.0	9.96	6.2
1	8.68	4.2	8.67	4.5	—	—
2	8.15	4.6	8.06	5.1	—	—
3	11.26	8.8	11.34	9.7	—	—
5	13.33	3.9	—	—	—	—
Groundskeepers and gardeners, except farm	10.05	1.7	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.64	10.7	12.77	12.0	—	—
Helpers, construction trades	11.00	8.5	11.00	8.5	—	—
Construction laborers	10.17	15.5	10.14	17.8	—	—
Stock handlers and baggers	9.24	5.8	9.24	5.8	—	—
Freight, stock, and material handlers, n.e.c.	12.12	10.9	12.12	10.9	—	—
Hand packers and packagers	8.06	10.0	8.06	10.0	—	—
Laborers, except construction, n.e.c.	9.66	13.7	—	—	—	—
2	7.86	5.0	—	—	—	—
Service	8.29	3.4	7.49	3.8	10.50	3.9
1	6.64	6.6	6.27	6.4	—	—
2	6.86	4.6	6.49	4.0	—	—
3	7.29	8.7	7.29	9.2	—	—
4	9.43	3.5	8.79	3.2	10.26	5.3
5	13.26	8.0	—	—	—	—
6	11.94	5.1	—	—	11.94	5.5
7	13.96	7.0	—	—	12.66	4.3
Protective service	10.70	8.0	8.70	17.9	11.84	4.3
4	10.01	2.8	—	—	9.95	2.8
6	11.94	5.5	—	—	11.94	5.5
7	12.66	4.3	—	—	12.66	4.3
Firefighting	12.03	8.4	—	—	12.03	8.4
Police and detectives, public service	13.75	5.2	—	—	13.75	5.2
Guards and police, except public service	8.73	18.4	8.59	18.8	—	—
Food service	6.88	6.7	6.85	7.0	—	—
1	5.27	10.3	5.27	10.3	—	—
2	5.57	14.1	5.38	15.5	—	—
3	4.20	16.9	4.20	16.9	—	—
4	8.89	3.9	9.02	3.8	—	—
Supervisors, food preparation and service	14.55	13.8	14.55	13.8	—	—
Waiters and waitresses	2.52	6.9	2.52	6.9	—	—
Cooks	8.71	4.1	8.79	4.3	—	—
4	8.97	4.0	9.14	3.8	—	—
Food preparation, n.e.c.	6.55	4.6	6.49	4.9	—	—
1	6.30	4.0	6.30	4.0	—	—
Health service	7.59	2.0	7.59	2.0	—	—
3	7.70	1.7	7.70	1.7	—	—
Nursing aides, orderlies and attendants	7.60	2.2	7.60	2.2	—	—
3	7.72	1.9	7.72	1.9	—	—
Cleaning and building service	8.34	5.1	7.92	6.2	9.13	6.2
1	7.76	5.3	7.42	6.2	—	—
2	7.62	4.3	7.12	2.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Cleaning and building service—Continued						
3	\$10.65	13.4	—	—	—	—
Maids and housemen	7.21	2.4	\$7.19	2.6	—	—
Janitors and cleaners	8.36	6.0	8.44	8.6	\$8.17	3.0
1	7.83	6.4	7.39	8.5	—	—
2	7.46	2.7	7.21	2.8	—	—
3	11.01	13.3	—	—	—	—
Personal service	7.18	6.5	7.15	7.1	—	—

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.73	21.7	\$8.69	23.6	\$9.20	8.8
All excluding sales	6.50	7.1	6.22	7.6	9.27	9.0
White collar	13.81	28.2	14.37	30.4	9.89	11.9
1	6.64	2.5	6.64	2.5	—	—
2	6.93	4.9	6.72	6.3	7.47	7.1
3	8.00	7.5	8.06	8.4	—	—
4	8.99	9.7	8.61	9.6	—	—
8	19.93	3.8	—	—	—	—
White collar excluding sales	9.84	7.9	9.79	9.4	10.03	12.2
2	7.56	6.5	7.67	9.3	—	—
3	7.65	3.1	—	—	—	—
8	19.93	3.8	—	—	—	—
Professional specialty and technical	16.21	11.0	18.97	14.1	12.35	13.4
Professional specialty	18.72	10.5	22.19	12.0	13.84	14.6
8	19.93	3.8	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related	19.60	3.5	—	—	—	—
Registered nurses	19.60	3.5	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	18.53	41.2	18.72	41.2	—	—
Sales workers, other commodities	33.63	26.4	33.63	26.4	—	—
Cashiers	6.32	3.3	6.27	3.4	—	—
Administrative support, including clerical	7.21	2.8	7.16	3.1	7.58	7.0
2	7.56	6.5	7.67	9.3	—	—
Administrative support, n.e.c.	8.66	3.1	—	—	—	—
Blue collar	7.10	4.6	7.02	4.5	—	—
1	6.14	2.9	6.14	2.9	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.99	5.2	6.99	5.2	—	—
1	6.04	3.0	6.04	3.0	—	—
Service	4.74	9.5	4.61	9.9	7.52	10.7
1	5.33	7.3	5.21	8.2	—	—
2	3.99	16.9	3.95	17.2	—	—
3	3.82	18.6	3.75	18.8	—	—
Protective service	—	—	—	—	—	—
Food service	3.79	15.0	3.72	15.5	—	—
1	4.77	19.5	—	—	—	—
2	3.12	21.0	3.09	21.1	—	—
Waiters and waitresses	2.22	2.5	2.22	2.5	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Knoxville, TN, July 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Health service	—	—	—	—	—	—
Cleaning and building service	\$5.76	1.6	—	—	—	—
Janitors and cleaners	5.76	1.6	—	—	—	—
Personal service	6.25	4.9	\$5.99	3.1	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Knoxville, TN, July 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$13.90	\$8.73	\$13.31	\$13.54	\$13.36	\$16.53
All excluding sales	13.97	6.50	13.30	13.51	13.54	11.41
White collar	16.89	13.81	13.86	16.80	16.45	20.79
White-collar excluding sales	17.59	9.84	13.79	17.43	17.31	—
Professional specialty and technical	20.54	16.21	15.39	20.70	20.44	—
Professional specialty	22.35	18.72	—	22.34	22.27	—
Technical	15.64	—	13.68	15.76	15.52	—
Executive, administrative, and managerial	24.36	—	—	24.34	24.34	—
Sales	12.99	18.53	—	13.88	10.50	21.54
Administrative support, including clerical	10.59	7.21	11.83	10.26	10.30	—
Blue collar	12.25	7.10	13.30	11.69	12.13	11.57
Precision production, craft, and repair	15.32	—	16.39	15.08	15.44	14.01
Machine operators, assemblers, and inspectors	11.01	—	11.77	10.57	11.18	7.89
Transportation and material moving	11.93	—	15.34	10.76	11.90	—
Handlers, equipment cleaners, helpers, and laborers	10.03	6.99	11.22	9.19	9.49	—
Service	8.29	4.74	—	7.61	7.61	—
	Relative error ⁶ (percent)					
All occupations	2.3	21.7	3.8	2.8	2.4	14.1
All excluding sales	2.4	7.1	3.8	2.7	2.4	6.6
White collar	3.2	28.2	5.7	3.5	3.2	16.9
White-collar excluding sales	3.1	7.9	5.6	3.1	3.1	—
Professional specialty and technical	2.5	11.0	6.2	2.6	2.5	—
Professional specialty	2.7	10.5	—	2.7	2.6	—
Technical	4.2	—	4.2	4.5	4.2	—
Executive, administrative, and managerial	6.9	—	—	6.9	6.9	—
Sales	10.3	41.2	—	13.6	10.2	17.2
Administrative support, including clerical	2.4	2.8	9.2	2.4	2.3	—
Blue collar	2.4	4.6	4.3	2.8	2.4	7.7
Precision production, craft, and repair	3.5	—	3.5	4.1	3.7	7.9
Machine operators, assemblers, and inspectors	3.3	—	6.3	4.1	3.2	5.8
Transportation and material moving	4.6	—	8.2	4.5	4.8	—
Handlers, equipment cleaners, helpers, and laborers	4.5	5.2	4.6	5.1	4.2	—
Service	3.4	9.5	—	3.7	3.7	—

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

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

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

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Knoxville, TN, July 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Con-struction	Manu-facturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$13.03	\$15.47	–	\$12.74	\$15.86	–	–	–	\$10.54	\$12.06
All excluding sales	12.93	15.07	–	12.74	15.40	–	–	–	10.72	11.99
White collar	16.32	22.72	–	–	23.01	–	–	–	10.43	15.45
White-collar excluding sales	17.03	21.90	–	–	22.18	–	–	–	10.61	15.40
Professional specialty and technical	20.75	26.37	–	–	26.37	–	–	–	–	18.27
Professional specialty	23.21	28.86	–	–	28.86	–	–	–	–	20.22
Technical	16.27	20.80	–	–	20.80	–	–	–	–	14.13
Executive, administrative, and managerial	25.41	24.71	–	–	24.99	–	–	–	16.81	26.73
Sales	13.92	31.41	–	–	31.41	–	–	–	–	–
Administrative support, including clerical	10.20	12.69	–	–	12.86	–	–	–	8.40	9.39
Blue collar	12.02	12.51	–	12.44	12.52	–	–	–	–	8.90
Precision production, craft, and repair	15.48	15.90	–	13.95	16.76	–	–	–	–	14.17
Machine operators, assemblers, and inspectors	10.97	11.27	–	–	11.26	–	–	–	–	–
Transportation and material moving	11.96	11.34	–	–	11.35	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	9.61	10.60	–	10.04	10.83	–	–	–	–	7.29
Service	6.84	13.08	–	–	13.08	–	–	–	–	7.16
	Relative error ⁵ (percent)									
All occupations	3.1	4.0	–	4.8	4.3	–	–	–	12.0	6.6
All excluding sales	3.0	3.2	–	4.8	3.4	–	–	–	12.7	6.7
White collar	4.5	6.1	–	–	6.2	–	–	–	11.7	6.7
White-collar excluding sales	4.2	4.8	–	–	4.9	–	–	–	12.5	6.8
Professional specialty and technical	3.2	4.5	–	–	4.5	–	–	–	–	4.5
Professional specialty	3.5	4.9	–	–	4.9	–	–	–	–	4.3
Technical	4.4	5.5	–	–	5.5	–	–	–	–	3.9
Executive, administrative, and managerial	9.0	8.9	–	–	9.5	–	–	–	13.6	9.3
Sales	13.5	28.3	–	–	28.3	–	–	–	–	–
Administrative support, including clerical	2.7	5.0	–	–	5.2	–	–	–	2.9	3.3
Blue collar	2.5	2.7	–	5.5	3.1	–	–	–	–	8.0
Precision production, craft, and repair	4.0	4.7	–	5.8	5.3	–	–	–	–	9.8
Machine operators, assemblers, and inspectors	3.3	3.0	–	–	3.0	–	–	–	–	–
Transportation and material moving	4.9	3.5	–	–	6.2	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	4.6	5.5	–	10.9	6.2	–	–	–	–	5.8
Service	4.1	8.7	–	–	8.7	–	–	–	–	2.3

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

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

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Knoxville, TN, July 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$13.03	\$12.11	\$13.36	\$11.84	\$16.29
All excluding sales	12.93	11.34	13.41	11.79	16.27
White collar	16.32	16.08	16.41	14.25	20.23
White-collar excluding sales	17.03	16.96	17.05	14.79	20.25
Professional specialty and technical	20.75	19.91	20.85	19.39	22.13
Professional specialty	23.21	22.12	23.31	21.92	24.53
Technical	16.27	17.55	16.05	14.34	17.49
Executive, administrative, and managerial	25.41	34.37	22.63	19.91	26.39
Sales	13.92	15.06	12.59	12.32	—
Administrative support, including clerical	10.20	9.57	10.41	9.77	12.15
Blue collar	12.02	10.61	12.46	11.41	14.26
Precision production, craft, and repair	15.48	14.00	15.77	14.04	18.33
Machine operators, assemblers, and inspectors	10.97	10.56	11.05	10.56	11.61
Transportation and material moving	11.96	10.30	13.11	11.26	—
Handlers, equipment cleaners, helpers, and laborers	9.61	8.91	9.94	9.74	10.60
Service	6.84	6.14	7.17	7.17	7.14
	Relative error ⁴ (percent)				
All occupations	3.1	9.4	3.1	4.1	4.4
All excluding sales	3.0	9.4	3.3	4.5	4.4
White collar	4.5	13.7	4.3	6.1	4.5
White-collar excluding sales	4.2	14.7	4.3	6.7	4.6
Professional specialty and technical	3.2	12.5	3.3	4.4	5.1
Professional specialty	3.5	15.9	3.6	3.8	5.8
Technical	4.4	6.6	5.1	3.2	7.3
Executive, administrative, and managerial	9.0	23.1	6.0	6.2	9.4
Sales	13.5	21.8	10.6	11.0	—
Administrative support, including clerical	2.7	5.5	3.4	2.9	6.4
Blue collar	2.5	4.8	2.8	3.4	4.1
Precision production, craft, and repair	4.0	7.4	4.5	4.4	5.5
Machine operators, assemblers, and inspectors	3.3	7.4	3.6	6.0	3.2
Transportation and material moving	4.9	6.9	7.2	5.4	—
Handlers, equipment cleaners, helpers, and laborers	4.6	8.4	5.4	6.5	7.9
Service	4.1	6.1	5.5	3.4	21.1

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Knoxville, TN, Metropolitan Statistical Area includes Anderson, Blount, Knox, Loudon, Sevier, and Union Counties.

Sampling frame

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

Sample design

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

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

Occupational selection and classification

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong. In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, de-

pending 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 nine 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the 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 and will be published by BLS in the future.

Collection period

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

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas and 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

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 and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of 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 that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	Establishments
Total in sample	317
Responding	218
Out of business or not in survey scope	19
Unable or refused to provide data	80

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by 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.

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

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

occupational groups studied.

Data reliability

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

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

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

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers was \$12.79 with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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 were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Knoxville, TN, July 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	145,500	115,200	30,300
All excluding sales	133,700	103,500	30,200
White collar	71,200	50,700	20,500
White-collar excluding sales	59,300	38,900	20,400
Professional specialty and technical	29,500	16,800	12,600
Professional specialty	22,100	10,900	11,200
Technical	7,300	5,900	1,400
Executive, administrative, and managerial	8,000	5,400	2,700
Sales	11,900	11,800	–
Administrative support, including clerical	21,800	16,700	5,200
Blue collar	44,300	40,500	3,800
Precision production, craft, and repair	12,100	9,700	2,300
Machine operators, assemblers, and inspectors	14,600	14,600	–
Transportation and material moving	8,300	7,600	600
Handlers, equipment cleaners, helpers, and laborers	9,300	8,500	800
Service	30,000	24,000	6,000

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

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

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

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Knoxville, TN, July 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	900	181	61	120	87	33
Private industry	900	151	57	94	73	21
Goods-producing industries	200	57	15	42	32	10
Mining	(³)	1	1	-	-	-
Construction	(³)	9	3	6	6	-
Manufacturing	200	47	11	36	26	10
Service-producing industries	600	94	42	52	41	11
Transportation and public utilities	100	13	5	8	6	2
Wholesale and retail trade	300	33	22	11	10	1
Finance, insurance and real estate	(³)	6	2	4	3	1
Services	200	42	13	29	22	7
State and local government	(³)	30	4	26	14	12

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

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