

Rochester, NY National Compensation Survey July 1999



U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

June 2000

Bulletin 3100-31

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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

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.....	5
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	7
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	8
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	11
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	14
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	19
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	24
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	26
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	27
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	28
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	29
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	31
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	33
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	35
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	37
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 represented and studied.....	A – 6
Appendix table 3. Median work levels for selected occupations	A – 7
B. Occupational Classifications.....	B – 1
C. Generic Leveling Criteria.....	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Rochester, NY, 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 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, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1-1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2-2 presents the same type of information for full-time workers only. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3-2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

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

Table 5-1 presents mean hourly earnings data for selected worker characteristics by major occupational 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 also are limited to the private sector.

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Rochester, NY, 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	\$17.23	2.9	36.4	\$16.42	3.6	36.8	\$20.49	2.7	34.6
Worker characteristics:⁴									
White-collar occupations ⁵	20.73	3.2	36.4	19.87	4.1	37.2	23.68	3.2	34.0
Professional specialty and technical	24.07	2.7	36.3	21.88	3.7	37.2	29.81	3.1	34.2
Executive, administrative, and managerial	29.34	4.6	39.9	29.78	5.1	40.6	26.74	6.7	36.6
Sales	10.42	14.8	31.7	10.42	14.8	31.7	-	-	-
Administrative support	12.10	3.6	35.6	11.77	4.0	36.8	12.98	7.5	32.7
Blue-collar occupations ⁵	14.29	4.4	38.9	14.29	4.7	39.2	14.31	3.4	35.6
Precision production, craft, and repair	17.43	6.2	39.6	17.61	6.9	39.6	16.18	2.3	39.4
Machine operators, assemblers, and inspectors	13.63	5.1	39.9	13.64	5.1	39.9	-	-	-
Transportation and material moving	12.79	7.2	33.5	12.48	14.2	38.1	13.11	4.2	29.7
Handlers, equipment cleaners, helpers, and laborers	10.15	7.4	36.2	9.96	8.1	36.0	11.71	10.9	37.3
Service occupations ⁵	11.16	5.4	32.3	8.78	4.6	31.0	16.04	4.2	35.4
Full time	17.92	2.8	39.3	17.11	3.5	39.9	21.23	2.7	37.0
Part time	9.26	5.2	19.7	8.79	5.9	19.8	11.36	7.0	19.1
Union	18.76	2.7	35.5	16.01	5.8	35.4	20.53	2.9	35.6
Nonunion	16.65	3.9	36.7	16.49	4.1	37.1	20.29	8.0	29.7
Time	17.28	3.0	36.4	16.47	3.7	36.9	20.49	2.7	34.6
Incentive	12.98	25.5	35.2	12.98	25.5	35.2	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	19.19	4.7	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	10.64	13.2	33.4	10.64	13.4	33.5	-	-	-
100-499 workers	15.74	5.5	35.6	15.06	6.1	35.7	21.88	6.6	34.0
500 workers or more	19.33	2.7	37.5	18.94	3.6	38.8	20.27	3.0	34.8

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Rochester, NY, 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	\$17.23	2.9	\$16.42	3.6	\$20.49	2.7
All excluding sales	17.52	2.8	16.75	3.5	20.49	2.7
White collar	20.73	3.2	19.87	4.1	23.68	3.2
White collar excluding sales	21.59	2.8	20.91	3.7	23.68	3.2
Professional specialty and technical	24.07	2.7	21.88	3.7	29.81	3.1
Professional specialty	26.64	2.7	24.15	4.3	30.92	2.7
Engineers, architects, and surveyors	25.26	4.4	25.07	5.0	—	—
Electrical and electronic engineers	24.41	8.9	24.41	8.9	—	—
Engineers, n.e.c.	26.69	4.5	—	—	—	—
Mathematical and computer scientists	26.11	3.4	26.11	3.4	—	—
Computer systems analysts and scientists	26.11	3.4	26.11	3.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.30	5.3	20.80	6.2	24.27	6.1
Registered nurses	19.70	3.3	19.55	3.7	21.01	4.5
Teachers, college and university	32.50	11.2	—	—	39.88	8.6
Other post-secondary teachers	27.83	11.2	—	—	—	—
Teachers, except college and university	32.73	2.9	—	—	33.36	2.7
Elementary school teachers	34.30	2.9	—	—	34.30	2.9
Secondary school teachers	34.63	3.8	—	—	35.10	3.8
Teachers, special education	32.17	4.5	—	—	32.96	3.8
Teachers, n.e.c.	33.92	6.7	—	—	33.92	6.7
Vocational and educational counselors	25.82	8.7	—	—	26.47	15.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	31.42	4.3	—	—	—	—
Social, recreation, and religious workers	19.51	6.1	19.10	9.2	20.11	6.8
Social workers	18.86	4.8	17.54	5.2	20.38	6.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.31	14.1	19.53	14.4	—	—
Technical	18.03	4.5	18.29	4.6	14.11	8.3
Licensed practical nurses	13.32	2.3	13.09	3.1	13.98	1.8
Electrical and electronic technicians	16.25	8.3	—	—	—	—
Executive, administrative, and managerial	29.34	4.6	29.78	5.1	26.74	6.7
Executives, administrators, and managers	34.91	4.3	35.08	4.7	33.48	8.5
Financial managers	31.70	11.1	31.70	11.1	—	—
Managers, marketing, advertising, and public relations	33.75	6.1	33.75	6.1	—	—
Administrators, education and related fields	27.88	14.0	—	—	33.60	8.2
Managers, medicine and health	24.02	17.8	—	—	—	—
Managers and administrators, n.e.c.	38.97	5.4	39.20	5.6	—	—
Management related	20.47	3.6	20.29	4.4	21.19	4.2
Accountants and auditors	17.83	9.8	17.88	11.4	—	—
Other financial officers	18.39	6.7	17.61	7.8	—	—
Personnel, training, and labor relations specialists	18.03	3.6	—	—	—	—
Management related, n.e.c.	22.56	7.8	21.83	10.4	24.66	6.7
Sales	10.42	14.8	10.42	14.8	—	—
Cashiers	6.42	3.6	6.42	3.6	—	—
Administrative support, including clerical	12.10	3.6	11.77	4.0	12.98	7.5
Secretaries	12.09	5.0	11.85	5.4	14.65	7.3
Typists	11.34	4.4	—	—	11.64	4.3
Order clerks	14.67	10.0	14.67	10.0	—	—
Library clerks	12.34	7.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.96	5.4	11.43	6.3	13.93	3.9
Billing clerks	11.24	4.7	11.24	4.7	—	—
Mail clerks, except postal service	9.51	7.9	—	—	—	—
Dispatchers	11.27	1.2	—	—	—	—
Traffic, shipping and receiving clerks	9.18	6.5	9.18	6.5	—	—
Stock and inventory clerks	12.98	8.3	—	—	—	—
Insurance adjusters, examiners, and investigators	11.72	16.0	11.72	16.0	—	—

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, Rochester, NY, 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						
General office clerks	\$10.95	4.5	\$10.25	5.4	\$12.10	6.1
Data entry keyers	11.55	4.4	—	—	—	—
Teachers' aides	8.35	2.5	—	—	8.35	2.5
Administrative support, n.e.c.	9.77	8.7	9.92	10.2	9.01	4.7
Blue collar	14.29	4.4	14.29	4.7	14.31	3.4
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	17.43	6.2	17.61	6.9	16.18	2.3
Mechanics and repairers, n.e.c.	17.75	4.2	—	—	—	—
Supervisors, production	—	—	—	—	15.05	6.2
Supervisors, production	20.31	4.6	20.31	4.6	—	—
Machine operators, assemblers, and inspectors						
Fabricating machine operators, n.e.c.	13.63	5.1	13.64	5.1	—	—
Miscellaneous machine operators, n.e.c.	12.80	11.4	12.80	11.4	—	—
Assemblers	14.46	7.9	14.46	7.9	—	—
Production inspectors, checkers and examiners ..	10.96	12.6	10.96	12.6	—	—
Production inspectors, checkers and examiners ..	13.49	13.9	13.49	13.9	—	—
Transportation and material moving						
Truck drivers	12.79	7.2	12.48	14.2	13.11	4.2
Truck drivers	10.68	9.4	—	—	12.50	9.1
Bus drivers	13.24	9.2	—	—	13.10	4.2
Handlers, equipment cleaners, helpers, and laborers						
Production helpers	10.15	7.4	9.96	8.1	11.71	10.9
Stock handlers and baggers	10.55	11.8	10.55	11.8	—	—
Freight, stock, and material handlers, n.e.c.	8.24	20.9	8.24	20.9	—	—
Hand packers and packagers	10.97	17.6	10.97	17.6	—	—
Laborers, except construction, n.e.c.	8.06	4.8	8.06	4.8	—	—
Laborers, except construction, n.e.c.	9.81	17.6	—	—	9.26	13.1
Service						
Protective service	11.16	5.4	8.78	4.6	16.04	4.2
Police and detectives, public service	17.03	6.0	11.43	4.9	20.34	4.2
Guards and police, except public service	22.54	8.6	—	—	22.54	8.6
Food service	11.69	4.7	11.43	4.9	—	—
Waiters, waitresses, and bartenders	7.71	4.7	7.53	4.4	9.52	6.8
Other food service	9.33	13.3	9.43	13.5	—	—
Kitchen workers, food preparation	7.41	2.5	7.15	1.5	9.71	6.9
Food preparation, n.e.c.	8.68	7.4	—	—	—	—
Health service	7.27	2.9	7.17	3.0	8.35	8.6
Health aides, except nursing	10.34	3.2	9.20	2.7	13.30	6.6
Nursing aides, orderlies and attendants	14.06	6.8	—	—	—	—
Cleaning and building service	9.29	2.6	9.22	3.0	9.75	2.0
Janitors and cleaners	10.12	6.7	8.86	10.1	12.20	5.3
Personal service	9.81	6.8	8.32	9.4	12.19	5.5
Personal service	10.35	15.1	8.63	2.1	14.61	23.8

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Rochester, NY, 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	\$17.92	2.8	\$17.11	3.5	\$21.23	2.7
All excluding sales	18.11	2.8	17.30	3.5	21.23	2.7
White collar	21.55	3.1	20.70	3.9	24.42	3.3
White collar excluding sales	22.13	2.9	21.39	3.7	24.42	3.3
Professional specialty and technical	24.64	2.6	22.37	3.6	30.41	3.1
Professional specialty	27.08	2.8	24.53	4.5	31.32	2.7
Engineers, architects, and surveyors	25.26	4.4	25.07	5.0	—	—
Electrical and electronic engineers	24.41	8.9	24.41	8.9	—	—
Engineers, n.e.c.	26.69	4.5	—	—	—	—
Mathematical and computer scientists	26.11	3.4	26.11	3.4	—	—
Computer systems analysts and scientists	26.11	3.4	26.11	3.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.62	6.3	21.23	7.3	24.05	6.3
Registered nurses	19.98	3.9	19.79	4.4	21.56	4.3
Teachers, college and university	32.50	11.2	—	—	39.88	8.6
Other post-secondary teachers	27.83	11.2	—	—	—	—
Teachers, except college and university	33.16	2.9	—	—	33.82	2.7
Elementary school teachers	34.53	2.8	—	—	34.53	2.8
Secondary school teachers	34.75	3.7	—	—	35.10	3.8
Teachers, special education	32.17	4.5	—	—	32.96	3.8
Teachers, n.e.c.	33.94	6.7	—	—	33.94	6.7
Vocational and educational counselors	25.82	8.7	—	—	26.47	15.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	32.27	4.6	—	—	—	—
Social, recreation, and religious workers	19.67	6.2	19.35	9.7	20.11	6.8
Social workers	19.02	5.0	17.71	6.0	20.38	6.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.33	14.1	19.53	14.4	—	—
Technical	18.70	4.2	18.91	4.3	15.11	5.6
Clinical laboratory technologists and technicians	14.13	4.4	14.13	4.4	—	—
Licensed practical nurses	13.14	2.2	12.68	1.7	—	—
Electrical and electronic technicians	16.25	8.3	—	—	—	—
Executive, administrative, and managerial	29.39	4.6	29.79	5.1	26.98	6.8
Executives, administrators, and managers	35.01	4.3	35.12	4.7	34.13	8.3
Financial managers	31.70	11.1	31.70	11.1	—	—
Managers, marketing, advertising, and public relations	33.75	6.1	33.75	6.1	—	—
Administrators, education and related fields	27.88	14.0	—	—	33.60	8.2
Managers and administrators, n.e.c.	38.97	5.4	39.20	5.6	—	—
Management related	20.45	3.6	20.29	4.4	21.11	4.3
Accountants and auditors	17.83	9.8	17.88	11.4	—	—
Other financial officers	18.22	6.9	17.61	7.8	—	—
Personnel, training, and labor relations specialists	18.03	3.6	—	—	—	—
Management related, n.e.c.	22.56	7.8	21.83	10.4	24.66	6.7
Sales	12.12	18.3	12.12	18.3	—	—
Administrative support, including clerical	12.39	3.8	12.02	4.2	13.43	8.0
Secretaries	12.40	5.3	12.18	5.8	14.70	7.8
Typists	11.36	4.5	—	—	11.71	4.4
Order clerks	15.05	10.3	15.05	10.3	—	—
Bookkeepers, accounting and auditing clerks	11.96	5.4	11.43	6.3	13.93	3.9
Billing clerks	11.24	4.7	11.24	4.7	—	—
Mail clerks, except postal service	9.51	7.9	—	—	—	—
Traffic, shipping and receiving clerks	9.18	6.5	9.18	6.5	—	—
Stock and inventory clerks	12.98	8.3	—	—	—	—
Insurance adjusters, examiners, and investigators	11.72	16.0	11.72	16.0	—	—
Investigators and adjusters, except insurance	13.47	8.4	13.47	8.4	—	—
General office clerks	11.12	4.6	10.38	5.5	12.45	6.3
Data entry keyers	11.55	4.4	—	—	—	—

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, Rochester, NY, 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						
Teachers' aides	\$8.34	2.7	–	–	\$8.34	2.7
Administrative support, n.e.c.	11.37	8.7	\$11.48	9.2	–	–
Blue collar	14.45	4.4	14.44	4.7	14.58	3.5
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	17.50	6.0	17.69	6.8	16.18	2.3
Mechanics and repairers, n.e.c.	17.75	4.2	–	–	–	–
Supervisors, production	–	–	–	–	15.05	6.2
Supervisors, production	20.31	4.6	20.31	4.6	–	–
Machine operators, assemblers, and inspectors						
Fabricating machine operators, n.e.c.	13.64	5.1	13.65	5.1	–	–
Miscellaneous machine operators, n.e.c.	12.80	11.4	12.80	11.4	–	–
Assemblers	14.46	7.9	14.46	7.9	–	–
Production inspectors, checkers and examiners ..	10.96	12.6	10.96	12.6	–	–
Production inspectors, checkers and examiners ..	13.49	13.9	13.49	13.9	–	–
Transportation and material moving						
Truck drivers	13.04	8.0	12.62	14.4	13.61	4.6
Bus drivers	11.07	10.8	–	–	13.34	7.2
Bus drivers	13.26	10.8	–	–	13.10	5.6
Handlers, equipment cleaners, helpers, and laborers						
Production helpers	10.59	6.9	10.42	7.7	11.81	11.3
Freight, stock, and material handlers, n.e.c.	10.55	11.8	10.55	11.8	–	–
Hand packers and packagers	11.14	18.3	11.14	18.3	–	–
Laborers, except construction, n.e.c.	8.29	4.2	8.29	4.2	–	–
Laborers, except construction, n.e.c.	9.83	18.2	–	–	–	–
Service						
Protective service	12.14	4.7	9.39	3.9	16.82	3.9
Police and detectives, public service	17.50	6.0	–	–	20.67	4.1
Guards and police, except public service	22.54	8.6	–	–	22.54	8.6
Food service	12.01	3.6	–	–	–	–
Other food service	8.46	4.8	8.25	4.4	10.63	8.4
Food preparation, n.e.c.	8.03	2.4	7.75	1.2	10.90	8.3
Health service	7.83	1.8	7.78	1.7	–	–
Health aides, except nursing	10.72	3.6	9.39	2.9	13.83	5.4
Nursing aides, orderlies and attendants	14.18	6.8	–	–	–	–
Cleaning and building service	9.52	2.8	9.42	3.1	–	–
Janitors and cleaners	10.78	5.6	9.58	9.6	12.36	5.4
Personal service	10.47	5.8	8.94	9.5	12.36	5.7
Personal service	10.90	16.5	–	–	–	–

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

² 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Rochester, NY, 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	\$9.26	5.2	\$8.79	5.9	\$11.36	7.0
All excluding sales	9.75	5.7	9.30	6.8	11.36	7.0
White collar	11.06	6.2	10.54	7.1	13.27	10.6
White collar excluding sales	13.01	5.9	12.92	7.0	13.27	10.6
Professional specialty and technical	16.25	8.0	15.72	8.9	18.36	15.3
Professional specialty	19.53	5.3	18.95	4.8	21.25	13.2
Health related	19.78	5.7	18.74	4.3	—	—
Registered nurses	18.35	3.8	18.44	4.1	—	—
Teachers, except college and university	16.70	21.7	—	—	16.92	22.4
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	11.35	11.4	11.57	12.8	—	—
Licensed practical nurses	13.78	6.2	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	6.71	8.3	6.71	8.3	—	—
Administrative support, including clerical	8.89	6.3	8.70	9.2	9.27	6.0
Secretaries	9.92	3.9	—	—	—	—
Blue collar	8.35	9.3	7.15	10.4	11.56	7.9
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.45	7.6	—	—	11.79	8.4
Bus drivers	13.10	6.4	—	—	13.10	6.4
Handlers, equipment cleaners, helpers, and laborers	6.32	6.4	6.19	5.9	—	—
Service	7.05	5.0	6.89	5.4	7.96	5.6
Protective service	—	—	—	—	—	—
Food service	6.43	6.2	6.27	6.1	7.87	9.8
Waiters, waitresses, and bartenders	7.34	11.1	7.35	11.3	—	—
Other food service	6.07	4.8	5.80	3.4	7.93	10.3
Food preparation, n.e.c.	6.01	6.6	—	—	8.08	10.5
Health service	8.40	4.4	8.39	5.1	—	—
Nursing aides, orderlies and attendants	8.43	4.5	8.42	5.2	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	6.81	5.1	—	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Rochester, NY, 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	\$704	2.8	39.3	\$683	3.5	39.9	\$785	2.6	37.0
All excluding sales	711	2.7	39.3	691	3.5	39.9	785	2.6	37.0
White collar	840	3.1	39.0	826	4.0	39.9	882	3.1	36.1
White collar excluding sales	861	2.9	38.9	854	3.8	39.9	882	3.1	36.1
Professional specialty and technical	950	2.4	38.5	887	3.4	39.6	1,096	2.8	36.0
Professional specialty	1,029	2.6	38.0	967	4.3	39.4	1,123	2.5	35.9
Engineers, architects, and surveyors	1,003	4.4	39.7	1,003	5.0	40.0	-	-	-
Electrical and electronic engineers	976	8.9	40.0	976	8.9	40.0	-	-	-
Engineers, n.e.c.	1,062	4.5	39.8	-	-	-	-	-	-
Mathematical and computer scientists	1,044	3.4	40.0	1,044	3.4	40.0	-	-	-
Computer systems analysts and scientists	1,044	3.4	40.0	1,044	3.4	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	854	6.4	39.5	851	7.5	40.1	866	4.0	36.0
Registered nurses	786	3.9	39.3	785	4.4	39.7	794	2.8	36.8
Teachers, college and university	1,159	7.4	35.6	-	-	-	1,450	9.1	36.4
Other post-secondary teachers	1,062	7.9	38.2	-	-	-	-	-	-
Teachers, except college and university	1,189	2.5	35.8	-	-	-	1,205	2.4	35.6
Elementary school teachers ...	1,223	2.2	35.4	-	-	-	1,223	2.2	35.4
Secondary school teachers ...	1,239	3.5	35.7	-	-	-	1,253	3.5	35.7
Teachers, special education ...	1,067	3.5	33.2	-	-	-	1,090	2.9	33.1
Teachers, n.e.c.	1,273	6.8	37.5	-	-	-	1,273	6.8	37.5
Vocational and educational counselors	976	8.5	37.8	-	-	-	958	14.7	36.2
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	1,136	8.1	35.2	-	-	-	-	-	-
Social, recreation, and religious workers	735	7.0	37.4	737	11.1	38.1	732	7.3	36.4
Social workers	703	5.6	37.0	663	7.9	37.4	743	7.2	36.5
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	764	13.6	39.5	772	13.9	39.5	-	-	-
Technical	747	4.2	39.9	756	4.3	40.0	592	6.4	39.2
Clinical laboratory technologists and technicians	563	4.7	39.8	563	4.7	39.8	-	-	-
Licensed practical nurses	520	1.8	39.6	507	1.7	40.0	-	-	-
Electrical and electronic technicians	650	8.3	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,178	4.8	40.1	1,209	5.3	40.6	1,005	7.3	37.3
Executives, administrators, and managers	1,426	4.7	40.7	1,442	5.0	41.0	1,300	8.9	38.1
Financial managers	1,341	12.8	42.3	1,341	12.8	42.3	-	-	-
Managers, marketing, advertising, and public relations	1,350	6.1	40.0	1,350	6.1	40.0	-	-	-
Administrators, education and related fields	1,102	13.6	39.5	-	-	-	1,318	8.4	39.2
Managers and administrators, n.e.c.	1,578	5.8	40.5	1,592	6.0	40.6	-	-	-
Management related	800	3.7	39.1	808	4.4	39.8	773	4.6	36.6

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, Rochester, NY, 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Accountants and auditors	\$696	10.2	39.0	\$710	11.6	39.7	—	—	—
Other financial officers	714	6.6	39.2	705	7.8	40.0	—	—	—
Personnel, training, and labor relations specialists	686	3.7	38.0	—	—	—	—	—	—
Management related, n.e.c.	881	7.7	39.0	873	10.4	40.0	\$901	7.6	36.5
Sales	484	18.3	40.0	484	18.3	40.0	—	—	—
Administrative support, including clerical	479	3.7	38.6	477	4.2	39.7	481	8.0	35.8
Secretaries	480	5.4	38.7	474	5.9	38.9	535	7.4	36.4
Typists	427	3.5	37.6	—	—	—	435	3.5	37.2
Order clerks	602	10.3	40.0	602	10.3	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	470	5.1	39.3	456	6.2	39.9	518	4.3	37.2
Billing clerks	447	5.0	39.8	447	5.0	39.8	—	—	—
Mail clerks, except postal service	378	7.8	39.8	—	—	—	—	—	—
Traffic, shipping and receiving clerks	367	6.5	40.0	367	6.5	40.0	—	—	—
Stock and inventory clerks	511	8.8	39.3	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	469	16.0	40.0	469	16.0	40.0	—	—	—
Investigators and adjusters, except insurance	539	8.4	40.0	539	8.4	40.0	—	—	—
General office clerks	439	4.3	39.5	414	5.5	39.9	481	5.4	38.7
Data entry keyers	442	3.9	38.3	—	—	—	—	—	—
Teachers' aides	268	3.9	32.1	—	—	—	268	3.9	32.1
Administrative support, n.e.c.	448	8.9	39.4	457	9.2	39.8	—	—	—
Blue collar	575	4.4	39.8	578	4.7	40.0	548	4.2	37.6
Precision production, craft, and repair	699	6.1	40.0	708	6.8	40.0	638	2.4	39.4
Bus, truck, and stationary engine mechanics	710	4.2	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	—	—	—	—	—	—	576	6.9	38.3
Supervisors, production	816	4.6	40.2	816	4.6	40.2	—	—	—
Machine operators, assemblers, and inspectors	545	5.1	40.0	546	5.1	40.0	—	—	—
Fabricating machine operators, n.e.c.	512	11.4	40.0	512	11.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	578	7.9	40.0	578	7.9	40.0	—	—	—
Assemblers	438	12.6	40.0	438	12.6	40.0	—	—	—
Production inspectors, checkers and examiners ...	539	13.9	40.0	539	13.9	40.0	—	—	—
Transportation and material moving	475	9.6	36.5	505	14.4	40.0	442	7.8	32.5
Truck drivers	440	10.6	39.7	—	—	—	527	7.3	39.5
Bus drivers	463	14.3	34.9	—	—	—	359	8.3	27.4
Handlers, equipment cleaners, helpers, and laborers	423	6.9	40.0	417	7.7	40.0	472	11.3	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, Rochester, NY, 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									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Production helpers	\$422	11.8	40.0	\$422	11.8	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	446	18.3	40.0	446	18.3	40.0	—	—	—
Hand packers and packagers	332	4.2	40.0	332	4.2	40.0	—	—	—
Laborers, except construction, n.e.c.	393	18.2	40.0	—	—	—	—	—	—
Service	477	4.8	39.3	372	4.4	39.6	\$653	4.0	38.8
Protective service	697	6.0	39.8	—	—	—	821	4.0	39.7
Police and detectives, public service	901	8.6	40.0	—	—	—	901	8.6	40.0
Guards and police, except public service	479	3.5	39.9	—	—	—	—	—	—
Food service	329	5.9	38.8	326	6.4	39.5	349	10.3	32.8
Other food service	312	4.4	38.8	306	4.4	39.5	360	10.3	33.0
Food preparation, n.e.c.	310	4.0	39.6	310	4.0	39.9	—	—	—
Health service	418	3.6	39.0	370	3.3	39.4	527	4.7	38.2
Health aides, except nursing ..	538	6.1	37.9	—	—	—	—	—	—
Nursing aides, orderlies and attendants	375	3.2	39.4	370	3.5	39.3	—	—	—
Cleaning and building service	427	5.6	39.6	380	9.8	39.7	489	5.5	39.6
Janitors and cleaners	414	5.9	39.6	354	9.6	39.6	489	5.7	39.5
Personal service	428	15.6	39.3	—	—	—	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Rochester, NY, 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	\$35,663	2.8	1,990	\$35,402	3.5	2,070	\$36,538	2.6	1,721
All excluding sales	35,979	2.7	1,987	35,806	3.5	2,069	36,538	2.6	1,721
White collar	41,779	3.1	1,938	42,725	4.0	2,064	39,300	3.1	1,609
White collar excluding sales	42,718	2.9	1,931	44,125	3.8	2,063	39,300	3.1	1,609
Professional specialty and technical	45,432	2.4	1,844	45,482	3.4	2,033	45,339	2.8	1,491
Professional specialty	47,731	2.6	1,763	49,182	4.3	2,005	45,963	2.5	1,468
Engineers, architects, and surveyors	52,134	4.4	2,064	52,138	5.0	2,080	-	-	-
Electrical and electronic engineers	50,763	8.9	2,080	50,763	8.9	2,080	-	-	-
Engineers, n.e.c.	55,227	4.5	2,069	-	-	-	-	-	-
Mathematical and computer scientists	54,310	3.4	2,080	54,310	3.4	2,080	-	-	-
Computer systems analysts and scientists	54,310	3.4	2,080	54,310	3.4	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	43,699	6.4	2,021	44,272	7.5	2,086	40,834	4.0	1,698
Registered nurses	40,871	3.9	2,045	40,816	4.4	2,063	41,281	2.8	1,914
Teachers, college and university	48,147	7.4	1,481	-	-	-	52,816	9.1	1,324
Other post-secondary teachers	48,504	7.9	1,743	-	-	-	-	-	-
Teachers, except college and university	46,791	2.5	1,411	-	-	-	46,893	2.4	1,387
Elementary school teachers ...	47,148	2.2	1,366	-	-	-	47,148	2.2	1,366
Secondary school teachers ...	47,515	3.5	1,367	-	-	-	48,223	3.5	1,374
Teachers, special education ...	41,577	3.5	1,292	-	-	-	42,594	2.9	1,292
Teachers, n.e.c.	49,657	6.8	1,463	-	-	-	49,657	6.8	1,463
Vocational and educational counselors	45,222	8.5	1,752	-	-	-	40,983	14.7	1,548
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	49,879	8.1	1,545	-	-	-	-	-	-
Social, recreation, and religious workers	38,059	7.0	1,935	38,341	11.1	1,981	37,698	7.3	1,875
Social workers	36,373	5.6	1,912	34,477	7.9	1,947	38,259	7.2	1,877
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	39,314	13.6	2,034	40,121	13.9	2,055	-	-	-
Technical	38,836	4.2	2,077	39,309	4.3	2,079	30,777	6.4	2,037
Clinical laboratory technologists and technicians	29,268	4.7	2,071	29,268	4.7	2,071	-	-	-
Licensed practical nurses	27,047	1.8	2,059	26,368	1.7	2,080	-	-	-
Electrical and electronic technicians	33,801	8.3	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	61,206	4.8	2,082	62,894	5.3	2,111	51,938	7.3	1,925
Executives, administrators, and managers	74,014	4.7	2,114	74,958	5.0	2,135	66,618	8.9	1,952
Financial managers	69,710	12.8	2,199	69,710	12.8	2,199	-	-	-
Managers, marketing, advertising, and public relations	70,210	6.1	2,080	70,210	6.1	2,080	-	-	-
Administrators, education and related fields	55,794	13.6	2,001	-	-	-	65,556	8.4	1,951
Managers and administrators, n.e.c.	82,036	5.8	2,105	82,799	6.0	2,112	-	-	-
Management related	41,606	3.7	2,034	41,995	4.4	2,070	40,196	4.6	1,904

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, Rochester, NY, 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Accountants and auditors	\$36,208	10.2	2,030	\$36,911	11.6	2,065	—	—	—
Other financial officers	37,135	6.6	2,038	36,635	7.8	2,080	—	—	—
Personnel, training, and labor relations specialists	35,653	3.7	1,978	—	—	—	—	—	—
Management related, n.e.c.	45,806	7.7	2,030	45,410	10.4	2,080	\$46,848	7.6	1,900
Sales	25,191	18.3	2,078	25,191	18.3	2,078	—	—	—
Administrative support, including clerical	24,270	3.7	1,958	24,825	4.2	2,065	22,991	8.0	1,712
Secretaries	24,957	5.4	2,012	24,653	5.9	2,025	27,832	7.4	1,893
Typists	22,205	3.5	1,955	—	—	—	22,642	3.5	1,934
Order clerks	31,294	10.3	2,080	31,294	10.3	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	24,416	5.1	2,041	23,694	6.2	2,072	26,920	4.3	1,933
Billing clerks	23,227	5.0	2,067	23,227	5.0	2,067	—	—	—
Mail clerks, except postal service	19,598	7.8	2,060	—	—	—	—	—	—
Traffic, shipping and receiving clerks	19,104	6.5	2,080	19,104	6.5	2,080	—	—	—
Stock and inventory clerks	26,551	8.8	2,045	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	24,376	16.0	2,080	24,376	16.0	2,080	—	—	—
Investigators and adjusters, except insurance	28,020	8.4	2,080	28,020	8.4	2,080	—	—	—
General office clerks	22,590	4.3	2,031	21,544	5.5	2,075	24,362	5.4	1,957
Data entry keyers	22,979	3.9	1,990	—	—	—	—	—	—
Teachers' aides	10,436	3.9	1,251	—	—	—	10,436	3.9	1,251
Administrative support, n.e.c.	23,145	8.9	2,036	23,786	9.2	2,071	—	—	—
Blue collar	29,768	4.4	2,060	30,032	4.7	2,080	26,915	4.2	1,846
Precision production, craft, and repair	36,275	6.1	2,073	36,835	6.8	2,082	32,532	2.4	2,011
Bus, truck, and stationary engine mechanics	34,975	4.2	1,970	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	—	—	—	—	—	—	28,586	6.9	1,899
Supervisors, production	42,438	4.6	2,090	42,438	4.6	2,090	—	—	—
Machine operators, assemblers, and inspectors	28,356	5.1	2,079	28,371	5.1	2,079	—	—	—
Fabricating machine operators, n.e.c.	26,614	11.4	2,080	26,614	11.4	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	30,079	7.9	2,080	30,079	7.9	2,080	—	—	—
Assemblers	22,798	12.6	2,080	22,798	12.6	2,080	—	—	—
Production inspectors, checkers and examiners ...	28,052	13.9	2,080	28,052	13.9	2,080	—	—	—
Transportation and material moving	22,759	9.6	1,746	26,250	14.4	2,080	19,445	7.8	1,429
Truck drivers	22,872	10.6	2,065	—	—	—	27,419	7.3	2,055
Bus drivers	21,324	14.3	1,608	—	—	—	14,183	8.3	1,083
Handlers, equipment cleaners, helpers, and laborers	22,017	6.9	2,080	21,678	7.7	2,080	24,567	11.3	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, Rochester, NY, 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									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Production helpers	\$21,954	11.8	2,080	\$21,954	11.8	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	23,169	18.3	2,080	23,169	18.3	2,080	—	—	—
Hand packers and packagers	17,251	4.2	2,080	17,251	4.2	2,080	—	—	—
Laborers, except construction, n.e.c.	20,455	18.2	2,080	—	—	—	—	—	—
Service	24,670	4.8	2,032	19,345	4.4	2,060	\$33,410	4.0	1,986
Protective service	36,193	6.0	2,068	—	—	—	42,618	4.0	2,062
Police and detectives, public service	46,876	8.6	2,080	—	—	—	46,876	8.6	2,080
Guards and police, except public service	24,910	3.5	2,074	—	—	—	—	—	—
Food service	16,674	5.9	1,971	16,968	6.4	2,056	14,611	10.3	1,375
Other food service	15,820	4.4	1,971	15,905	4.4	2,054	15,234	10.3	1,397
Food preparation, n.e.c.	15,926	4.0	2,034	16,143	4.0	2,075	—	—	—
Health service	21,738	3.6	2,027	19,223	3.3	2,047	27,427	4.7	1,984
Health aides, except nursing ..	27,964	6.1	1,973	—	—	—	—	—	—
Nursing aides, orderlies and attendants	19,485	3.2	2,047	19,262	3.5	2,044	—	—	—
Cleaning and building service	22,212	5.6	2,060	19,753	9.8	2,063	25,434	5.5	2,057
Janitors and cleaners	21,544	5.9	2,058	18,413	9.6	2,061	25,411	5.7	2,055
Personal service	22,082	15.6	2,025	—	—	—	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Rochester, NY, 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	\$17.23	2.9	\$16.42	3.6	\$20.49	2.7
All excluding sales	17.52	2.8	16.75	3.5	20.49	2.7
White collar	20.73	3.2	19.87	4.1	23.68	3.2
1	7.37	6.9	6.42	1.8	10.51	6.4
2	7.72	9.4	7.31	9.6	9.37	4.0
3	9.90	2.9	9.70	3.1	10.38	5.5
4	11.73	4.1	11.55	5.3	12.45	3.3
5	13.79	5.0	13.02	4.6	17.08	11.8
6	15.20	3.6	14.88	4.1	16.20	7.0
7	17.88	3.8	17.17	3.7	23.57	11.9
8	21.76	4.7	20.18	2.4	27.00	12.1
9	26.77	3.3	21.53	4.1	31.48	2.8
10	27.70	3.5	26.81	3.7	32.23	5.3
11	28.09	3.5	27.44	4.0	31.76	5.1
12	36.31	4.3	35.85	4.5	42.86	8.3
13	41.78	2.8	41.91	2.9	-	-
Not able to be leveled	39.31	19.4	40.67	18.0	-	-
White collar excluding sales	21.59	2.8	20.91	3.7	23.68	3.2
1	8.80	8.2	6.94	4.6	10.51	6.4
2	8.91	3.5	8.67	5.0	9.37	4.0
3	10.00	2.9	9.83	3.2	10.38	5.5
4	11.86	3.8	11.68	5.0	12.45	3.3
5	13.84	5.4	12.99	5.0	17.08	11.8
6	15.18	3.7	14.85	4.2	16.20	7.0
7	17.77	3.8	17.05	3.7	23.57	11.9
8	21.83	4.9	20.12	2.3	27.00	12.1
9	26.77	3.3	21.53	4.1	31.48	2.8
10	27.44	3.4	26.46	3.5	32.23	5.3
11	27.86	3.5	27.16	4.0	31.76	5.1
12	36.30	4.3	35.85	4.5	42.86	8.3
13	41.78	2.8	41.91	2.9	-	-
Not able to be leveled	39.31	19.4	40.67	18.0	-	-
Professional specialty and technical	24.07	2.7	21.88	3.7	29.81	3.1
Professional specialty	26.64	2.7	24.15	4.3	30.92	2.7
5	14.34	6.0	14.36	6.8	14.20	12.9
6	17.47	6.0	-	-	18.40	6.7
7	19.53	4.7	18.95	5.7	22.32	6.5
8	23.10	7.8	19.79	3.1	30.16	10.7
9	30.32	3.1	23.85	6.3	32.28	3.0
10	28.79	4.5	-	-	33.16	4.2
11	27.40	3.2	26.20	3.8	31.87	5.8
12	32.49	8.1	32.18	8.2	-	-
Engineers, architects, and surveyors	25.26	4.4	25.07	5.0	-	-
11	26.73	10.4	26.73	10.4	-	-
Electrical and electronic engineers	24.41	8.9	24.41	8.9	-	-
Engineers, n.e.c.	26.69	4.5	-	-	-	-
Mathematical and computer scientists	26.11	3.4	26.11	3.4	-	-
9	25.73	7.7	25.73	7.7	-	-
Computer systems analysts and scientists	26.11	3.4	26.11	3.4	-	-
9	25.73	7.7	25.73	7.7	-	-
Natural scientists	-	-	-	-	-	-
Health related	21.30	5.3	20.80	6.2	24.27	6.1
7	17.66	2.0	17.66	2.0	-	-
8	19.13	3.0	18.65	2.6	-	-
9	22.17	5.5	-	-	23.93	7.0
11	21.27	7.8	21.15	8.1	-	-
Registered nurses	19.70	3.3	19.55	3.7	21.01	4.5
7	17.90	1.6	17.90	1.6	-	-
8	19.02	3.7	18.56	3.4	-	-
9	21.12	5.7	-	-	-	-
Teachers, college and university	32.50	11.2	-	-	39.88	8.6
Other post-secondary teachers	27.83	11.2	-	-	-	-
Teachers, except college and university	32.73	2.9	-	-	33.36	2.7
8	30.58	13.7	-	-	35.58	6.3

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, Rochester, NY, 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						
Teachers, except college and university —Continued						
9	\$33.58	3.1	—	—	\$33.58	3.1
11	32.28	8.1	—	—	32.28	8.1
Elementary school teachers	34.30	2.9	—	—	34.30	2.9
9	34.58	3.0	—	—	34.58	3.0
Secondary school teachers	34.63	3.8	—	—	35.10	3.8
9	34.46	4.2	—	—	34.46	4.2
Teachers, special education	32.17	4.5	—	—	32.96	3.8
9	32.42	4.6	—	—	32.42	4.6
Teachers, n.e.c.	33.92	6.7	—	—	33.92	6.7
9	34.66	5.0	—	—	34.66	5.0
Vocational and educational counselors	25.82	8.7	—	—	26.47	15.7
9	25.15	19.0	—	—	25.15	19.0
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	31.42	4.3	—	—	—	—
Social, recreation, and religious workers	19.51	6.1	\$19.10	9.2	20.11	6.8
6	16.96	10.5	—	—	—	—
7	18.90	11.4	—	—	21.64	9.4
Social workers	18.86	4.8	17.54	5.2	20.38	6.5
7	19.68	11.7	—	—	21.64	9.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.31	14.1	19.53	14.4	—	—
Technical	18.03	4.5	18.29	4.6	14.11	8.3
4	13.78	6.8	13.96	6.5	—	—
5	13.33	1.7	13.21	1.8	—	—
6	14.58	5.7	14.68	7.0	—	—
7	15.66	3.5	15.66	3.5	—	—
8	18.21	3.8	18.75	3.7	—	—
Licensed practical nurses	13.32	2.3	13.09	3.1	13.98	1.8
5	13.69	2.2	—	—	—	—
Electrical and electronic technicians	16.25	8.3	—	—	—	—
Executive, administrative, and managerial						
5	29.34	4.6	29.78	5.1	26.74	6.7
6	15.55	2.3	15.36	2.4	—	—
7	16.58	7.3	—	—	—	—
8	16.51	8.1	—	—	18.65	4.2
9	20.86	3.4	20.81	3.7	—	—
10	22.19	7.6	20.39	12.2	24.81	3.2
11	28.23	7.2	26.99	9.2	—	—
12	28.66	7.8	28.54	8.2	—	—
13	38.52	3.4	38.14	3.6	42.31	9.6
Executives, administrators, and managers	42.55	1.9	—	—	—	—
8	34.91	4.3	35.08	4.7	33.48	8.5
10	20.57	2.4	20.35	2.1	—	—
11	30.09	5.7	29.36	7.1	—	—
12	34.17	9.2	34.33	9.7	—	—
13	38.74	3.5	38.28	3.6	—	—
Financial managers	42.55	1.9	—	—	—	—
Managers, marketing, advertising, and public relations	31.70	11.1	31.70	11.1	—	—
Administrators, education and related fields	33.75	6.1	33.75	6.1	—	—
Managers, medicine and health	27.88	14.0	—	—	33.60	8.2
Managers and administrators, n.e.c.	24.02	17.8	—	—	—	—
11	38.97	5.4	39.20	5.6	—	—
12	39.13	8.1	39.13	8.1	—	—
Management related	42.53	4.3	—	—	—	—
5	20.47	3.6	20.29	4.4	21.19	4.2
7	15.89	1.5	15.72	1.5	—	—
8	17.71	8.3	—	—	18.65	4.2
8	21.15	6.3	21.36	7.4	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Rochester, NY, 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						
Executive, administrative, and managerial —Continued						
Management related —Continued						
9	\$21.65	9.0	\$20.40	12.8	—	—
Accountants and auditors	17.83	9.8	17.88	11.4	—	—
Other financial officers	18.39	6.7	17.61	7.8	—	—
Personnel, training, and labor relations specialists	18.03	3.6	—	—	—	—
Management related, n.e.c.	22.56	7.8	21.83	10.4	\$24.66	6.7
Sales						
1	10.42	14.8	10.42	14.8	—	—
4	6.21	2.9	6.21	2.9	—	—
10.89	17.4	10.89	17.4	—	—	
Cashiers	6.42	3.6	6.42	3.6	—	—
1	6.23	2.9	6.23	2.9	—	—
Administrative support, including clerical						
1	12.10	3.6	11.77	4.0	12.98	7.5
2	8.80	8.2	6.94	4.6	10.51	6.4
3	9.01	3.6	8.80	5.4	9.37	4.0
4	10.05	2.9	9.84	3.3	10.48	5.5
5	11.54	3.9	11.19	5.1	12.50	3.4
6	13.31	9.8	11.60	8.5	18.14	15.8
7	14.00	4.0	14.09	4.4	13.64	9.1
17.69	9.0	16.46	6.5	—	—	
Secretaries	12.09	5.0	11.85	5.4	14.65	7.3
4	11.04	4.2	10.73	4.5	—	—
5	12.93	6.8	—	—	—	—
6	15.09	7.8	—	—	—	—
Typists	11.34	4.4	—	—	11.64	4.3
3	11.84	6.6	—	—	11.84	6.6
4	11.29	5.5	—	—	—	—
Order clerks	14.67	10.0	14.67	10.0	—	—
Library clerks	12.34	7.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.96	5.4	11.43	6.3	13.93	3.9
Billing clerks	11.24	4.7	11.24	4.7	—	—
Mail clerks, except postal service	9.51	7.9	—	—	—	—
Dispatchers	11.27	1.2	—	—	—	—
Traffic, shipping and receiving clerks	9.18	6.5	9.18	6.5	—	—
Stock and inventory clerks	12.98	8.3	—	—	—	—
Insurance adjusters, examiners, and investigators	11.72	16.0	11.72	16.0	—	—
General office clerks	10.95	4.5	10.25	5.4	12.10	6.1
2	8.58	3.5	—	—	—	—
3	10.44	6.3	10.22	7.2	—	—
4	12.28	7.8	—	—	—	—
Data entry keyers	11.55	4.4	—	—	—	—
Teachers' aides	8.35	2.5	—	—	8.35	2.5
2	8.45	3.7	—	—	8.45	3.7
3	8.03	2.9	—	—	8.03	2.9
Administrative support, n.e.c.	9.77	8.7	9.92	10.2	9.01	4.7
Blue collar						
1	14.29	4.4	14.29	4.7	14.31	3.4
2	7.02	5.2	6.77	4.4	—	—
3	9.96	7.6	9.80	7.8	12.36	11.4
4	11.11	5.8	10.97	6.1	13.07	3.5
5	13.03	5.6	12.99	6.0	13.55	8.1
6	14.27	4.8	14.20	5.5	14.81	3.0
7	14.75	3.0	14.68	3.1	—	—
8	17.19	2.5	—	—	16.62	2.2
21.46	6.1	21.46	6.1	—	—	
Precision production, craft, and repair						
5	17.43	6.2	17.61	6.9	16.18	2.3
6	12.08	5.2	11.32	2.6	—	—
15.16	1.8	15.32	1.7	—	—	

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Rochester, NY, 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						
Precision production, craft, and repair —Continued						
7	\$18.57	2.7	\$19.29	3.7	\$16.73	1.8
Bus, truck, and stationary engine mechanics	17.75	4.2	—	—	—	—
Mechanics and repairers, n.e.c.	—	—	—	—	15.05	6.2
Supervisors, production	20.31	4.6	20.31	4.6	—	—
Machine operators, assemblers, and inspectors						
2	13.63	5.1	13.64	5.1	—	—
3	10.51	9.8	10.52	9.9	—	—
4	11.11	8.6	11.11	8.6	—	—
5	12.69	6.8	12.69	6.8	—	—
6	15.68	4.1	15.70	4.2	—	—
Fabricating machine operators, n.e.c.	12.80	11.4	12.80	11.4	—	—
Miscellaneous machine operators, n.e.c.	14.46	7.9	14.46	7.9	—	—
2	8.89	12.0	8.89	12.0	—	—
4	12.62	8.6	12.62	8.6	—	—
Assemblers	10.96	12.6	10.96	12.6	—	—
Production inspectors, checkers and examiners ..	13.49	13.9	13.49	13.9	—	—
Transportation and material moving						
2	12.79	7.2	12.48	14.2	13.11	4.2
3	10.94	8.0	—	—	10.94	8.0
4	12.51	8.6	—	—	13.85	3.6
5	14.01	9.0	—	—	12.54	6.4
Truck drivers	10.68	9.4	—	—	12.50	9.1
Bus drivers	13.24	9.2	—	—	13.10	4.2
4	14.24	9.3	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	10.15	7.4	9.96	8.1	11.71	10.9
2	6.99	8.0	6.56	6.3	—	—
3	10.22	11.1	9.65	12.0	—	—
4	10.60	7.3	10.58	7.5	—	—
Production helpers	10.55	11.8	10.55	11.8	—	—
Stock handlers and baggers	8.24	20.9	8.24	20.9	—	—
Freight, stock, and material handlers, n.e.c.	10.97	17.6	10.97	17.6	—	—
Hand packers and packagers	8.06	4.8	8.06	4.8	—	—
Laborers, except construction, n.e.c.	9.81	17.6	—	—	9.26	13.1
1	8.75	13.5	—	—	—	—
Service						
1	11.16	5.4	8.78	4.6	16.04	4.2
2	7.09	4.0	6.63	2.7	9.15	4.3
3	9.90	3.1	8.92	3.3	11.94	6.0
4	9.92	4.0	9.43	4.2	12.47	7.5
5	12.13	4.4	11.43	4.7	16.63	4.7
6	14.34	6.8	—	—	16.21	3.7
7	18.10	4.8	—	—	18.80	3.3
8	18.64	12.1	—	—	—	—
9	23.44	10.1	—	—	23.44	10.1
Protective service	17.03	6.0	11.43	4.9	20.34	4.2
3	9.63	7.3	—	—	—	—
8	23.44	10.1	—	—	23.44	10.1
Police and detectives, public service	22.54	8.6	—	—	22.54	8.6
Guards and police, except public service	11.69	4.7	11.43	4.9	—	—
3	9.72	7.5	—	—	—	—
Food service	7.71	4.7	7.53	4.4	9.52	6.8
1	6.45	2.6	6.44	2.7	6.69	2.8
2	8.51	4.5	8.35	4.6	—	—
3	9.82	7.2	9.85	7.4	—	—
Waiters, waitresses, and bartenders	9.33	13.3	9.43	13.5	—	—
1	6.56	9.0	—	—	—	—
Other food service	7.41	2.5	7.15	1.5	9.71	6.9
1	6.44	3.5	6.42	3.7	6.71	3.2
2	8.32	4.5	—	—	—	—
Kitchen workers, food preparation	8.68	7.4	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Rochester, NY, 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						
Other food service—Continued						
Food preparation, n.e.c.	\$7.27	2.9	\$7.17	3.0	\$8.35	8.6
1	6.30	3.0	6.27	3.1	6.71	3.2
Health service	10.34	3.2	9.20	2.7	13.30	6.6
2	10.48	4.3	9.34	4.2	12.80	7.9
3	9.33	4.8	8.76	4.0	—	—
4	10.81	14.1	—	—	—	—
Health aides, except nursing	14.06	6.8	—	—	—	—
Nursing aides, orderlies and attendants	9.29	2.6	9.22	3.0	9.75	2.0
2	9.44	4.0	9.44	4.7	—	—
3	8.98	3.6	8.73	4.2	—	—
Cleaning and building service	10.12	6.7	8.86	10.1	12.20	5.3
1	8.27	6.6	7.10	6.2	10.31	2.4
2	8.94	7.5	7.83	7.2	—	—
3	14.57	9.8	—	—	—	—
Janitors and cleaners	9.81	6.8	8.32	9.4	12.19	5.5
1	8.27	6.6	7.10	6.2	10.31	2.4
2	8.86	8.1	7.83	7.2	—	—
3	14.57	9.8	—	—	—	—
Personal service	10.35	15.1	8.63	2.1	14.61	23.8

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Rochester, NY, 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	\$17.92	2.8	\$17.11	3.5	\$21.23	2.7
All excluding sales	18.11	2.8	17.30	3.5	21.23	2.7
White collar	21.55	3.1	20.70	3.9	24.42	3.3
1	8.53	12.4	—	—	—	—
2	8.04	10.1	7.61	11.0	9.44	4.2
3	10.11	3.1	9.87	3.3	10.69	6.0
4	11.84	4.8	11.63	6.1	12.69	3.1
5	13.83	5.2	12.99	4.8	17.56	12.2
6	15.19	3.7	14.83	4.2	16.37	7.3
7	18.01	4.0	17.26	3.9	23.60	11.9
8	22.01	5.1	20.31	2.5	27.29	12.3
9	26.80	3.4	21.55	4.1	31.59	2.8
10	27.70	3.5	26.81	3.7	32.23	5.3
11	28.11	3.6	27.43	4.1	32.00	5.2
12	36.29	4.4	35.85	4.5	43.44	8.5
13	41.78	2.8	41.91	2.9	—	—
Not able to be leveled	39.42	19.3	40.67	18.0	—	—
White collar excluding sales	22.13	2.9	21.39	3.7	24.42	3.3
1	9.92	9.5	—	—	—	—
2	9.38	3.8	9.33	5.8	9.44	4.2
3	10.12	3.1	9.88	3.4	10.69	6.0
4	11.99	4.4	11.78	5.8	12.69	3.1
5	13.88	5.6	12.95	5.2	17.56	12.2
6	15.17	3.7	14.80	4.3	16.37	7.3
7	17.90	4.1	17.12	4.0	23.60	11.9
8	22.10	5.3	20.26	2.5	27.29	12.3
9	26.80	3.4	21.55	4.1	31.59	2.8
10	27.44	3.4	26.46	3.5	32.23	5.3
11	27.88	3.6	27.14	4.1	32.00	5.2
12	36.29	4.4	35.85	4.5	43.44	8.5
13	41.78	2.8	41.91	2.9	—	—
Not able to be leveled	39.42	19.3	40.67	18.0	—	—
Professional specialty and technical	24.64	2.6	22.37	3.6	30.41	3.1
Professional specialty	27.08	2.8	24.53	4.5	31.32	2.7
5	14.64	6.8	14.38	6.9	—	—
6	17.46	6.7	—	—	—	—
7	19.95	4.9	19.36	6.1	22.32	6.5
8	23.75	8.8	19.86	3.7	30.74	10.5
9	30.40	3.1	23.85	6.3	32.43	3.0
10	28.79	4.5	—	—	33.16	4.2
11	27.42	3.3	26.14	3.9	32.14	5.9
12	32.31	8.1	32.18	8.2	—	—
Engineers, architects, and surveyors	25.26	4.4	25.07	5.0	—	—
11	26.73	10.4	26.73	10.4	—	—
Electrical and electronic engineers	24.41	8.9	24.41	8.9	—	—
Engineers, n.e.c.	26.69	4.5	—	—	—	—
Mathematical and computer scientists	26.11	3.4	26.11	3.4	—	—
9	25.73	7.7	25.73	7.7	—	—
Computer systems analysts and scientists	26.11	3.4	26.11	3.4	—	—
9	25.73	7.7	25.73	7.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.62	6.3	21.23	7.3	24.05	6.3
7	17.79	2.2	17.79	2.2	—	—
8	18.96	3.9	—	—	—	—
9	21.76	5.4	—	—	23.09	6.6
11	20.93	8.1	—	—	—	—
Registered nurses	19.98	3.9	19.79	4.4	21.56	4.3
9	21.12	5.7	—	—	—	—
Teachers, college and university	32.50	11.2	—	—	39.88	8.6
Other post-secondary teachers	27.83	11.2	—	—	—	—
Teachers, except college and university	33.16	2.9	—	—	33.82	2.7
8	30.58	13.7	—	—	35.58	6.3
9	33.78	3.1	—	—	33.78	3.1
11	32.28	8.1	—	—	32.28	8.1

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, Rochester, NY, 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						
Teachers, except college and university –Continued						
Elementary school teachers	\$34.53	2.8	–	–	\$34.53	2.8
9	34.83	2.9	–	–	34.83	2.9
Secondary school teachers	34.75	3.7	–	–	35.10	3.8
9	34.46	4.2	–	–	34.46	4.2
Teachers, special education	32.17	4.5	–	–	32.96	3.8
9	32.42	4.6	–	–	32.42	4.6
Teachers, n.e.c.	33.94	6.7	–	–	33.94	6.7
9	34.66	5.0	–	–	34.66	5.0
Vocational and educational counselors	25.82	8.7	–	–	26.47	15.7
9	25.15	19.0	–	–	25.15	19.0
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	32.27	4.6	–	–	–	–
Social, recreation, and religious workers	19.67	6.2	\$19.35	9.7	20.11	6.8
7	19.34	11.2	–	–	21.64	9.4
Social workers	19.02	5.0	17.71	6.0	20.38	6.5
7	20.29	10.8	–	–	21.64	9.4
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.33	14.1	19.53	14.4	–	–
Technical	18.70	4.2	18.91	4.3	15.11	5.6
5	13.44	1.8	13.34	1.9	–	–
6	14.58	5.7	14.68	7.0	–	–
8	18.59	3.3	–	–	–	–
Clinical laboratory technologists and technicians	14.13	4.4	14.13	4.4	–	–
Licensed practical nurses	13.14	2.2	12.68	1.7	–	–
Electrical and electronic technicians	16.25	8.3	–	–	–	–
Executive, administrative, and managerial						
5	15.55	2.3	15.36	2.4	–	–
6	16.82	7.3	–	–	–	–
7	16.52	8.1	–	–	–	–
8	20.86	3.4	20.81	3.7	–	–
9	22.19	7.6	20.39	12.2	24.81	3.2
10	28.23	7.2	26.99	9.2	–	–
11	28.66	7.8	28.54	8.2	–	–
12	38.60	3.4	38.14	3.6	–	–
13	42.55	1.9	–	–	–	–
Executives, administrators, and managers	35.01	4.3	35.12	4.7	34.13	8.3
8	20.57	2.4	20.35	2.1	–	–
10	30.09	5.7	29.36	7.1	–	–
11	34.17	9.2	34.33	9.7	–	–
12	38.74	3.5	38.28	3.6	–	–
13	42.55	1.9	–	–	–	–
Financial managers	31.70	11.1	31.70	11.1	–	–
Managers, marketing, advertising, and public relations	33.75	6.1	33.75	6.1	–	–
Administrators, education and related fields	27.88	14.0	–	–	33.60	8.2
Managers and administrators, n.e.c.	38.97	5.4	39.20	5.6	–	–
11	39.13	8.1	39.13	8.1	–	–
12	42.53	4.3	–	–	–	–
Management related	20.45	3.6	20.29	4.4	21.11	4.3
5	15.89	1.5	15.72	1.5	–	–
7	17.72	8.3	–	–	–	–
8	21.15	6.3	21.36	7.4	–	–
9	21.65	9.0	20.40	12.8	–	–
Accountants and auditors	17.83	9.8	17.88	11.4	–	–
Other financial officers	18.22	6.9	17.61	7.8	–	–
Personnel, training, and labor relations specialists	18.03	3.6	–	–	–	–
Management related, n.e.c.	22.56	7.8	21.83	10.4	24.66	6.7

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, Rochester, NY, 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						
Sales	\$12.12	18.3	\$12.12	18.3	—	—
Administrative support, including clerical	12.39	3.8	12.02	4.2	\$13.43	8.0
1	9.92	9.5	—	—	—	—
2	9.38	3.8	9.33	5.8	9.44	4.2
3	10.12	3.1	9.88	3.4	10.69	6.0
4	11.70	4.4	11.34	5.7	12.72	3.3
5	13.24	10.1	11.43	8.7	18.14	15.8
6	14.00	4.0	14.09	4.4	13.64	9.1
7	17.69	9.0	16.46	6.5	—	—
Secretaries	12.40	5.3	12.18	5.8	14.70	7.8
4	11.25	5.4	—	—	—	—
5	12.93	6.8	—	—	—	—
6	15.09	7.8	—	—	—	—
Typists	11.36	4.5	—	—	11.71	4.4
3	12.07	6.3	—	—	12.07	6.3
Order clerks	15.05	10.3	15.05	10.3	—	—
Bookkeepers, accounting and auditing clerks	11.96	5.4	11.43	6.3	13.93	3.9
Billing clerks	11.24	4.7	11.24	4.7	—	—
Mail clerks, except postal service	9.51	7.9	—	—	—	—
Traffic, shipping and receiving clerks	9.18	6.5	9.18	6.5	—	—
Stock and inventory clerks	12.98	8.3	—	—	—	—
Insurance adjusters, examiners, and investigators	11.72	16.0	11.72	16.0	—	—
Investigators and adjusters, except insurance	13.47	8.4	13.47	8.4	—	—
General office clerks	11.12	4.6	10.38	5.5	12.45	6.3
2	8.57	3.6	—	—	—	—
3	10.44	6.3	10.22	7.2	—	—
Data entry keyers	11.55	4.4	—	—	—	—
Teachers' aides	8.34	2.7	—	—	8.34	2.7
2	8.54	3.7	—	—	8.54	3.7
3	7.93	3.0	—	—	7.93	3.0
Administrative support, n.e.c.	11.37	8.7	11.48	9.2	—	—
Blue collar	14.45	4.4	14.44	4.7	14.58	3.5
1	7.21	4.6	6.98	3.6	—	—
2	10.08	8.2	9.92	8.3	13.01	13.6
3	11.09	5.9	11.00	6.2	—	—
4	13.05	5.6	12.99	6.0	13.94	8.0
5	14.27	4.8	14.20	5.5	14.81	3.0
6	14.75	3.0	14.68	3.1	—	—
7	17.21	2.6	—	—	16.73	1.8
8	21.46	6.1	21.46	6.1	—	—
Precision production, craft, and repair	17.50	6.0	17.69	6.8	16.18	2.3
5	12.08	5.2	11.32	2.6	—	—
6	15.16	1.8	15.32	1.7	—	—
7	18.57	2.7	19.29	3.7	16.73	1.8
Bus, truck, and stationary engine mechanics	17.75	4.2	—	—	—	—
Mechanics and repairers, n.e.c.	—	—	—	—	15.05	6.2
Supervisors, production	20.31	4.6	20.31	4.6	—	—
Machine operators, assemblers, and inspectors	13.64	5.1	13.65	5.1	—	—
2	10.51	9.8	10.52	9.9	—	—
3	11.15	8.8	11.15	8.8	—	—
4	12.69	6.8	12.69	6.8	—	—
5	15.68	4.1	15.70	4.2	—	—
Fabricating machine operators, n.e.c.	12.80	11.4	12.80	11.4	—	—
Miscellaneous machine operators, n.e.c.	14.46	7.9	14.46	7.9	—	—
2	8.89	12.0	8.89	12.0	—	—
4	12.62	8.6	12.62	8.6	—	—
Assemblers	10.96	12.6	10.96	12.6	—	—
Production inspectors, checkers and examiners ..	13.49	13.9	13.49	13.9	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Rochester, NY, 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						
Transportation and material moving	\$13.04	8.0	\$12.62	14.4	\$13.61	4.6
4	14.19	8.9	—	—	12.92	6.5
Truck drivers	11.07	10.8	—	—	13.34	7.2
Bus drivers	13.26	10.8	—	—	13.10	5.6
4	14.24	9.3	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.59	6.9	10.42	7.7	11.81	11.3
1	7.33	8.1	6.89	6.3	—	—
2	10.65	11.8	10.05	13.0	—	—
3	10.62	7.3	10.59	7.4	—	—
Production helpers	10.55	11.8	10.55	11.8	—	—
Freight, stock, and material handlers, n.e.c.	11.14	18.3	11.14	18.3	—	—
Hand packers and packagers	8.29	4.2	8.29	4.2	—	—
Laborers, except construction, n.e.c.	9.83	18.2	—	—	—	—
Service	12.14	4.7	9.39	3.9	16.82	3.9
1	7.74	4.1	7.06	2.1	9.93	3.6
2	10.23	3.6	9.03	3.5	12.80	5.7
3	10.20	4.4	9.66	4.5	12.81	7.6
4	12.29	4.3	11.58	4.5	16.63	4.7
5	14.34	6.8	—	—	16.21	3.7
6	18.10	4.8	—	—	18.80	3.3
7	18.64	12.1	—	—	—	—
8	23.44	10.1	—	—	23.44	10.1
Protective service	17.50	6.0	—	—	20.67	4.1
8	23.44	10.1	—	—	23.44	10.1
Police and detectives, public service	22.54	8.6	—	—	22.54	8.6
Guards and police, except public service	12.01	3.6	—	—	—	—
Food service	8.46	4.8	8.25	4.4	10.63	8.4
1	6.88	2.4	—	—	—	—
3	9.87	8.2	—	—	—	—
Other food service	8.03	2.4	7.75	1.2	10.90	8.3
1	6.89	2.4	—	—	—	—
Food preparation, n.e.c.	7.83	1.8	7.78	1.7	—	—
1	6.75	1.8	—	—	—	—
Health service	10.72	3.6	9.39	2.9	13.83	5.4
2	10.79	5.0	9.41	5.2	—	—
3	9.65	4.6	9.03	2.6	—	—
Health aides, except nursing	14.18	6.8	—	—	—	—
Nursing aides, orderlies and attendants	9.52	2.8	9.42	3.1	—	—
2	9.53	5.3	9.51	6.0	—	—
3	9.25	2.5	8.99	2.8	—	—
Cleaning and building service	10.78	5.6	9.58	9.6	12.36	5.4
1	8.80	4.9	7.43	4.7	10.34	2.5
2	9.11	7.2	—	—	—	—
3	14.57	9.8	—	—	—	—
Janitors and cleaners	10.47	5.8	8.94	9.5	12.36	5.7
1	8.80	4.9	7.43	4.7	10.34	2.5
2	9.04	7.9	—	—	—	—
3	14.57	9.8	—	—	—	—

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, Rochester, NY, 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						
Personal service	\$10.90	16.5	—	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Rochester, NY, 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	\$9.26	5.2	\$8.79	5.9	\$11.36	7.0
All excluding sales	9.75	5.7	9.30	6.8	11.36	7.0
White collar	11.06	6.2	10.54	7.1	13.27	10.6
1	6.30	1.9	—	—	—	—
2	6.79	8.0	6.58	8.1	—	—
3	8.63	2.6	—	—	8.66	4.4
4	11.02	4.7	10.97	5.0	—	—
5	13.12	6.5	—	—	11.54	6.7
7	16.22	3.6	16.22	3.6	—	—
8	18.97	4.5	18.96	5.0	—	—
White collar excluding sales	13.01	5.9	12.92	7.0	13.27	10.6
1	6.95	4.0	—	—	—	—
2	7.60	3.4	7.36	3.7	—	—
3	8.71	3.3	—	—	8.66	4.4
4	10.99	5.5	10.92	6.1	—	—
5	13.12	6.5	—	—	11.54	6.7
7	16.22	3.6	16.22	3.6	—	—
8	18.97	4.5	18.96	5.0	—	—
Professional specialty and technical	16.25	8.0	15.72	8.9	18.36	15.3
Professional specialty	19.53	5.3	18.95	4.8	21.25	13.2
7	16.94	3.8	16.94	3.8	—	—
8	19.44	3.7	19.49	4.1	—	—
Health related	19.78	5.7	18.74	4.3	—	—
7	17.25	4.0	17.25	4.0	—	—
8	19.44	3.7	19.49	4.1	—	—
Registered nurses	18.35	3.8	18.44	4.1	—	—
7	17.25	4.0	17.25	4.0	—	—
8	19.91	3.4	—	—	—	—
Teachers, except college and university	16.70	21.7	—	—	16.92	22.4
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	11.35	11.4	11.57	12.8	—	—
Licensed practical nurses	13.78	6.2	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	6.71	8.3	6.71	8.3	—	—
Administrative support, including clerical	8.89	6.3	8.70	9.2	9.27	6.0
1	6.95	4.0	—	—	—	—
2	7.48	5.0	—	—	—	—
3	8.98	2.8	—	—	8.98	4.0
4	10.33	5.5	—	—	—	—
Secretaries	9.92	3.9	—	—	—	—
Blue collar	8.35	9.3	7.15	10.4	11.56	7.9
1	5.99	5.5	—	—	—	—
2	7.96	9.1	—	—	—	—
3	11.74	10.4	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.45	7.6	—	—	11.79	8.4
Bus drivers	13.10	6.4	—	—	13.10	6.4
Handlers, equipment cleaners, helpers, and laborers	6.32	6.4	6.19	5.9	—	—
1	5.93	5.2	—	—	—	—

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, Rochester, NY, 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	\$7.05	5.0	\$6.89	5.4	\$7.96	5.6
1	6.26	4.3	6.14	4.2	7.15	9.3
2	8.59	3.6	8.45	5.1	8.84	4.5
3	8.18	6.3	8.18	6.8	—	—
Protective service	—	—	—	—	—	—
Food service	6.43	6.2	6.27	6.1	7.87	9.8
1	6.03	3.6	5.97	3.6	6.88	4.0
2	8.11	12.1	—	—	—	—
Waiters, waitresses, and bartenders	7.34	11.1	7.35	11.3	—	—
Other food service	6.07	4.8	5.80	3.4	7.93	10.3
1	5.87	3.4	5.79	3.5	—	—
Food preparation, n.e.c.	6.01	6.6	—	—	8.08	10.5
1	5.72	2.7	—	—	—	—
Health service	8.40	4.4	8.39	5.1	—	—
2	9.09	2.6	9.10	3.4	—	—
Nursing aides, orderlies and attendants	8.43	4.5	8.42	5.2	—	—
2	9.17	2.5	9.21	3.3	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	6.81	5.1	—	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Rochester, NY, 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	\$17.92	\$9.26	\$18.76	\$16.65	\$17.28	\$12.98
All excluding sales	18.11	9.75	19.02	16.94	17.55	—
White collar	21.55	11.06	21.80	20.42	20.81	—
White-collar excluding sales	22.13	13.01	22.58	21.30	21.59	—
Professional specialty and technical	24.64	16.25	29.41	22.16	24.07	—
Professional specialty	27.08	19.53	30.42	24.62	26.64	—
Technical	18.70	11.35	15.94	18.17	18.03	—
Executive, administrative, and managerial	29.39	—	23.22	29.84	29.34	—
Sales	12.12	6.71	—	10.80	9.61	—
Administrative support, including clerical	12.39	8.89	13.00	11.73	12.10	—
Blue collar	14.45	8.35	16.87	13.02	14.31	—
Precision production, craft, and repair	17.50	—	20.11	15.91	17.49	—
Machine operators, assemblers, and inspectors	13.64	—	16.80	12.53	13.63	—
Transportation and material moving	13.04	11.45	13.89	10.20	12.79	—
Handlers, equipment cleaners, helpers, and laborers	10.59	6.32	12.02	9.05	10.20	—
Service	12.14	7.05	15.62	8.88	11.18	—
	Relative error ⁶ (percent)					
All occupations	2.8	5.2	2.7	3.9	3.0	25.5
All excluding sales	2.8	5.7	2.5	3.8	2.8	—
White collar	3.1	6.2	4.0	4.0	3.2	—
White-collar excluding sales	2.9	5.9	3.5	3.6	2.8	—
Professional specialty and technical	2.6	8.0	3.4	3.6	2.7	—
Professional specialty	2.8	5.3	3.1	4.1	2.7	—
Technical	4.2	11.4	7.0	4.7	4.5	—
Executive, administrative, and managerial	4.6	—	5.8	4.8	4.6	—
Sales	18.3	8.3	—	17.8	16.8	—
Administrative support, including clerical	3.8	6.3	7.2	4.0	3.6	—
Blue collar	4.4	9.3	4.5	5.6	4.4	—
Precision production, craft, and repair	6.0	—	5.0	7.9	6.2	—
Machine operators, assemblers, and inspectors	5.1	—	2.7	6.8	5.1	—
Transportation and material moving	8.0	7.6	6.2	11.4	7.2	—
Handlers, equipment cleaners, helpers, and laborers	6.9	6.4	5.6	10.2	7.6	—
Service	4.7	5.0	4.5	4.9	5.5	—

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

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

³ 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$16.42	\$19.19	-	-	\$19.08	-	\$18.39	-	\$15.86	-
All excluding sales	16.75	19.18	-	-	19.07	-	18.41	-	15.86	-
White collar	19.87	25.46	-	-	25.46	-	17.59	-	16.21	-
White-collar excluding sales	20.91	25.52	-	-	25.52	-	17.61	-	16.23	-
Professional specialty and technical	21.88	-	-	-	-	-	-	-	-	-
Professional specialty	24.15	28.00	-	-	28.00	-	-	-	-	-
Technical	18.29	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	29.78	34.28	-	-	34.28	-	22.58	-	22.66	-
Sales	10.42	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	11.77	13.75	-	-	13.75	-	16.82	-	11.31	-
Blue collar	14.29	15.14	-	-	14.72	-	19.60	-	-	-
Precision production, craft, and repair	17.61	17.80	-	-	16.81	-	21.78	-	-	-
Machine operators, assemblers, and inspectors	13.64	14.08	-	-	14.08	-	-	-	-	-
Transportation and material moving	12.48	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.96	12.25	-	-	12.25	-	-	-	-	-
Service	8.78	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.6	4.7	-	-	4.9	-	9.2	-	11.2	-
All excluding sales	3.5	4.8	-	-	4.9	-	9.3	-	12.2	-
White collar	4.1	4.9	-	-	4.9	-	14.6	-	11.4	-
White-collar excluding sales	3.7	4.9	-	-	4.9	-	14.9	-	12.6	-
Professional specialty and technical	3.7	-	-	-	-	-	-	-	-	-
Professional specialty	4.3	6.9	-	-	6.9	-	-	-	-	-
Technical	4.6	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	5.1	4.9	-	-	4.9	-	18.7	-	17.3	-
Sales	14.8	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	4.0	8.0	-	-	8.0	-	6.2	-	8.2	-
Blue collar	4.7	5.2	-	-	4.8	-	7.9	-	-	-
Precision production, craft, and repair	6.9	8.1	-	-	8.1	-	2.8	-	-	-
Machine operators, assemblers, and inspectors	5.1	5.2	-	-	5.2	-	-	-	-	-
Transportation and material moving	14.2	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.1	8.7	-	-	8.7	-	-	-	-	-
Service	4.6	-	-	-	-	-	-	-	-	-

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

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

³ 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Rochester, NY, 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	\$16.42	\$10.64	\$17.20	\$15.06	\$18.94
All excluding sales	16.75	10.68	17.45	15.44	18.97
White collar	19.87	14.09	20.37	17.96	22.35
White-collar excluding sales	20.91	17.69	21.07	19.14	22.46
Professional specialty and technical	21.88	17.54	21.99	20.93	22.48
Professional specialty	24.15	18.18	24.38	23.02	25.12
Technical	18.29	—	18.33	16.38	—
Executive, administrative, and managerial	29.78	25.68	30.01	28.75	31.10
Sales	10.42	—	10.41	10.02	—
Administrative support, including clerical	11.77	11.96	11.76	10.45	13.36
Blue collar	14.29	10.36	14.69	12.62	16.32
Precision production, craft, and repair	17.61	—	18.02	15.37	—
Machine operators, assemblers, and inspectors	13.64	11.72	13.78	11.19	15.18
Transportation and material moving	12.48	—	13.41	—	—
Handlers, equipment cleaners, helpers, and laborers	9.96	—	10.78	10.73	10.88
Service	8.78	7.60	9.36	8.35	10.23
	Relative error ⁴ (percent)				
All occupations	3.6	13.4	3.5	6.1	3.6
All excluding sales	3.5	12.2	3.4	6.1	3.6
White collar	4.1	25.7	4.1	7.3	4.1
White-collar excluding sales	3.7	11.6	3.8	6.9	4.1
Professional specialty and technical	3.7	7.3	3.7	7.9	4.1
Professional specialty	4.3	4.8	4.4	7.7	5.3
Technical	4.6	—	4.7	14.1	—
Executive, administrative, and managerial	5.1	8.5	5.3	8.5	6.4
Sales	14.8	—	10.6	10.9	—
Administrative support, including clerical	4.0	8.0	4.2	4.6	5.3
Blue collar	4.7	12.9	4.9	10.7	4.5
Precision production, craft, and repair	6.9	—	7.1	17.5	—
Machine operators, assemblers, and inspectors	5.1	19.9	5.3	11.0	5.2
Transportation and material moving	14.2	—	13.4	—	—
Handlers, equipment cleaners, helpers, and laborers	8.1	—	7.1	7.0	16.3
Service	4.6	6.0	3.4	4.3	4.1

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Rochester, NY, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.25	\$9.74	\$14.80	\$22.18	\$30.32
All excluding sales	7.50	10.18	15.16	22.18	30.75
White collar	8.31	12.05	18.66	27.20	36.91
White collar excluding sales	9.38	13.39	19.00	28.06	37.62
Professional specialty and technical	13.91	17.40	22.43	28.43	36.27
Professional specialty	16.60	19.01	26.58	31.58	37.62
Engineers, architects, and surveyors	18.00	21.28	27.20	27.20	29.27
Electrical and electronic engineers	17.40	18.00	26.63	26.77	38.68
Engineers, n.e.c.	18.77	27.20	27.20	27.20	29.27
Mathematical and computer scientists	19.23	23.50	25.97	26.55	33.50
Computer systems analysts and scientists	19.23	23.50	25.97	26.55	33.50
Natural scientists	-	-	-	-	-
Health related	15.94	17.46	18.66	22.20	27.53
Registered nurses	16.02	17.46	18.66	22.03	24.53
Teachers, college and university	23.72	23.72	31.76	37.10	43.14
Other post-secondary teachers	23.72	23.72	23.72	34.70	35.67
Teachers, except college and university	23.78	29.35	33.75	37.62	39.22
Elementary school teachers	29.00	29.60	36.71	37.62	38.73
Secondary school teachers	28.01	30.16	33.55	39.18	43.70
Teachers, special education	22.59	27.20	34.82	35.84	36.76
Teachers, n.e.c.	27.89	29.24	35.00	39.22	39.22
Vocational and educational counselors	12.30	16.31	31.57	33.75	33.75
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	27.38	29.51	29.82	32.02	38.36
Social, recreation, and religious workers	13.80	16.10	19.30	22.16	28.06
Social workers	14.53	16.10	19.06	20.23	26.08
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.64	12.74	22.27	23.64	25.00
Technical	12.74	14.25	17.00	21.00	24.45
Licensed practical nurses	11.77	12.40	12.75	14.47	15.49
Electrical and electronic technicians	12.94	12.94	17.14	19.17	19.17
Executive, administrative, and managerial	15.61	19.50	27.95	40.28	44.87
Executives, administrators, and managers	19.41	27.95	35.48	42.25	45.16
Financial managers	18.70	18.70	31.02	38.64	41.92
Managers, marketing, advertising, and public relations	20.22	34.63	34.63	34.63	44.61
Administrators, education and related fields	19.41	19.41	28.80	33.65	42.18
Managers, medicine and health	18.88	19.20	19.20	20.27	40.48
Managers and administrators, n.e.c.	24.02	32.13	42.25	44.87	45.42
Management related	14.29	16.16	20.57	24.01	26.25
Accountants and auditors	13.76	15.39	16.15	21.88	24.03
Other financial officers	14.13	14.29	16.88	22.84	23.22
Personnel, training, and labor relations specialists	16.48	17.35	17.35	18.08	20.57
Management related, n.e.c.	15.00	19.00	23.14	28.85	30.21
Sales	5.73	6.02	6.39	11.55	18.06
Cashiers	5.73	5.78	6.37	6.37	6.89
Administrative support, including clerical	7.67	9.03	11.16	13.97	17.95
Secretaries	9.23	10.05	11.19	14.42	16.29
Typists	8.65	9.85	11.24	13.30	13.73
Order clerks	9.25	9.25	14.85	17.95	20.89
Library clerks	7.29	12.19	13.69	13.69	13.69
Bookkeepers, accounting and auditing clerks	9.00	10.67	11.75	14.03	15.38
Billing clerks	9.31	10.53	11.75	11.75	13.00
Mail clerks, except postal service	8.20	8.24	8.31	9.82	12.50
Dispatchers	10.47	10.47	11.02	11.77	12.20
Traffic, shipping and receiving clerks	7.00	8.50	8.75	10.25	11.06
Stock and inventory clerks	8.66	11.67	14.89	15.35	15.35
Insurance adjusters, examiners, and investigators	6.54	6.54	11.54	13.80	16.81
General office clerks	7.76	9.33	10.17	12.90	15.58
Data entry keyers	8.92	10.25	12.01	12.01	13.55
Teachers' aides	7.14	7.58	8.27	9.03	10.36
Administrative support, n.e.c.	6.45	6.47	8.63	11.02	15.96

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Rochester, NY, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$7.25	\$9.61	\$13.87	\$17.93	\$22.43
Precision production, craft, and repair	9.25	14.12	17.93	22.43	23.66
Bus, truck, and stationary engine mechanics	15.16	15.51	18.35	18.97	20.48
Supervisors, production	15.76	18.48	22.43	22.43	22.43
Machine operators, assemblers, and inspectors	7.19	9.61	13.63	16.77	20.88
Fabricating machine operators, n.e.c.	8.28	10.49	13.87	13.92	17.77
Miscellaneous machine operators, n.e.c.	7.65	10.50	14.00	16.77	25.58
Assemblers	6.30	7.37	9.61	17.19	17.19
Production inspectors, checkers and examiners ..	7.08	7.19	13.50	13.63	20.88
Transportation and material moving	7.82	9.98	13.15	15.73	16.58
Truck drivers	7.50	7.50	9.87	13.88	15.09
Bus drivers	7.82	11.66	13.78	16.58	16.58
Handlers, equipment cleaners, helpers, and laborers	6.12	7.36	9.10	11.19	16.51
Production helpers	7.08	9.32	9.63	11.70	15.50
Stock handlers and baggers	5.53	6.12	6.12	10.75	11.05
Freight, stock, and material handlers, n.e.c.	7.00	8.01	8.20	16.51	18.04
Hand packers and packagers	6.82	7.74	7.90	9.10	9.25
Laborers, except construction, n.e.c.	6.28	7.36	7.36	11.19	21.59
Service	6.47	7.25	9.29	12.55	18.47
Protective service	10.18	12.55	18.47	21.11	24.87
Police and detectives, public service	17.58	18.21	21.03	27.86	27.86
Guards and police, except public service	8.92	10.88	12.55	12.55	12.55
Food service	5.50	6.37	7.00	9.00	10.66
Waiters, waitresses, and bartenders	5.55	6.12	8.17	12.13	15.25
Other food service	5.50	6.37	7.00	8.57	9.85
Kitchen workers, food preparation	6.58	7.83	8.57	8.57	13.80
Food preparation, n.e.c.	5.50	6.08	7.00	9.00	9.85
Health service	8.00	8.68	9.29	11.73	14.32
Health aides, except nursing	8.75	14.32	14.32	16.87	17.00
Nursing aides, orderlies and attendants	7.91	8.49	9.21	10.03	11.73
Cleaning and building service	5.88	7.00	9.50	12.05	15.21
Janitors and cleaners	5.88	7.00	9.06	11.68	16.19
Personal service	7.19	8.13	8.65	9.48	22.03

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Rochester, NY, July 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.08	\$9.25	\$14.00	\$21.00	\$27.20
All excluding sales	7.25	9.61	14.48	21.12	27.77
White collar	8.20	11.75	17.82	24.53	35.35
White collar excluding sales	9.36	13.39	18.80	26.20	35.65
Professional specialty and technical	13.74	17.00	20.60	26.20	28.43
Professional specialty	16.02	18.39	23.72	27.20	33.50
Engineers, architects, and surveyors	17.82	20.71	27.20	27.20	27.77
Electrical and electronic engineers	17.40	18.00	26.63	26.77	38.68
Mathematical and computer scientists	19.23	23.50	25.97	26.55	33.50
Computer systems analysts and scientists	19.23	23.50	25.97	26.55	33.50
Natural scientists	-	-	-	-	-
Health related	15.64	17.46	18.64	21.71	26.99
Registered nurses	15.94	17.46	18.66	21.71	24.53
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.80	15.03	19.06	22.43	28.06
Social workers	13.19	15.03	16.10	20.23	22.43
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.64	12.74	22.27	24.62	25.00
Technical	12.74	14.62	17.00	21.00	24.45
Licensed practical nurses	11.77	12.40	12.74	13.55	15.49
Executive, administrative, and managerial	15.60	19.41	29.26	41.35	44.87
Executives, administrators, and managers	19.41	28.42	35.65	42.25	45.16
Financial managers	18.70	18.70	31.02	38.64	41.92
Managers, marketing, advertising, and public relations	20.22	34.63	34.63	34.63	44.61
Managers and administrators, n.e.c.	24.02	37.01	42.25	44.87	45.42
Management related	14.13	15.63	21.00	24.01	28.38
Accountants and auditors	13.76	15.39	16.15	24.03	24.03
Other financial officers	14.13	14.29	15.60	22.84	22.84
Management related, n.e.c.	10.84	15.00	21.40	28.85	30.21
Sales	5.73	6.02	6.39	11.55	18.06
Cashiers	5.73	5.78	6.37	6.37	6.89
Administrative support, including clerical	7.67	9.00	10.94	13.97	18.80
Secretaries	9.05	9.91	10.94	11.93	16.29
Order clerks	9.25	9.25	14.85	17.95	20.89
Bookkeepers, accounting and auditing clerks	8.04	9.39	10.94	13.46	14.45
Billing clerks	9.31	10.53	11.75	11.75	13.00
Traffic, shipping and receiving clerks	7.00	8.50	8.75	10.25	11.06
Insurance adjusters, examiners, and investigators	6.54	6.54	11.54	13.80	16.81
General office clerks	7.67	8.33	9.55	12.90	15.58
Administrative support, n.e.c.	6.45	6.47	9.38	11.02	15.96
Blue collar	7.25	9.42	13.81	17.93	22.43
Precision production, craft, and repair	9.25	13.76	17.93	22.43	23.66
Supervisors, production	15.76	18.48	22.43	22.43	22.43
Machine operators, assemblers, and inspectors	7.19	9.61	13.63	16.77	20.88
Fabricating machine operators, n.e.c.	8.28	10.49	13.87	13.92	17.77
Miscellaneous machine operators, n.e.c.	7.65	10.50	14.00	16.77	25.58
Assemblers	6.30	7.37	9.61	17.19	17.19
Production inspectors, checkers and examiners ..	7.08	7.19	13.50	13.63	20.88
Transportation and material moving	7.82	7.89	11.66	16.58	16.58
Handlers, equipment cleaners, helpers, and laborers	6.12	7.36	9.10	11.05	18.04
Production helpers	7.08	9.32	9.63	11.70	15.50
Stock handlers and baggers	5.53	6.12	6.12	10.75	11.05
Freight, stock, and material handlers, n.e.c.	7.00	8.01	8.20	16.51	18.04

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Rochester, NY, July 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Handlers, equipment cleaners, helpers, and laborers –Continued					
Hand packers and packagers	\$6.82	\$7.74	\$7.90	\$9.10	\$9.25
Service	5.88	7.00	8.62	9.97	12.55
Protective service	8.92	10.88	12.55	12.55	12.55
Guards and police, except public service	8.92	10.88	12.55	12.55	12.55
Food service	5.50	6.37	7.00	8.57	10.66
Waiters, waitresses, and bartenders	5.55	6.50	8.17	12.13	15.25
Other food service	5.50	6.23	7.00	7.25	9.00
Food preparation, n.e.c.	5.50	5.70	7.00	7.11	9.00
Health service	7.86	8.49	9.21	9.69	11.73
Nursing aides, orderlies and attendants	7.86	8.49	9.21	9.97	11.73
Cleaning and building service	5.70	6.62	7.38	9.50	14.11
Janitors and cleaners	5.70	6.50	7.25	8.94	12.05
Personal service	8.13	8.62	8.65	9.03	9.03

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Rochester, NY, July 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.52	\$12.20	\$17.38	\$28.25	\$36.43
All excluding sales	9.52	12.20	17.38	28.25	36.43
White collar	9.41	13.40	22.64	33.14	38.56
White collar excluding sales	9.41	13.40	22.64	33.14	38.56
Professional specialty and technical	17.14	23.99	30.19	36.52	39.22
Professional specialty	19.30	26.08	31.33	36.76	39.22
Engineers, architects, and surveyors	—	—	—	—	—
Health related	16.68	20.11	22.64	26.58	34.20
Registered nurses	16.41	19.01	21.84	22.64	24.16
Teachers, college and university	31.33	31.33	37.10	43.14	57.22
Teachers, except college and university	27.13	29.58	34.39	37.62	39.42
Elementary school teachers	29.00	29.60	36.71	37.62	38.73
Secondary school teachers	28.25	30.16	33.55	39.18	43.70
Teachers, special education	24.13	31.82	35.84	35.89	36.76
Teachers, n.e.c.	27.89	29.24	35.00	39.22	39.22
Vocational and educational counselors	12.30	12.30	31.57	32.65	36.79
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	15.94	17.30	19.67	22.16	26.08
Social workers	17.07	17.55	19.67	22.16	26.08
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	7.60	13.67	14.47	17.14	17.14
Licensed practical nurses	13.27	13.67	14.47	14.52	14.52
Executive, administrative, and managerial	17.11	19.72	25.41	31.17	40.48
Executives, administrators, and managers	21.25	27.04	31.74	40.48	52.20
Administrators, education and related fields	19.98	28.80	33.47	38.56	43.18
Management related	16.27	17.83	20.57	23.22	25.73
Management related, n.e.c.	19.00	23.14	25.41	25.73	30.32
Administrative support, including clerical	7.58	9.08	11.81	13.73	16.72
Secretaries	10.02	12.50	14.48	15.29	21.35
Typists	8.65	10.80	11.37	13.73	13.93
Bookkeepers, accounting and auditing clerks	11.20	12.76	14.03	15.72	15.81
General office clerks	9.41	10.51	11.67	13.48	15.75
Teachers' aides	7.14	7.58	8.27	9.03	10.36
Administrative support, n.e.c.	8.27	8.55	8.61	8.61	12.39
Blue collar	9.98	12.17	15.09	16.52	17.31
Precision production, craft, and repair	13.04	15.73	16.52	17.09	17.38
Mechanics and repairers, n.e.c.	13.04	13.04	15.98	17.38	17.38
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	9.98	10.75	13.41	14.23	15.69
Truck drivers	7.00	10.13	13.23	15.09	15.09
Bus drivers	9.98	12.42	13.78	14.23	15.49
Handlers, equipment cleaners, helpers, and laborers	6.28	9.97	11.39	11.71	13.40
Laborers, except construction, n.e.c.	6.28	6.28	9.97	11.19	11.71
Service	9.52	10.74	16.61	18.95	22.97
Protective service	16.93	18.47	18.47	22.93	27.86
Police and detectives, public service	17.58	18.21	21.03	27.86	27.86
Food service	6.28	6.69	9.52	11.59	13.82
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	6.28	6.80	9.63	11.59	13.82
Food preparation, n.e.c.	6.28	6.50	7.44	9.85	9.85
Health service	9.58	10.03	14.32	15.15	17.00
Nursing aides, orderlies and attendants	8.23	9.58	9.84	10.50	10.50
Cleaning and building service	9.47	10.50	10.74	12.98	17.18
Janitors and cleaners	9.47	10.63	10.74	12.91	17.18

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Rochester, NY, July 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Personal service	\$5.72	\$7.19	\$12.33	\$22.03	\$22.03

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Rochester, NY, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.74	\$10.54	\$15.63	\$22.43	\$31.02
All excluding sales	8.20	10.75	15.87	22.50	31.57
White collar	9.25	13.13	19.05	28.06	37.62
White collar excluding sales	10.12	13.73	19.67	28.43	37.81
Professional specialty and technical	14.53	17.65	23.72	29.01	36.71
Professional specialty	17.07	20.11	26.99	32.02	37.62
Engineers, architects, and surveyors	18.00	21.28	27.20	27.20	29.27
Electrical and electronic engineers	17.40	18.00	26.63	26.77	38.68
Engineers, n.e.c.	18.77	27.20	27.20	27.20	29.27
Mathematical and computer scientists	19.23	23.50	25.97	26.55	33.50
Computer systems analysts and scientists	19.23	23.50	25.97	26.55	33.50
Natural scientists	-	-	-	-	-
Health related	15.94	17.46	18.66	24.16	27.53
Registered nurses	16.02	17.46	18.66	22.64	24.53
Teachers, college and university	23.72	23.72	31.76	37.10	43.14
Other post-secondary teachers	23.72	23.72	23.72	34.70	35.67
Teachers, except college and university	24.13	29.58	33.75	37.62	39.22
Elementary school teachers	29.00	29.60	36.75	37.62	38.73
Secondary school teachers	28.01	30.16	33.55	39.18	43.70
Teachers, special education	22.59	27.20	34.82	35.84	36.76
Teachers, n.e.c.	27.89	29.24	35.00	39.22	39.22
Vocational and educational counselors	12.30	16.31	31.57	33.75	33.75
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	29.51	29.51	29.82	36.35	38.36
Social, recreation, and religious workers	13.80	16.10	19.35	22.43	28.06
Social workers	14.53	16.10	19.30	20.35	26.08
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.64	12.74	22.27	23.64	25.00
Technical	13.07	14.96	17.14	21.00	24.45
Clinical laboratory technologists and technicians	13.13	13.82	13.82	14.96	16.89
Licensed practical nurses	12.00	12.40	12.75	13.68	14.52
Electrical and electronic technicians	12.94	12.94	17.14	19.17	19.17
Executive, administrative, and managerial	15.63	19.72	27.95	40.28	44.87
Executives, administrators, and managers	19.41	28.42	35.48	42.25	45.16
Financial managers	18.70	18.70	31.02	38.64	41.92
Managers, marketing, advertising, and public relations	20.22	34.63	34.63	34.63	44.61
Administrators, education and related fields	19.41	19.41	28.80	33.65	42.18
Managers and administrators, n.e.c.	24.02	32.13	42.25	44.87	45.42
Management related	14.29	16.16	20.57	24.01	25.73
Accountants and auditors	13.76	15.39	16.15	21.88	24.03
Other financial officers	14.13	14.29	16.88	22.84	23.22
Personnel, training, and labor relations specialists	16.48	17.35	17.35	18.08	20.57
Management related, n.e.c.	15.00	19.00	23.14	28.85	30.21
Sales	6.02	6.37	6.89	15.14	24.99
Administrative support, including clerical	8.20	9.28	11.31	14.40	18.80
Secretaries	9.05	10.36	11.19	14.74	16.32
Typists	9.28	9.85	11.24	13.30	13.73
Order clerks	9.25	11.64	14.85	17.95	20.89
Bookkeepers, accounting and auditing clerks	9.00	10.67	11.75	14.03	15.38
Billing clerks	9.31	10.53	11.75	11.75	13.00
Mail clerks, except postal service	8.20	8.24	8.31	9.82	12.50
Traffic, shipping and receiving clerks	7.00	8.50	8.75	10.25	11.06
Stock and inventory clerks	8.66	11.67	14.89	15.35	15.35
Insurance adjusters, examiners, and investigators	6.54	6.54	11.54	13.80	16.81
Investigators and adjusters, except insurance	9.25	11.28	15.26	15.26	15.26
General office clerks	8.04	9.33	10.50	12.90	15.58
Data entry keyers	8.92	10.25	12.01	12.01	13.55
Teachers' aides	7.14	7.58	8.09	9.03	10.75
Administrative support, n.e.c.	8.29	8.63	10.62	13.77	15.96
Blue collar	7.37	9.75	13.87	17.93	22.43

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Rochester, NY, July 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$9.25	\$14.12	\$17.93	\$22.43	\$23.66
Bus, truck, and stationary engine mechanics	15.16	15.51	18.35	18.97	20.48
Supervisors, production	15.76	18.48	22.43	22.43	22.43
Machine operators, assemblers, and inspectors	7.19	9.61	13.63	16.77	20.88
Fabricating machine operators, n.e.c.	8.28	10.49	13.87	13.92	17.77
Miscellaneous machine operators, n.e.c.	7.65	10.50	14.00	16.77	25.58
Assemblers	6.30	7.37	9.61	17.19	17.19
Production inspectors, checkers and examiners ..	7.08	7.19	13.50	13.63	20.88
Transportation and material moving	7.82	10.13	13.15	16.58	16.58
Truck drivers	7.50	8.53	10.13	13.88	15.09
Bus drivers	7.82	11.66	12.56	16.58	16.58
Handlers, equipment cleaners, helpers, and laborers	6.28	7.74	9.25	11.39	18.04
Production helpers	7.08	9.32	9.63	11.70	15.50
Freight, stock, and material handlers, n.e.c.	7.00	8.20	8.20	16.51	21.89
Hand packers and packagers	6.68	7.74	8.31	9.10	9.25
Laborers, except construction, n.e.c.	6.28	7.36	7.36	11.19	21.59
Service	7.00	8.57	10.50	14.32	18.95
Protective service	10.88	12.55	18.47	21.11	24.87
Police and detectives, public service	17.58	18.21	21.03	27.86	27.86
Guards and police, except public service	10.18	10.88	12.55	12.55	12.55
Food service	6.65	7.00	7.25	9.00	11.59
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	6.65	7.00	7.25	9.00	10.66
Food preparation, n.e.c.	6.65	6.65	7.00	9.00	10.66
Health service	8.41	8.87	9.65	12.02	14.32
Health aides, except nursing	8.75	14.32	14.32	16.87	17.00
Nursing aides, orderlies and attendants	8.25	8.51	9.29	10.13	11.73
Cleaning and building service	6.90	7.40	10.69	12.80	16.37
Janitors and cleaners	6.90	7.38	9.53	12.05	17.18
Personal service	8.13	8.62	9.03	9.48	22.03

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore,

a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Rochester, NY, July 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.55	\$5.78	\$7.44	\$9.87	\$16.22
All excluding sales	5.53	6.28	7.99	10.71	17.11
White collar	5.73	6.39	8.61	15.03	18.67
White collar excluding sales	6.47	8.15	10.94	16.41	19.57
Professional specialty and technical	8.00	12.38	15.64	18.67	22.20
Professional specialty	15.03	16.22	18.67	19.57	27.38
Health related	16.04	17.00	18.67	19.57	22.20
Registered nurses	15.64	17.00	18.67	19.01	22.20
Teachers, except college and university	8.15	10.29	10.29	21.40	34.65
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	7.60	8.00	12.38	13.42	15.49
Licensed practical nurses	11.27	12.74	14.25	15.49	15.49
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	5.55	5.72	5.78	8.28	8.28
Administrative support, including clerical	6.19	6.47	8.61	9.91	14.02
Secretaries	9.23	9.23	9.91	10.05	10.94
Blue collar	5.53	5.76	7.00	9.87	14.05
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	7.00	9.52	10.75	14.05	14.23
Bus drivers	10.75	10.75	13.78	14.23	14.23
Handlers, equipment cleaners, helpers, and laborers	5.53	5.53	5.87	6.82	8.01
Service	5.50	5.70	6.68	7.99	9.58
Protective service	-	-	-	-	-
Food service	5.50	5.50	5.75	6.50	8.17
Waiters, waitresses, and bartenders	5.55	5.55	7.32	8.17	9.84
Other food service	5.50	5.50	5.70	6.31	6.58
Food preparation, n.e.c.	5.50	5.50	5.50	5.70	7.44
Health service	7.05	7.19	8.68	9.50	10.13
Nursing aides, orderlies and attendants	7.05	7.86	8.68	9.54	10.13
Cleaning and building service	-	-	-	-	-
Personal service	5.72	6.40	6.68	7.39	7.39

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore,

a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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 Rochester, NY, Metropolitan Statistical Area includes Genesee, Livingston, Monroe, Ontario, Orleans, and Wayne 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 that were not selected for collection. See appendix table 2 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 multistep process:

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

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

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

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, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

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

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median 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. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

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

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on generic leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

Part-time worker. Any employee that the employer considers to be part time.

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 sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	245
Responding	146
Out of business or not in survey scope	23
Unable or refused to pro- vide data	76

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: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$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, Rochester, NY, July 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	291,300	224,700	66,700
All excluding sales	278,000	211,300	66,700
White collar	157,900	114,800	43,200
White-collar excluding sales	144,500	101,400	43,200
Professional specialty and technical	70,900	46,500	24,400
Professional specialty	51,600	28,500	23,100
Technical	19,300	18,000	1,300
Executive, administrative, and managerial	28,800	24,200	4,600
Sales	13,400	13,400	–
Administrative support, including clerical	44,800	30,700	14,200
Blue collar	82,500	74,500	7,900
Precision production, craft, and repair	25,400	22,200	3,200
Machine operators, assemblers, and inspectors	38,800	38,700	–
Transportation and material moving	5,200	2,100	3,100
Handlers, equipment cleaners, helpers, and laborers	13,000	11,600	1,400
Service	51,000	35,400	15,600

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Rochester, NY, 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	1,300	146	16	130	66	64
Private industry	1,200	103	15	88	52	36
Goods-producing industries	400	43	6	37	18	19
Construction	(³)	1	—	1	1	—
Manufacturing	300	42	6	36	17	19
Service-producing industries	800	60	9	51	34	17
Transportation and public utilities	(³)	4	—	4	2	2
Wholesale and retail trade	400	11	6	5	5	—
Finance, insurance and real estate	(³)	6	—	6	4	2
Services	300	39	3	36	23	13
State and local government	100	43	1	42	14	28

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.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Rochester, NY, July 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	5	6	2
All excluding sales	5	6	2
White collar	7	8	3
White collar excluding sales	7	8	4
Professional specialty and technical	9	9	7
Professional specialty	9	9	7
Engineers, architects, and surveyors	11	11	—
Electrical and electronic engineers	8	8	—
Engineers, n.e.c.	12	12	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	—	—	—
Health related	8	9	8
Registered nurses	8	8	8
Teachers, college and university	11	11	—
Other post-secondary teachers	7	7	—
Teachers, except college and university	9	9	5
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, special education	9	9	—
Teachers, n.e.c.	9	9	—
Vocational and educational counselors	9	9	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	11	9	—
Social, recreation, and religious workers	7	7	—
Social workers	7	7	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8	8	—
Technical	7	8	4
Clinical laboratory technologists and technicians	—	7	—
Licensed practical nurses	6	6	7
Electrical and electronic technicians	8	8	—
Executive, administrative, and managerial	11	11	—
Executives, administrators, and managers	12	12	—
Financial managers	11	11	—
Managers, marketing, advertising, and public relations	12	12	—
Administrators, education and related fields	10	10	—
Managers, medicine and health	9	—	—
Managers and administrators, n.e.c.	12	12	—
Management related	8	8	—
Accountants and auditors	7	7	—
Other financial officers	9	9	—
Personnel, training, and labor relations specialists	6	6	—
Management related, n.e.c.	8	8	—
Sales	2	4	2
Cashiers	1	—	—
Administrative support, including clerical	4	4	2
Secretaries	4	4	4
Typists	3	3	—
Order clerks	5	5	—
Library clerks	6	—	—
Bookkeepers, accounting and auditing clerks	5	5	—
Billing clerks	4	4	—
Mail clerks, except postal service	2	2	—
Dispatchers	7	—	—
Traffic, shipping and receiving clerks	3	3	—
Stock and inventory clerks	3	3	—
Insurance adjusters, examiners, and investigators	5	5	—
Investigators and adjusters, except insurance	—	7	—
General office clerks	3	3	—
Data entry keyers	2	2	—
Teachers' aides	3	3	—
Administrative support, n.e.c.	2	4	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Rochester, NY, July 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Blue collar	4	5	2
Precision production, craft, and repair	7	7	—
Bus, truck, and stationary engine mechanics	7	7	—
Supervisors, production	9	9	—
Machine operators, assemblers, and inspectors	4	4	—
Fabricating machine operators, n.e.c.	4	4	—
Miscellaneous machine operators, n.e.c.	5	5	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	5	5	—
Transportation and material moving	4	4	3
Truck drivers	3	3	—
Bus drivers	4	4	3
Handlers, equipment cleaners, helpers, and laborers	2	3	1
Production helpers	3	3	—
Stock handlers and baggers	1	—	—
Freight, stock, and material handlers, n.e.c.	2	2	—
Hand packers and packagers	2	2	—
Laborers, except construction, n.e.c.	1	2	—
Service	2	3	1
Protective service	6	6	—
Police and detectives, public service	8	8	—
Guards and police, except public service	4	4	—
Food service	1	1	1
Waiters, waitresses, and bartenders	1	—	1
Other food service	1	1	1
Kitchen workers, food preparation	2	—	—
Food preparation, n.e.c.	1	1	1
Health service	3	3	2
Health aides, except nursing	2	2	—
Nursing aides, orderlies and attendants	3	3	2
Cleaning and building service	1	2	—
Janitors and cleaners	1	1	—
Personal service	3	4	1

¹ 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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

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