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Alexis M. Herman, Secretary

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Katharine G. Abraham, Commissioner

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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Portland–Salem, OR–WA, 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, Portland-Salem, OR-WA, October 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	\$16.65	2.6	37.0	\$15.77	3.4	37.1	\$20.10	2.3	36.4
Worker characteristics:⁴									
White-collar occupations ⁵	19.86	3.3	37.0	19.36	4.5	37.3	21.14	2.8	36.2
Professional specialty and technical	24.99	3.1	35.7	25.34	4.6	36.1	24.45	2.7	35.0
Executive, administrative, and managerial	29.08	5.1	40.0	28.42	6.3	40.5	31.41	6.2	38.4
Sales	15.54	11.1	37.0	15.56	11.2	37.0	-	-	-
Administrative support	12.92	2.3	37.3	12.83	2.8	37.3	13.19	3.4	37.4
Blue-collar occupations ⁵	14.31	3.5	38.5	13.99	3.8	38.6	18.13	4.1	37.2
Precision production, craft, and repair	17.18	5.2	39.8	16.84	5.8	39.8	20.07	6.2	40.0
Machine operators, assemblers, and inspectors	12.80	4.8	39.6	12.77	4.9	39.7	-	-	-
Transportation and material moving	17.53	6.5	37.4	17.48	8.1	38.0	17.73	6.5	35.0
Handlers, equipment cleaners, helpers, and laborers	11.29	4.4	36.6	10.97	4.6	36.5	16.12	4.7	39.4
Service occupations ⁵	10.24	4.0	33.7	8.57	2.5	33.0	16.67	4.7	36.3
Full time	17.21	2.6	39.8	16.36	3.4	39.7	20.53	2.3	40.1
Part time	11.65	4.8	22.7	10.67	5.3	23.7	15.91	7.4	19.1
Union	18.11	2.4	37.0	16.73	4.7	37.1	19.29	2.3	36.8
Nonunion	16.00	3.8	37.0	15.56	4.0	37.1	23.85	5.6	34.3
Time	16.53	2.6	36.9	15.60	3.4	37.1	20.10	2.3	36.4
Incentive	23.50	12.2	39.0	23.50	12.2	39.0	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	13.60	6.6	36.5	13.51	6.7	36.6	-	-	-
100-499 workers	16.05	5.1	37.3	15.80	5.5	37.5	20.58	6.4	33.8
500 workers or more	18.51	3.1	36.8	17.31	5.3	36.9	20.04	2.5	36.7

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$16.65	2.6	\$15.77	3.4	\$20.10	2.3
All excluding sales	16.70	2.7	15.78	3.5	20.12	2.3
White collar	19.86	3.3	19.36	4.5	21.14	2.8
White collar excluding sales	20.29	3.4	19.90	4.9	21.16	2.8
Professional specialty and technical	24.99	3.1	25.34	4.6	24.45	2.7
Professional specialty	26.07	2.3	26.68	3.6	25.37	2.6
Engineers, architects, and surveyors	30.93	6.0	31.49	6.4	—	—
Electrical and electronic engineers	40.96	7.5	—	—	—	—
Mechanical engineers	29.58	6.6	29.58	6.6	—	—
Engineers, n.e.c.	29.41	9.0	29.41	9.0	—	—
Mathematical and computer scientists	29.57	5.3	29.81	5.5	—	—
Computer systems analysts and scientists	30.15	4.8	30.48	5.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.89	3.4	23.15	3.9	22.00	6.7
Registered nurses	22.94	1.6	22.62	1.6	24.84	3.5
Teachers, college and university	28.06	7.2	31.20	10.1	27.07	9.1
Other post-secondary teachers	21.00	13.1	28.29	20.5	19.23	15.0
Teachers, except college and university	25.84	2.9	18.73	10.2	26.91	2.7
Prekindergarten and kindergarten	18.96	27.5	—	—	—	—
Elementary school teachers	26.67	2.8	—	—	27.01	2.6
Secondary school teachers	27.28	3.1	21.99	9.8	27.60	3.3
Teachers, special education	25.58	5.5	—	—	25.38	5.7
Teachers, n.e.c.	21.35	3.4	—	—	—	—
Substitute teachers	14.66	.7	—	—	—	—
Vocational and educational counselors	25.65	13.2	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	20.25	14.7	—	—	23.46	9.5
Psychologists	18.25	13.6	—	—	21.50	6.7
Social, recreation, and religious workers	18.01	3.8	18.65	5.2	17.79	4.7
Social workers	18.41	3.9	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.30	10.0	25.55	10.0	—	—
Technical	21.42	13.7	22.55	14.6	15.60	7.2
Clinical laboratory technologists and technicians	16.55	9.9	16.55	9.9	—	—
Licensed practical nurses	15.85	5.3	16.21	5.4	—	—
Health technologists and technicians, n.e.c.	15.39	6.6	15.66	8.5	—	—
Electrical and electronic technicians	20.96	5.8	—	—	—	—
Technical and related, n.e.c.	16.23	14.2	15.89	15.9	—	—
Executive, administrative, and managerial	29.08	5.1	28.42	6.3	31.41	6.2
Executives, administrators, and managers	34.23	4.7	34.01	5.6	34.93	9.3
Administrators and officials, public administration	40.72	11.7	—	—	40.72	11.7
Financial managers	33.28	16.5	33.85	17.3	—	—
Managers, marketing, advertising, and public relations	43.11	7.3	43.11	7.3	—	—
Administrators, education and related fields	38.06	9.9	29.12	19.6	—	—
Managers and administrators, n.e.c.	31.81	7.7	32.65	8.6	—	—
Management related	20.88	5.3	19.97	5.8	24.61	6.5
Accountants and auditors	18.73	8.4	18.36	9.2	—	—
Personnel, training, and labor relations specialists	17.48	3.8	17.50	4.1	—	—
Management related, n.e.c.	22.75	14.7	—	—	—	—
Sales	15.54	11.1	15.56	11.2	—	—
Supervisors, sales	19.94	12.0	19.94	12.0	—	—
Sales workers, apparel	9.81	15.2	9.81	15.2	—	—
Sales workers, other commodities	8.98	9.0	8.44	7.7	—	—
Cashiers	9.11	6.9	8.96	7.1	—	—
Administrative support, including clerical	12.92	2.3	12.83	2.8	13.19	3.4
Supervisors, general office	17.45	8.4	18.68	9.3	—	—
Secretaries	13.45	3.5	13.47	4.5	13.40	3.9
Receptionists	10.54	6.8	10.54	6.8	—	—

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, Portland-Salem, OR-WA, October 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						
Information clerks, n.e.c.	\$12.83	10.9	–	–	–	–
Order clerks	11.70	4.6	\$11.47	4.4	–	–
Library clerks	11.24	3.1	–	–	\$11.24	3.1
Records clerks, n.e.c.	12.83	6.0	12.40	5.9	–	–
Bookkeepers, accounting and auditing clerks	13.32	6.2	13.16	6.8	–	–
Traffic, shipping and receiving clerks	13.13	6.8	13.13	6.8	–	–
Stock and inventory clerks	12.37	10.5	11.79	11.0	–	–
Insurance adjusters, examiners, and investigators	16.40	7.0	16.40	7.0	–	–
Investigators and adjusters, except insurance	13.16	11.1	13.16	11.1	–	–
Bill and account collectors	12.73	12.2	12.73	12.2	–	–
General office clerks	11.68	4.7	11.86	7.8	11.45	3.6
Teachers' aides	11.63	3.6	–	–	11.59	3.7
Administrative support, n.e.c.	14.23	5.8	13.42	5.3	–	–
Blue collar	14.31	3.5	13.99	3.8	18.13	4.1
Precision production, craft, and repair						
Supervisors, mechanics and repairers	17.18	5.2	16.84	5.8	20.07	6.2
Heavy equipment mechanics	28.59	12.9	–	–	–	–
Industrial machinery repairers	16.07	7.3	16.07	7.3	–	–
Mechanics and repairers, n.e.c.	20.37	6.0	20.37	6.0	–	–
Electricians	14.10	7.7	13.72	8.3	–	–
Construction trades, n.e.c.	22.32	6.7	–	–	–	–
Supervisors, production	16.90	2.9	–	–	16.95	3.6
Machinists	20.98	8.6	20.98	8.6	–	–
Inspectors, testers, and graders	19.40	10.4	19.40	10.4	–	–
Production testers	15.27	4.4	15.27	4.4	–	–
Machine operators, assemblers, and inspectors						
Fabricating machine operators, n.e.c.	12.80	4.8	12.77	4.9	–	–
Molding and casting machine operators	15.24	15.7	15.24	15.7	–	–
Printing press operators	11.55	18.6	11.55	18.6	–	–
Miscellaneous machine operators, n.e.c.	19.93	8.8	20.46	9.5	–	–
Welders and cutters	12.01	4.2	12.01	4.2	–	–
Assemblers	15.29	4.3	15.29	4.3	–	–
Miscellaneous hand working, n.e.c.	11.92	9.6	11.92	9.6	–	–
Production testers	9.15	10.7	9.15	10.7	–	–
Production testers	9.56	7.3	9.56	7.3	–	–
Transportation and material moving						
Truck drivers	17.53	6.5	17.48	8.1	17.73	6.5
Bus drivers	17.67	6.5	17.90	6.7	–	–
Industrial truck and tractor equipment operators ..	14.15	10.1	–	–	15.58	5.8
Industrial truck and tractor equipment operators ..	12.30	8.7	12.30	8.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Construction laborers	11.29	4.4	10.97	4.6	16.12	4.7
Production helpers	17.09	13.5	–	–	–	–
Stock handlers and baggers	10.15	8.6	10.15	8.6	–	–
Machine feeders and offbearers	10.86	15.1	10.86	15.1	–	–
Freight, stock, and material handlers, n.e.c.	9.98	11.3	9.98	11.3	–	–
Hand packers and packagers	11.69	7.1	11.69	7.1	–	–
Laborers, except construction, n.e.c.	9.48	8.8	9.48	8.8	–	–
Laborers, except construction, n.e.c.	12.27	4.3	11.73	4.7	–	–
Service						
Protective service	10.24	4.0	8.57	2.5	16.67	4.7
Guards and police, except public service	15.01	12.5	8.59	7.5	19.90	4.8
Food service	9.29	8.8	8.59	7.7	–	–
Waiters, waitresses, and bartenders	8.12	2.8	8.03	2.9	10.25	5.2
Waiters and waitresses	6.66	1.6	6.63	1.7	–	–
Waiters/Waitresses' assistants	6.53	2.0	6.53	2.0	–	–
Other food service	6.80	3.0	6.71	2.9	–	–
Supervisors, food preparation and service	8.87	2.9	8.78	3.0	10.34	5.4
Cooks	12.76	9.8	12.76	9.8	–	–
Cooks	9.43	2.5	9.22	2.3	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food counter, fountain, and related	\$7.59	4.4	\$7.56	4.5	—	—
Kitchen workers, food preparation	8.80	4.3	8.68	4.8	—	—
Food preparation, n.e.c.	7.53	2.8	7.46	2.8	—	—
Health service	9.90	3.8	9.74	4.2	—	—
Health aides, except nursing	11.27	9.8	11.28	9.8	—	—
Nursing aides, orderlies and attendants	9.66	3.2	9.42	3.5	—	—
Cleaning and building service	10.10	7.6	9.41	9.3	\$12.01	4.7
Janitors and cleaners	9.97	8.6	9.13	10.6	11.88	4.9
Personal service	8.58	5.2	8.24	4.9	12.90	9.2
Child care workers, n.e.c.	8.17	11.1	—	—	11.78	6.2

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$17.21	2.6	\$16.36	3.4	\$20.53	2.3
All excluding sales	17.25	2.7	16.35	3.5	20.55	2.3
White collar	20.44	3.2	20.04	4.4	21.44	2.9
White collar excluding sales	20.83	3.4	20.54	4.7	21.47	2.9
Professional specialty and technical	25.51	3.3	25.97	4.9	24.83	2.9
Professional specialty	26.51	2.4	27.22	3.7	25.71	2.8
Engineers, architects, and surveyors	30.93	6.0	31.49	6.4	—	—
Electrical and electronic engineers	40.96	7.5	—	—	—	—
Mechanical engineers	29.58	6.6	29.58	6.6	—	—
Engineers, n.e.c.	29.41	9.0	29.41	9.0	—	—
Mathematical and computer scientists	29.55	5.4	29.81	5.5	—	—
Computer systems analysts and scientists	30.14	4.9	30.48	5.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.82	4.5	23.25	4.9	21.09	9.6
Registered nurses	23.11	2.2	22.76	2.1	—	—
Teachers, college and university	29.23	7.8	31.47	10.8	28.42	10.0
Other post-secondary teachers	22.45	14.2	28.29	20.5	20.72	16.9
Teachers, except college and university	26.05	3.1	17.79	10.7	27.22	2.8
Elementary school teachers	26.69	2.9	—	—	27.03	2.7
Secondary school teachers	27.41	3.2	22.35	11.6	27.69	3.3
Teachers, special education	25.64	5.5	—	—	25.41	5.7
Vocational and educational counselors	26.20	12.5	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	22.20	10.4	—	—	23.46	9.5
Psychologists	20.18	8.2	—	—	21.50	6.7
Social, recreation, and religious workers	18.78	4.4	—	—	—	—
Social workers	18.41	3.9	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.30	10.0	25.55	10.0	—	—
Technical	22.02	15.1	23.19	16.0	16.15	7.6
Clinical laboratory technologists and technicians	16.72	10.1	16.72	10.1	—	—
Health technologists and technicians, n.e.c.	15.28	7.8	15.54	11.8	—	—
Technical and related, n.e.c.	16.54	14.8	—	—	—	—
Executive, administrative, and managerial	28.89	5.1	28.43	6.4	30.54	5.6
Executives, administrators, and managers	33.94	4.7	34.01	5.6	33.69	8.5
Administrators and officials, public administration	36.99	9.9	—	—	36.99	9.9
Financial managers	33.28	16.5	33.85	17.3	—	—
Managers, marketing, advertising, and public relations	43.11	7.3	43.11	7.3	—	—
Administrators, education and related fields	38.06	9.9	29.12	19.6	—	—
Managers and administrators, n.e.c.	31.81	7.7	32.65	8.6	—	—
Management related	20.86	5.3	19.95	5.8	24.61	6.5
Accountants and auditors	18.73	8.4	18.36	9.2	—	—
Personnel, training, and labor relations specialists	17.48	3.8	17.50	4.1	—	—
Management related, n.e.c.	22.75	14.7	—	—	—	—
Sales	16.42	10.8	16.45	11.0	—	—
Supervisors, sales	20.17	12.1	20.17	12.1	—	—
Cashiers	9.38	7.0	9.21	7.2	—	—
Administrative support, including clerical	13.32	2.0	13.28	2.4	13.42	3.7
Supervisors, general office	17.45	8.4	18.68	9.3	—	—
Secretaries	13.77	3.0	13.88	3.9	13.49	3.8
Order clerks	12.01	4.7	11.76	4.5	—	—
Records clerks, n.e.c.	12.74	6.0	12.40	5.9	—	—
Bookkeepers, accounting and auditing clerks	13.39	6.2	13.24	6.8	—	—
Traffic, shipping and receiving clerks	13.13	6.8	13.13	6.8	—	—
Stock and inventory clerks	12.37	10.5	11.79	11.0	—	—
Insurance adjusters, examiners, and investigators	16.40	7.0	16.40	7.0	—	—
Investigators and adjusters, except insurance	13.45	10.6	13.45	10.6	—	—

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, Portland-Salem, OR-WA, October 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	\$12.21	4.0	\$13.02	6.3	\$11.46	3.6
Teachers' aides	12.22	7.3	–	–	12.20	7.4
Administrative support, n.e.c.	14.54	5.8	13.95	5.0	–	–
Blue collar	14.50	3.5	14.16	3.9	18.71	4.2
Precision production, craft, and repair						
Supervisors, mechanics and repairers	28.59	12.9	–	–	–	–
Heavy equipment mechanics	16.07	7.3	16.07	7.3	–	–
Industrial machinery repairers	20.37	6.0	20.37	6.0	–	–
Mechanics and repairers, n.e.c.	14.10	7.7	13.72	8.3	–	–
Electricians	22.32	6.7	–	–	–	–
Construction trades, n.e.c.	16.90	2.9	–	–	16.95	3.6
Supervisors, production	20.98	8.6	20.98	8.6	–	–
Machinists	19.40	10.4	19.40	10.4	–	–
Inspectors, testers, and graders	15.27	4.4	15.27	4.4	–	–
Machine operators, assemblers, and inspectors						
Fabricating machine operators, n.e.c.	15.24	15.7	15.24	15.7	–	–
Molding and casting machine operators	11.55	18.6	11.55	18.6	–	–
Printing press operators	20.04	9.9	20.64	11.1	–	–
Miscellaneous machine operators, n.e.c.	12.01	4.2	12.01	4.2	–	–
Welders and cutters	15.29	4.3	15.29	4.3	–	–
Assemblers	11.92	9.6	11.92	9.6	–	–
Miscellaneous hand working, n.e.c.	9.15	10.7	9.15	10.7	–	–
Production testers	9.56	7.3	9.56	7.3	–	–
Transportation and material moving						
Truck drivers	17.67	6.5	17.90	6.7	–	–
Industrial truck and tractor equipment operators ..	12.30	8.7	12.30	8.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Construction laborers	17.34	13.2	–	–	–	–
Production helpers	10.15	8.6	10.15	8.6	–	–
Stock handlers and baggers	11.90	16.4	11.90	16.4	–	–
Machine feeders and offbearers	9.98	11.3	9.98	11.3	–	–
Freight, stock, and material handlers, n.e.c.	11.45	10.4	11.45	10.4	–	–
Hand packers and packagers	9.34	8.5	9.34	8.5	–	–
Laborers, except construction, n.e.c.	12.36	4.0	11.78	4.4	–	–
Service						
Protective service	15.40	12.2	8.73	6.9	20.32	4.5
Guards and police, except public service	9.45	8.3	–	–	–	–
Food service	8.61	4.1	8.57	4.1	–	–
Waiters, waitresses, and bartenders	6.75	.8	6.75	.8	–	–
Other food service	9.22	4.1	9.17	4.1	–	–
Supervisors, food preparation and service	12.76	9.8	12.76	9.8	–	–
Cooks	9.44	2.6	9.28	2.2	–	–
Kitchen workers, food preparation	8.69	4.8	8.68	5.0	–	–
Food preparation, n.e.c.	7.54	2.8	7.52	2.8	–	–
Health service	9.78	3.9	9.59	4.3	–	–
Nursing aides, orderlies and attendants	9.51	3.3	9.24	3.6	–	–

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, Portland-Salem, OR-WA, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$10.82	5.7	\$10.22	8.1	\$12.07	4.7
Janitors and cleaners	10.70	6.1	9.97	9.2	11.94	4.9
Personal service	8.90	7.2	8.82	7.2	—	—

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$11.65	4.8	\$10.67	5.3	\$15.91	7.4
All excluding sales	11.83	5.1	10.83	5.5	15.91	7.4
White collar	14.51	8.6	13.36	9.8	17.93	9.2
White collar excluding sales	15.21	9.9	14.15	12.0	17.93	9.2
Professional specialty and technical	20.52	3.7	20.48	4.4	20.60	6.9
Professional specialty	21.77	4.5	21.69	6.6	21.87	5.6
Mathematical and computer scientists	-	-	-	-	-	-
Health related	23.10	2.4	22.82	3.2	-	-
Registered nurses	22.50	1.9	22.23	2.3	-	-
Teachers, college and university	21.56	14.2	-	-	20.97	15.6
Teachers, except college and university	22.25	7.4	26.43	6.6	20.86	9.7
Secondary school teachers	25.16	4.6	-	-	-	-
Teachers, n.e.c.	27.03	8.9	-	-	-	-
Substitute teachers	14.66	.7	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	17.79	10.7	18.77	8.6	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	8.26	8.6	8.26	8.6	-	-
Administrative support, including clerical	9.92	2.4	9.57	1.5	11.16	3.5
Teachers' aides	11.26	2.6	-	-	11.21	2.7
Blue collar	10.93	7.6	10.53	8.9	13.15	2.3
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	11.83	5.3	-	-	13.39	1.6
Bus drivers	12.07	5.9	-	-	13.39	1.6
Handlers, equipment cleaners, helpers, and laborers	10.42	10.5	10.45	10.6	-	-
Service	7.54	2.7	7.25	2.5	10.18	3.7
Protective service	-	-	-	-	-	-
Food service	7.13	2.6	6.86	2.3	9.94	3.4
Waiters, waitresses, and bartenders	6.57	2.8	6.52	2.7	-	-
Waiters and waitresses	6.39	2.8	6.39	2.8	-	-
Waiters'/Waitresses' assistants	6.81	4.4	6.60	3.4	-	-
Other food service	7.74	3.9	7.29	3.2	10.03	3.7
Cooks	9.32	5.7	-	-	-	-
Food preparation, n.e.c.	7.50	5.3	7.29	5.1	-	-
Health service	10.70	7.9	10.69	8.6	-	-
Nursing aides, orderlies and attendants	10.53	8.4	-	-	-	-
Cleaning and building service	7.36	4.1	-	-	-	-
Personal service	8.20	5.8	-	-	12.82	10.4
Child care workers, n.e.c.	8.90	15.7	-	-	-	-

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

² 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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$685	2.7	39.8	\$649	3.5	39.7	\$822	2.4	40.1
All excluding sales	686	2.7	39.8	649	3.6	39.7	823	2.4	40.1
White collar	815	3.2	39.9	799	4.5	39.9	856	2.9	39.9
White collar excluding sales	830	3.4	39.9	818	4.8	39.8	857	3.0	39.9
Professional specialty and technical	1,019	3.2	39.9	1,034	4.9	39.8	996	2.8	40.1
Professional specialty	1,061	2.4	40.0	1,088	3.7	40.0	1,031	2.6	40.1
Engineers, architects, and surveyors	1,237	6.0	40.0	1,259	6.4	40.0	-	-	-
Electrical and electronic engineers	1,638	7.5	40.0	-	-	-	-	-	-
Mechanical engineers	1,183	6.6	40.0	1,183	6.6	40.0	-	-	-
Engineers, n.e.c.	1,176	9.0	40.0	1,176	9.0	40.0	-	-	-
Mathematical and computer scientists	1,180	5.4	39.9	1,190	5.6	39.9	-	-	-
Computer systems analysts and scientists	1,204	4.9	39.9	1,218	5.0	39.9	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	948	4.0	41.5	929	4.7	40.0	1,040	2.0	49.3
Registered nurses	916	2.3	39.6	901	2.2	39.6	-	-	-
Teachers, college and university	1,110	7.6	38.0	1,194	11.5	37.9	1,080	9.7	38.0
Other post-secondary teachers	835	13.1	37.2	1,032	22.5	36.5	775	15.5	37.4
Teachers, except college and university	1,032	3.1	39.6	706	10.6	39.7	1,077	2.7	39.6
Elementary school teachers ...	1,058	2.8	39.6	-	-	-	1,071	2.6	39.6
Secondary school teachers	1,088	3.1	39.7	836	10.6	37.4	1,103	3.3	39.8
Teachers, special education ...	998	4.9	38.9	-	-	-	988	5.1	38.9
Vocational and educational counselors	1,024	12.4	39.1	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	867	11.0	39.1	-	-	-	930	9.3	39.6
Psychologists	784	8.9	38.8	-	-	-	850	5.7	39.5
Social, recreation, and religious workers	766	5.9	40.8	-	-	-	-	-	-
Social workers	737	3.9	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	976	10.3	40.2	1,027	10.3	40.2	-	-	-
Technical	871	15.3	39.6	916	16.3	39.5	646	7.6	40.0
Clinical laboratory technologists and technicians	669	10.1	40.0	669	10.1	40.0	-	-	-
Health technologists and technicians, n.e.c.	611	7.8	40.0	622	11.8	40.0	-	-	-
Technical and related, n.e.c. ...	653	14.3	39.5	-	-	-	-	-	-
Executive, administrative, and managerial	1,168	5.4	40.4	1,153	6.8	40.6	1,222	5.6	40.0
Executives, administrators, and managers	1,385	5.3	40.8	1,396	6.3	41.1	1,348	8.5	40.0
Administrators and officials, public administration	1,480	9.9	40.0	-	-	-	1,480	9.9	40.0
Financial managers	1,430	15.4	43.0	1,463	16.0	43.2	-	-	-
Managers, marketing, advertising, and public relations	1,724	7.3	40.0	1,724	7.3	40.0	-	-	-
Administrators, education and related fields	1,522	9.9	40.0	1,165	19.6	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, Portland-Salem, OR-WA, October 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									
Executives, administrators, and managers —Continued									
Managers and administrators, n.e.c.	\$1,296	8.9	40.8	\$1,336	10.0	40.9	—	—	—
Management related	831	5.1	39.8	794	5.4	39.8	\$984	6.5	40.0
Accountants and auditors	759	9.0	40.5	746	10.0	40.6	—	—	—
Personnel, training, and labor relations specialists	699	3.8	40.0	700	4.1	40.0	—	—	—
Management related, n.e.c.	902	14.0	39.7	—	—	—	—	—	—
Sales	660	12.2	40.2	661	12.3	40.2	—	—	—
Supervisors, sales	865	13.4	42.9	865	13.4	42.9	—	—	—
Cashiers	365	7.3	38.9	358	7.5	38.9	—	—	—
Administrative support, including clerical	527	1.9	39.6	526	2.3	39.6	532	3.7	39.6
Supervisors, general office	693	8.3	39.7	739	9.4	39.5	—	—	—
Secretaries	540	2.9	39.2	545	3.6	39.2	529	3.8	39.2
Order clerks	467	5.6	38.9	457	5.6	38.8	—	—	—
Records clerks, n.e.c.	506	5.8	39.7	492	5.6	39.6	—	—	—
Bookkeepers, accounting and auditing clerks	535	6.2	39.9	529	6.8	39.9	—	—	—
Traffic, shipping and receiving clerks	525	6.8	40.0	525	6.8	40.0	—	—	—
Stock and inventory clerks	495	10.5	40.0	472	11.0	40.0	—	—	—
Insurance adjusters, examiners, and investigators	629	6.7	38.4	629	6.7	38.4	—	—	—
Investigators and adjusters, except insurance	538	10.6	40.0	538	10.6	40.0	—	—	—
General office clerks	486	4.0	39.8	517	6.4	39.7	458	3.5	39.9
Teachers' aides	433	9.6	35.4	—	—	—	431	9.7	35.3
Administrative support, n.e.c.	581	5.8	40.0	557	5.0	39.9	—	—	—
Blue collar	577	3.6	39.8	563	4.0	39.8	748	4.2	40.0
Precision production, craft, and repair	687	5.2	39.9	673	5.8	39.9	803	6.2	40.0
Supervisors, mechanics and repairers	1,133	12.7	39.6	—	—	—	—	—	—
Heavy equipment mechanics	643	7.3	40.0	643	7.3	40.0	—	—	—
Industrial machinery repairers	815	6.0	40.0	815	6.0	40.0	—	—	—
Mechanics and repairers, n.e.c.	564	7.7	40.0	549	8.3	40.0	—	—	—
Electricians	893	6.7	40.0	—	—	—	—	—	—
Construction trades, n.e.c.	676	2.9	40.0	—	—	—	678	3.6	40.0
Supervisors, production	825	8.5	39.3	825	8.5	39.3	—	—	—
Machinists	767	9.3	39.5	767	9.3	39.5	—	—	—
Inspectors, testers, and graders	611	4.4	40.0	611	4.4	40.0	—	—	—
Machine operators, assemblers, and inspectors	509	4.8	39.8	508	4.9	39.8	—	—	—
Fabricating machine operators, n.e.c.	610	15.7	40.0	610	15.7	40.0	—	—	—
Molding and casting machine operators	456	18.1	39.5	456	18.1	39.5	—	—	—
Printing press operators	792	8.8	39.5	814	9.7	39.4	—	—	—

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, Portland-Salem, OR-WA, October 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									
Machine operators, assemblers, and inspectors —Continued									
Miscellaneous machine operators, n.e.c.	\$480	4.2	40.0	\$480	4.2	40.0	—	—	—
Welders and cutters	612	4.3	40.0	612	4.3	40.0	—	—	—
Assemblers	470	9.8	39.4	470	9.8	39.4	—	—	—
Miscellaneous hand working, n.e.c.	366	10.7	40.0	366	10.7	40.0	—	—	—
Production testers	383	7.3	40.0	383	7.3	40.0	—	—	—
Transportation and material moving	730	6.1	40.2	724	7.4	40.3	\$757	6.9	40.0
Truck drivers	707	6.5	40.0	716	6.7	40.0	—	—	—
Industrial truck and tractor equipment operators	482	9.2	39.2	482	9.2	39.2	—	—	—
Handlers, equipment cleaners, helpers, and laborers	449	4.7	39.3	434	5.0	39.3	652	4.6	40.0
Construction laborers	693	13.2	40.0	—	—	—	—	—	—
Production helpers	395	9.0	38.9	395	9.0	38.9	—	—	—
Stock handlers and baggers ...	451	16.6	37.9	451	16.6	37.9	—	—	—
Machine feeders and offbearers	374	13.6	37.5	374	13.6	37.5	—	—	—
Freight, stock, and material handlers, n.e.c.	458	10.4	40.0	458	10.4	40.0	—	—	—
Hand packers and packagers	369	8.0	39.5	369	8.0	39.5	—	—	—
Laborers, except construction, n.e.c.	490	4.1	39.7	466	4.6	39.6	—	—	—
Service	433	5.0	39.2	350	3.4	38.8	714	5.0	40.8
Protective service	621	13.2	40.3	341	6.3	39.1	839	4.9	41.3
Guards and police, except public service	371	8.3	39.2	—	—	—	—	—	—
Food service	331	5.3	38.5	329	5.3	38.4	—	—	—
Waiters, waitresses, and bartenders	238	4.1	35.2	238	4.1	35.2	—	—	—
Other food service	365	4.8	39.7	364	4.8	39.6	—	—	—
Supervisors, food preparation and service	540	12.8	42.3	540	12.8	42.3	—	—	—
Cooks	373	2.9	39.5	367	2.7	39.5	—	—	—
Kitchen workers, food preparation	342	4.3	39.4	342	4.5	39.4	—	—	—
Food preparation, n.e.c.	290	4.0	38.5	289	4.1	38.4	—	—	—
Health service	380	4.0	38.9	372	4.4	38.8	—	—	—
Nursing aides, orderlies and attendants	368	3.6	38.7	356	3.8	38.5	—	—	—
Cleaning and building service	431	5.6	39.9	407	7.9	39.8	483	4.7	40.0
Janitors and cleaners	428	6.1	40.0	399	9.2	40.0	477	4.9	40.0
Personal service	337	8.5	37.8	333	8.6	37.8	—	—	—

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$34,829	2.7	2,024	\$33,683	3.5	2,059	\$38,921	2.4	1,896
All excluding sales	34,853	2.7	2,020	33,640	3.6	2,057	38,946	2.4	1,895
White collar	40,774	3.2	1,995	41,392	4.5	2,066	39,385	2.9	1,837
White collar excluding sales	41,376	3.4	1,986	42,364	4.8	2,062	39,419	3.0	1,836
Professional specialty and technical	48,591	3.2	1,905	53,113	4.9	2,045	42,943	2.8	1,729
Professional specialty	49,445	2.4	1,865	55,588	3.7	2,042	43,716	2.6	1,700
Engineers, architects, and surveyors	64,332	6.0	2,080	65,491	6.4	2,080	-	-	-
Electrical and electronic engineers	85,190	7.5	2,080	-	-	-	-	-	-
Mechanical engineers	61,534	6.6	2,080	61,534	6.6	2,080	-	-	-
Engineers, n.e.c.	61,177	9.0	2,080	61,177	9.0	2,080	-	-	-
Mathematical and computer scientists	61,346	5.4	2,076	61,866	5.6	2,076	-	-	-
Computer systems analysts and scientists	62,602	4.9	2,077	63,317	5.0	2,077	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	48,896	4.0	2,143	48,316	4.7	2,078	51,650	2.0	2,450
Registered nurses	47,122	2.3	2,039	46,846	2.2	2,058	-	-	-
Teachers, college and university	44,387	7.6	1,519	46,863	11.5	1,489	43,467	9.7	1,530
Other post-secondary teachers	32,806	13.1	1,461	39,444	22.5	1,394	30,719	15.5	1,482
Teachers, except college and university	40,910	3.1	1,570	33,469	10.6	1,881	41,765	2.7	1,535
Elementary school teachers ...	40,913	2.8	1,533	-	-	-	41,404	2.6	1,532
Secondary school teachers	42,520	3.1	1,551	32,922	10.6	1,473	43,061	3.3	1,555
Teachers, special education ...	38,353	4.9	1,496	-	-	-	37,931	5.1	1,493
Vocational and educational counselors	42,119	12.4	1,607	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	43,430	11.0	1,957	-	-	-	46,322	9.3	1,975
Psychologists	38,878	8.9	1,927	-	-	-	41,818	5.7	1,945
Social, recreation, and religious workers	39,200	5.9	2,088	-	-	-	-	-	-
Social workers	37,752	3.9	2,050	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	50,384	10.3	2,073	52,933	10.3	2,072	-	-	-
Technical	45,307	15.3	2,057	47,614	16.3	2,053	33,591	7.6	2,080
Clinical laboratory technologists and technicians	34,768	10.1	2,080	34,768	10.1	2,080	-	-	-
Health technologists and technicians, n.e.c.	31,788	7.8	2,080	32,318	11.8	2,080	-	-	-
Technical and related, n.e.c. ...	33,939	14.3	2,052	-	-	-	-	-	-
Executive, administrative, and managerial	60,285	5.4	2,086	59,934	6.8	2,108	61,484	5.6	2,013
Executives, administrators, and managers	71,480	5.3	2,106	72,563	6.3	2,134	68,101	8.5	2,021
Administrators and officials, public administration	76,936	9.9	2,080	-	-	-	76,936	9.9	2,080
Financial managers	74,382	15.4	2,235	76,059	16.0	2,247	-	-	-
Managers, marketing, advertising, and public relations	89,674	7.3	2,080	89,674	7.3	2,080	-	-	-
Administrators, education and related fields	72,172	9.9	1,896	59,508	19.6	2,043	-	-	-

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, Portland-Salem, OR-WA, October 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									
Executives, administrators, and managers —Continued									
Managers and administrators, n.e.c.	\$67,408	8.9	2,119	\$69,495	10.0	2,128	—	—	—
Management related	42,885	5.1	2,056	41,289	5.4	2,070	\$49,166	6.5	1,998
Accountants and auditors	39,477	9.0	2,108	38,785	10.0	2,112	—	—	—
Personnel, training, and labor relations specialists	36,368	3.8	2,080	36,409	4.1	2,080	—	—	—
Management related, n.e.c.	45,963	14.0	2,020	—	—	—	—	—	—
Sales	34,322	12.2	2,090	34,380	12.3	2,090	—	—	—
Supervisors, sales	44,993	13.4	2,231	44,993	13.4	2,231	—	—	—
Cashiers	18,998	7.3	2,025	18,638	7.5	2,023	—	—	—
Administrative support, including clerical	27,086	1.9	2,034	27,340	2.3	2,058	26,376	3.7	1,965
Supervisors, general office	36,034	8.3	2,065	38,404	9.4	2,056	—	—	—
Secretaries	26,908	2.9	1,954	28,245	3.6	2,035	24,044	3.8	1,782
Order clerks	24,302	5.6	2,023	23,761	5.6	2,020	—	—	—
Records clerks, n.e.c.	26,240	5.8	2,060	25,519	5.6	2,057	—	—	—
Bookkeepers, accounting and auditing clerks	27,797	6.2	2,076	27,502	6.8	2,077	—	—	—
Traffic, shipping and receiving clerks	27,315	6.8	2,080	27,315	6.8	2,080	—	—	—
Stock and inventory clerks	25,735	10.5	2,080	24,526	11.0	2,080	—	—	—
Insurance adjusters, examiners, and investigators	32,726	6.7	1,996	32,726	6.7	1,996	—	—	—
Investigators and adjusters, except insurance	27,978	10.6	2,080	27,978	10.6	2,080	—	—	—
General office clerks	25,101	4.0	2,055	26,871	6.4	2,064	23,465	3.5	2,047
Teachers' aides	15,878	9.6	1,299	—	—	—	15,779	9.7	1,293
Administrative support, n.e.c.	29,931	5.8	2,058	28,957	5.0	2,076	—	—	—
Blue collar	29,973	3.6	2,066	29,274	4.0	2,067	38,549	4.2	2,060
Precision production, craft, and repair	35,672	5.2	2,072	34,956	5.8	2,072	41,744	6.2	2,080
Supervisors, mechanics and repairers	58,913	12.7	2,060	—	—	—	—	—	—
Heavy equipment mechanics	33,427	7.3	2,080	33,427	7.3	2,080	—	—	—
Industrial machinery repairers	42,416	6.0	2,083	42,416	6.0	2,083	—	—	—
Mechanics and repairers, n.e.c.	29,338	7.7	2,080	28,537	8.3	2,080	—	—	—
Electricians	46,433	6.7	2,080	—	—	—	—	—	—
Construction trades, n.e.c.	35,150	2.9	2,080	—	—	—	35,257	3.6	2,080
Supervisors, production	42,910	8.5	2,045	42,910	8.5	2,045	—	—	—
Machinists	39,864	9.3	2,055	39,864	9.3	2,055	—	—	—
Inspectors, testers, and graders	31,766	4.4	2,080	31,766	4.4	2,080	—	—	—
Machine operators, assemblers, and inspectors	26,476	4.8	2,069	26,414	4.9	2,069	—	—	—
Fabricating machine operators, n.e.c.	31,699	15.7	2,080	31,699	15.7	2,080	—	—	—
Molding and casting machine operators	23,714	18.1	2,053	23,714	18.1	2,053	—	—	—
Printing press operators	41,171	8.8	2,055	42,335	9.7	2,051	—	—	—

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, Portland-Salem, OR-WA, October 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									
Machine operators, assemblers, and inspectors —Continued									
Miscellaneous machine operators, n.e.c.	\$24,982	4.2	2,080	\$24,982	4.2	2,080	—	—	—
Welders and cutters	31,801	4.3	2,080	31,801	4.3	2,080	—	—	—
Assemblers	24,419	9.8	2,049	24,419	9.8	2,049	—	—	—
Miscellaneous hand working, n.e.c.	19,031	10.7	2,080	19,031	10.7	2,080	—	—	—
Production testers	19,892	7.3	2,080	19,892	7.3	2,080	—	—	—
Transportation and material moving	37,807	6.1	2,082	37,665	7.4	2,094	\$38,430	6.9	2,031
Truck drivers	36,744	6.5	2,080	37,225	6.7	2,080	—	—	—
Industrial truck and tractor equipment operators	25,040	9.2	2,036	25,040	9.2	2,036	—	—	—
Handlers, equipment cleaners, helpers, and laborers	23,373	4.7	2,045	22,589	5.0	2,042	33,895	4.6	2,080
Construction laborers	36,060	13.2	2,080	—	—	—	—	—	—
Production helpers	20,523	9.0	2,021	20,523	9.0	2,021	—	—	—
Stock handlers and baggers ...	23,471	16.6	1,972	23,471	16.6	1,972	—	—	—
Machine feeders and offbearers	19,437	13.6	1,948	19,437	13.6	1,948	—	—	—
Freight, stock, and material handlers, n.e.c.	23,818	10.4	2,080	23,818	10.4	2,080	—	—	—
Hand packers and packagers	19,182	8.0	2,053	19,182	8.0	2,053	—	—	—
Laborers, except construction, n.e.c.	25,487	4.1	2,063	24,256	4.6	2,060	—	—	—
Service	22,383	5.0	2,027	18,148	3.4	2,008	36,542	5.0	2,090
Protective service	32,279	13.2	2,096	17,737	6.3	2,032	43,610	4.9	2,147
Guards and police, except public service	19,270	8.3	2,039	—	—	—	—	—	—
Food service	17,034	5.3	1,978	16,983	5.3	1,982	—	—	—
Waiters, waitresses, and bartenders	12,352	4.1	1,830	12,352	4.1	1,830	—	—	—
Other food service	18,725	4.8	2,032	18,702	4.8	2,039	—	—	—
Supervisors, food preparation and service	28,070	12.8	2,200	28,070	12.8	2,200	—	—	—
Cooks	19,151	2.9	2,028	19,074	2.7	2,055	—	—	—
Kitchen workers, food preparation	17,124	4.3	1,972	17,079	4.5	1,967	—	—	—
Food preparation, n.e.c.	14,893	4.0	1,976	14,847	4.1	1,974	—	—	—
Health service	19,773	4.0	2,022	19,327	4.4	2,016	—	—	—
Nursing aides, orderlies and attendants	19,114	3.6	2,011	18,497	3.8	2,003	—	—	—
Cleaning and building service	22,129	5.6	2,045	21,141	7.9	2,069	24,103	4.7	1,998
Janitors and cleaners	21,904	6.1	2,047	20,733	9.2	2,080	23,796	4.9	1,994
Personal service	17,499	8.5	1,966	17,323	8.6	1,964	—	—	—

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$16.65	2.6	\$15.77	3.4	\$20.10	2.3
All excluding sales	16.70	2.7	15.78	3.5	20.12	2.3
White collar	19.86	3.3	19.36	4.5	21.14	2.8
1	7.74	1.8	7.69	1.8	—	—
2	9.14	3.7	9.05	4.0	10.01	5.3
3	10.06	2.8	9.94	3.5	10.57	2.7
4	12.45	2.3	12.26	3.2	12.83	2.1
5	13.89	3.6	13.96	4.1	13.41	3.2
6	16.20	3.4	15.90	3.9	18.63	4.5
7	18.33	3.5	19.11	4.2	16.57	4.0
8	22.55	6.2	22.61	7.5	22.41	10.7
9	24.48	2.1	23.78	3.2	25.29	2.4
10	28.37	4.2	26.94	5.6	32.22	4.9
11	32.93	6.9	33.87	7.9	29.77	7.1
12	39.35	3.4	39.39	4.0	39.13	5.3
13	46.82	3.8	49.28	4.9	—	—
14	62.81	6.5	62.17	7.3	—	—
Not able to be leveled	30.20	25.9	—	—	—	—
White collar excluding sales	20.29	3.4	19.90	4.9	21.16	2.8
2	9.14	3.7	9.05	4.0	10.01	5.3
3	10.56	2.6	10.56	3.3	10.57	2.7
4	12.36	2.2	12.07	3.2	12.82	2.1
5	13.45	2.0	13.46	2.3	13.41	3.2
6	16.43	3.6	16.12	4.1	18.63	4.5
7	18.42	3.5	19.24	4.2	16.58	4.0
8	21.63	4.4	21.21	3.2	22.41	10.7
9	24.48	2.1	23.76	3.3	25.29	2.4
10	28.30	4.4	26.74	6.1	32.22	4.9
11	33.20	7.0	34.37	7.9	29.77	7.1
12	39.35	3.4	39.39	4.0	39.13	5.3
13	46.82	3.8	49.28	4.9	—	—
14	62.81	6.5	62.17	7.3	—	—
Not able to be leveled	30.20	25.9	—	—	—	—
Professional specialty and technical	24.99	3.1	25.34	4.6	24.45	2.7
Professional specialty	26.07	2.3	26.68	3.6	25.37	2.6
5	13.06	3.7	—	—	13.08	3.7
6	14.58	12.2	14.23	15.4	15.91	2.0
7	21.78	10.1	22.52	12.2	—	—
8	22.59	5.9	21.57	4.3	24.14	11.9
9	24.66	1.8	23.80	2.6	25.20	2.6
10	28.19	5.9	26.05	8.4	33.12	5.5
11	32.38	6.5	32.95	8.3	30.71	4.9
12	37.18	4.5	37.94	5.5	—	—
13	46.61	6.4	49.05	6.1	—	—
Not able to be leveled	30.20	25.9	—	—	—	—
Engineers, architects, and surveyors	30.93	6.0	31.49	6.4	—	—
9	25.10	4.2	24.72	5.0	—	—
11	33.80	14.9	34.02	15.3	—	—
12	38.30	7.0	38.30	7.0	—	—
Electrical and electronic engineers	40.96	7.5	—	—	—	—
Mechanical engineers	29.58	6.6	29.58	6.6	—	—
Engineers, n.e.c.	29.41	9.0	29.41	9.0	—	—
Mathematical and computer scientists	29.57	5.3	29.81	5.5	—	—
9	28.52	4.6	29.21	5.2	—	—
Computer systems analysts and scientists	30.15	4.8	30.48	5.0	—	—
9	27.28	2.1	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.89	3.4	23.15	3.9	22.00	6.7
8	21.86	1.9	21.33	2.1	—	—
9	21.63	2.7	22.12	2.4	—	—
11	30.58	6.5	—	—	—	—
Registered nurses	22.94	1.6	22.62	1.6	24.84	3.5
8	22.20	1.4	21.70	1.4	—	—
9	22.51	1.1	22.52	1.2	—	—

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, Portland-Salem, OR-WA, October 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, college and university	\$28.06	7.2	\$31.20	10.1	\$27.07	9.1
10	31.70	9.0	—	—	36.44	4.9
11	27.45	11.9	24.29	5.6	30.18	15.3
12	35.48	3.8	—	—	—	—
Other post-secondary teachers	21.00	13.1	28.29	20.5	19.23	15.0
11	25.21	14.0	—	—	—	—
Teachers, except college and university	25.84	2.9	18.73	10.2	26.91	2.7
6	9.76	5.8	—	—	—	—
7	13.39	14.9	—	—	—	—
8	27.79	9.4	19.98	13.6	30.62	3.0
9	26.61	2.6	20.93	10.7	26.76	2.7
Prekindergarten and kindergarten	18.96	27.5	—	—	—	—
Elementary school teachers	26.67	2.8	—	—	27.01	2.6
8	30.55	2.6	—	—	—	—
9	26.60	2.5	—	—	26.63	2.6
Secondary school teachers	27.28	3.1	21.99	9.8	27.60	3.3
9	27.01	3.2	—	—	27.27	3.3
Teachers, special education	25.58	5.5	—	—	25.38	5.7
9	24.90	6.3	—	—	24.90	6.3
Teachers, n.e.c.	21.35	3.4	—	—	—	—
Substitute teachers	14.66	.7	—	—	—	—
Vocational and educational counselors	25.65	13.2	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	20.25	14.7	—	—	23.46	9.5
9	21.51	6.9	—	—	21.51	6.9
Psychologists	18.25	13.6	—	—	21.50	6.7
9	21.51	6.9	—	—	21.51	6.9
Social, recreation, and religious workers	18.01	3.8	18.65	5.2	17.79	4.7
Social workers	18.41	3.9	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.30	10.0	25.55	10.0	—	—
Technical	21.42	13.7	22.55	14.6	15.60	7.2
4	11.85	5.0	11.85	5.0	—	—
5	13.41	6.0	13.74	6.3	—	—
6	18.55	3.7	18.38	4.4	—	—
7	18.32	6.2	19.94	4.9	—	—
8	19.48	7.8	20.90	7.0	—	—
9	25.95	6.7	25.95	6.7	—	—
Clinical laboratory technologists and technicians	16.55	9.9	16.55	9.9	—	—
Licensed practical nurses	15.85	5.3	16.21	5.4	—	—
Health technologists and technicians, n.e.c.	15.39	6.6	15.66	8.5	—	—
5	13.44	8.0	—	—	—	—
Electrical and electronic technicians	20.96	5.8	—	—	—	—
Technical and related, n.e.c.	16.23	14.2	15.89	15.9	—	—
Executive, administrative, and managerial	29.08	5.1	28.42	6.3	31.41	6.2
6	17.18	3.8	17.18	3.8	—	—
7	17.60	6.3	16.99	6.7	—	—
8	19.94	11.1	19.97	13.9	—	—
9	23.81	5.6	23.26	6.5	26.11	4.0
11	28.64	6.6	28.58	7.4	—	—
12	40.63	4.2	40.19	4.8	—	—
14	69.97	4.0	—	—	—	—
Executives, administrators, and managers	34.23	4.7	34.01	5.6	34.93	9.3
9	26.07	3.6	25.58	4.5	27.73	4.1
11	28.18	6.8	28.58	7.4	—	—
12	41.00	4.2	40.62	4.8	—	—
14	69.97	4.0	—	—	—	—
Administrators and officials, public administration	40.72	11.7	—	—	40.72	11.7
Financial managers	33.28	16.5	33.85	17.3	—	—

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, Portland-Salem, OR-WA, October 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						
Executives, administrators, and managers —Continued						
Managers, marketing, advertising, and public relations	\$43.11	7.3	\$43.11	7.3	—	—
12	45.01	5.6	45.01	5.6	—	—
Administrators, education and related fields	38.06	9.9	29.12	19.6	—	—
Managers and administrators, n.e.c.	31.81	7.7	32.65	8.6	—	—
9	26.21	3.8	25.59	4.1	—	—
11	26.39	6.5	—	—	—	—
12	38.60	6.1	38.60	6.1	—	—
Management related	20.88	5.3	19.97	5.8	\$24.61	6.5
7	17.79	6.9	17.16	7.3	—	—
8	21.03	11.1	—	—	—	—
9	21.40	9.3	21.02	10.4	—	—
Accountants and auditors	18.73	8.4	18.36	9.2	—	—
Personnel, training, and labor relations specialists	17.48	3.8	17.50	4.1	—	—
Management related, n.e.c.	22.75	14.7	—	—	—	—
Sales	15.54	11.1	15.56	11.2	—	—
1	7.62	1.4	7.62	1.4	—	—
3	8.18	5.3	8.18	5.3	—	—
4	12.97	7.5	12.95	7.8	—	—
5	16.89	18.5	16.89	18.5	—	—
6	14.01	5.0	14.01	5.0	—	—
8	29.17	26.8	29.17	26.8	—	—
Supervisors, sales	19.94	12.0	19.94	12.0	—	—
Sales workers, apparel	9.81	15.2	9.81	15.2	—	—
Sales workers, other commodities	8.98	9.0	8.44	7.7	—	—
3	7.91	7.3	7.91	7.3	—	—
Cashiers	9.11	6.9	8.96	7.1	—	—
1	7.54	1.0	7.54	1.0	—	—
3	8.44	7.8	8.44	7.8	—	—
Administrative support, including clerical	12.92	2.3	12.83	2.8	13.19	3.4
2	9.13	3.8	9.04	4.0	10.09	5.6
3	10.54	2.6	10.52	3.3	10.57	2.7
4	12.38	2.3	12.08	3.4	12.83	2.2
5	13.46	2.3	13.38	2.5	14.23	2.4
6	15.95	4.0	15.58	4.4	19.27	7.6
7	17.36	2.2	18.01	2.5	—	—
Supervisors, general office	17.45	8.4	18.68	9.3	—	—
Secretaries	13.45	3.5	13.47	4.5	13.40	3.9
4	12.22	5.0	11.52	5.2	12.71	7.1
5	13.31	3.0	13.04	3.9	—	—
6	14.23	3.9	13.95	4.5	—	—
Receptionists	10.54	6.8	10.54	6.8	—	—
Information clerks, n.e.c.	12.83	10.9	—	—	—	—
Order clerks	11.70	4.6	11.47	4.4	—	—
3	10.07	4.9	10.07	4.9	—	—
4	10.78	5.1	10.78	5.1	—	—
5	12.70	4.3	12.45	4.5	—	—
Library clerks	11.24	3.1	—	—	11.24	3.1
Records clerks, n.e.c.	12.83	6.0	12.40	5.9	—	—
4	13.63	3.8	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.32	6.2	13.16	6.8	—	—
4	11.93	5.8	10.76	3.8	—	—
5	14.31	2.7	14.31	2.7	—	—
Traffic, shipping and receiving clerks	13.13	6.8	13.13	6.8	—	—
4	14.48	8.5	14.48	8.5	—	—
Stock and inventory clerks	12.37	10.5	11.79	11.0	—	—
4	15.84	9.7	—	—	—	—

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, Portland-Salem, OR-WA, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Insurance adjusters, examiners, and investigators	\$16.40	7.0	\$16.40	7.0	—	—
Investigators and adjusters, except insurance	13.16	11.1	13.16	11.1	—	—
Bill and account collectors	12.73	12.2	12.73	12.2	—	—
General office clerks	11.68	4.7	11.86	7.8	\$11.45	3.6
3	10.29	4.0	10.60	7.2	—	—
4	12.71	4.1	13.61	9.7	12.30	2.7
Teachers' aides	11.63	3.6	—	—	11.59	3.7
3	11.49	3.3	—	—	11.48	3.3
Administrative support, n.e.c.	14.23	5.8	13.42	5.3	—	—
4	12.51	4.6	—	—	—	—
7	17.30	2.0	—	—	—	—
Blue collar	14.31	3.5	13.99	3.8	18.13	4.1
1	8.52	4.9	8.52	4.9	—	—
2	10.27	3.9	10.27	3.9	—	—
3	10.45	3.1	10.28	3.3	12.90	2.7
4	13.28	5.8	13.07	6.4	15.14	2.5
5	14.79	3.1	14.14	3.3	17.72	2.3
6	18.29	5.4	18.14	5.7	—	—
7	19.70	3.4	19.49	3.8	21.09	8.4
8	27.05	4.8	27.27	5.3	—	—
Precision production, craft, and repair	17.18	5.2	16.84	5.8	20.07	6.2
3	9.42	3.1	9.42	3.1	—	—
4	13.29	7.5	13.21	8.0	—	—
5	14.11	4.2	13.55	4.7	—	—
6	16.44	5.7	15.42	3.7	—	—
7	19.79	3.8	19.64	4.2	20.59	9.6
8	28.23	6.5	28.23	6.5	—	—
Supervisors, mechanics and repairers	28.59	12.9	—	—	—	—
Heavy equipment mechanics	16.07	7.3	16.07	7.3	—	—
Industrial machinery repairers	20.37	6.0	20.37	6.0	—	—
7	19.80	5.2	19.80	5.2	—	—
Mechanics and repairers, n.e.c.	14.10	7.7	13.72	8.3	—	—
Electricians	22.32	6.7	—	—	—	—
Construction trades, n.e.c.	16.90	2.9	—	—	16.95	3.6
Supervisors, production	20.98	8.6	20.98	8.6	—	—
Machinists	19.40	10.4	19.40	10.4	—	—
7	20.14	9.9	20.14	9.9	—	—
Inspectors, testers, and graders	15.27	4.4	15.27	4.4	—	—
Machine operators, assemblers, and inspectors	12.80	4.8	12.77	4.9	—	—
1	8.02	6.7	8.02	6.7	—	—
2	10.04	4.4	10.04	4.4	—	—
3	10.22	5.7	10.22	5.7	—	—
4	12.04	9.1	11.98	9.2	—	—
5	13.19	3.5	13.05	3.4	—	—
6	17.25	5.4	17.25	5.4	—	—
7	18.06	4.3	18.06	4.3	—	—
Fabricating machine operators, n.e.c.	15.24	15.7	15.24	15.7	—	—
Molding and casting machine operators	11.55	18.6	11.55	18.6	—	—
Printing press operators	19.93	8.8	20.46	9.5	—	—
Miscellaneous machine operators, n.e.c.	12.01	4.2	12.01	4.2	—	—
2	10.01	6.1	10.01	6.1	—	—
4	12.07	5.3	12.07	5.3	—	—
5	12.99	5.2	12.99	5.2	—	—
Welders and cutters	15.29	4.3	15.29	4.3	—	—
Assemblers	11.92	9.6	11.92	9.6	—	—
Miscellaneous hand working, n.e.c.	9.15	10.7	9.15	10.7	—	—
Production testers	9.56	7.3	9.56	7.3	—	—

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, Portland-Salem, OR-WA, October 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	\$17.53	6.5	\$17.48	8.1	\$17.73	6.5
3	11.80	5.8	11.56	7.5	12.66	3.0
4	15.55	5.9	15.95	8.0	14.71	3.7
5	16.24	4.8	15.28	7.1	—	—
6	20.88	6.0	20.88	6.0	—	—
7	23.45	12.3	—	—	—	—
Truck drivers	17.67	6.5	17.90	6.7	—	—
Bus drivers	14.15	10.1	—	—	15.58	5.8
3	—	—	—	—	12.66	3.0
Industrial truck and tractor equipment operators ..	12.30	8.7	12.30	8.7	—	—
4	14.92	8.0	14.92	8.0	—	—
Handlers, equipment cleaners, helpers, and laborers	11.29	4.4	10.97	4.6	16.12	4.7
1	8.82	6.0	8.82	6.0	—	—
2	10.74	5.9	10.74	5.9	—	—
3	10.29	4.9	10.07	4.9	—	—
4	14.87	8.0	14.69	10.3	—	—
5	15.39	6.4	15.19	7.3	—	—
Construction laborers	17.09	13.5	—	—	—	—
Production helpers	10.15	8.6	10.15	8.6	—	—
3	10.10	10.7	10.10	10.7	—	—
Stock handlers and baggers	10.86	15.1	10.86	15.1	—	—
Machine feeders and offbearers	9.98	11.3	9.98	11.3	—	—
Freight, stock, and material handlers, n.e.c.	11.69	7.1	11.69	7.1	—	—
2	11.57	7.8	11.57	7.8	—	—
Hand packers and packagers	9.48	8.8	9.48	8.8	—	—
Laborers, except construction, n.e.c.	12.27	4.3	11.73	4.7	—	—
1	9.66	11.9	9.66	11.9	—	—
4	13.19	6.0	—	—	—	—
Service	10.24	4.0	8.57	2.5	16.67	4.7
1	7.34	2.1	7.07	1.0	10.14	6.1
2	8.87	4.1	8.57	4.5	11.71	5.0
3	8.80	3.6	8.60	3.9	10.53	3.3
4	9.95	5.5	9.07	5.5	13.05	2.7
5	15.39	7.9	10.56	11.2	17.88	1.7
6	16.49	8.3	—	—	—	—
7	19.59	7.2	—	—	21.83	4.0
Protective service	15.01	12.5	8.59	7.5	19.90	4.8
3	10.82	9.3	—	—	—	—
5	17.34	4.0	—	—	17.88	1.7
7	21.86	4.1	—	—	21.86	4.1
Guards and police, except public service	9.29	8.8	8.59	7.7	—	—
Food service	8.12	2.8	8.03	2.9	10.25	5.2
1	7.06	1.7	6.94	1.6	—	—
2	7.48	3.2	7.37	3.4	—	—
3	7.89	4.2	7.88	4.3	—	—
4	8.56	6.9	8.26	6.9	—	—
Waiters, waitresses, and bartenders	6.66	1.6	6.63	1.7	—	—
1	6.92	2.6	6.86	2.6	—	—
2	6.49	1.1	—	—	—	—
3	6.58	.7	6.58	.7	—	—
Waiters and waitresses	6.53	2.0	6.53	2.0	—	—
3	6.60	.7	6.60	.7	—	—
Waiters'/Waitresses' assistants	6.80	3.0	6.71	2.9	—	—
1	6.99	3.3	6.90	3.3	—	—
Other food service	8.87	2.9	8.78	3.0	10.34	5.4
1	7.15	1.9	7.00	1.6	—	—
2	7.87	2.8	7.75	2.9	—	—
3	8.85	4.6	8.85	4.8	—	—
4	9.61	5.4	9.28	5.2	—	—
Supervisors, food preparation and service	12.76	9.8	12.76	9.8	—	—
Cooks	9.43	2.5	9.22	2.3	—	—

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, Portland-Salem, OR-WA, October 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						
Cooks—Continued						
3	\$8.81	3.9	\$8.83	4.2	—	—
4	10.10	4.4	9.79	4.0	—	—
Food counter, fountain, and related	7.59	4.4	7.56	4.5	—	—
Kitchen workers, food preparation	8.80	4.3	8.68	4.8	—	—
2	7.99	4.3	—	—	—	—
Food preparation, n.e.c.	7.53	2.8	7.46	2.8	—	—
1	7.05	1.8	6.91	1.2	—	—
2	7.88	3.4	7.88	3.4	—	—
Health service	9.90	3.8	9.74	4.2	—	—
3	10.20	5.4	9.85	6.6	—	—
4	10.26	6.9	10.26	6.9	—	—
Health aides, except nursing	11.27	9.8	11.28	9.8	—	—
Nursing aides, orderlies and attendants	9.66	3.2	9.42	3.5	—	—
3	10.37	4.5	9.96	5.5	—	—
4	9.35	4.3	9.35	4.3	—	—
Cleaning and building service	10.10	7.6	9.41	9.3	\$12.01	4.7
2	10.80	6.0	10.45	8.1	—	—
3	9.50	11.7	9.10	15.0	—	—
4	12.70	7.5	—	—	—	—
Janitors and cleaners	9.97	8.6	9.13	10.6	11.88	4.9
2	11.31	5.3	11.06	7.4	—	—
3	10.31	12.5	—	—	—	—
Personal service	8.58	5.2	8.24	4.9	12.90	9.2
3	8.08	3.1	7.86	1.3	—	—
Child care workers, n.e.c.	8.17	11.1	—	—	11.78	6.2
3	8.10	13.3	—	—	—	—

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

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

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

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

of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$17.21	2.6	\$16.36	3.4	\$20.53	2.3
All excluding sales	17.25	2.7	16.35	3.5	20.55	2.3
White collar	20.44	3.2	20.04	4.4	21.44	2.9
2	9.37	7.8	9.25	8.8	—	—
3	10.11	2.9	10.03	3.5	10.47	2.6
4	12.61	2.3	12.44	3.2	12.91	2.2
5	13.81	3.8	13.86	4.3	13.48	3.7
6	16.13	3.0	15.79	3.2	18.77	4.4
7	18.29	3.6	18.97	4.4	16.68	3.8
8	22.71	6.7	22.74	8.1	22.64	12.1
9	24.59	2.2	23.96	3.5	25.30	2.5
10	28.28	4.4	26.99	5.7	32.31	5.8
11	32.96	7.0	33.87	7.9	29.74	7.4
12	39.52	3.4	39.60	3.9	39.13	5.3
13	46.80	4.0	49.41	5.1	—	—
14	61.60	7.0	62.17	7.3	—	—
White collar excluding sales	20.83	3.4	20.54	4.7	21.47	2.9
2	9.37	7.8	9.25	8.8	—	—
3	10.59	2.8	10.62	3.6	10.47	2.6
4	12.46	2.2	12.17	3.2	12.91	2.3
5	13.33	2.1	13.31	2.3	13.48	3.7
6	16.37	3.1	16.02	3.5	18.77	4.4
7	18.34	3.6	19.03	4.4	16.69	3.9
8	21.71	4.8	21.23	3.4	22.64	12.1
9	24.59	2.2	23.94	3.5	25.30	2.5
10	28.19	4.6	26.79	6.1	32.31	5.8
11	33.24	7.0	34.37	7.9	29.74	7.4
12	39.52	3.4	39.60	3.9	39.13	5.3
13	46.80	4.0	49.41	5.1	—	—
14	61.60	7.0	62.17	7.3	—	—
Professional specialty and technical	25.51	3.3	25.97	4.9	24.83	2.9
Professional specialty	26.51	2.4	27.22	3.7	25.71	2.8
6	15.51	14.1	—	—	—	—
7	21.74	11.3	22.56	12.8	—	—
8	22.93	6.8	21.68	4.7	24.87	13.9
9	24.80	2.0	24.09	2.9	25.20	2.7
10	28.03	6.4	26.11	8.6	33.46	6.7
11	32.43	6.7	32.95	8.3	30.75	5.1
12	37.56	4.6	38.48	5.6	—	—
13	46.56	6.8	—	—	—	—
Engineers, architects, and surveyors	30.93	6.0	31.49	6.4	—	—
9	25.10	4.2	24.72	5.0	—	—
11	33.80	14.9	34.02	15.3	—	—
12	38.30	7.0	38.30	7.0	—	—
Electrical and electronic engineers	40.96	7.5	—	—	—	—
Mechanical engineers	29.58	6.6	29.58	6.6	—	—
Engineers, n.e.c.	29.41	9.0	29.41	9.0	—	—
Mathematical and computer scientists	29.55	5.4	29.81	5.5	—	—
9	28.52	4.6	29.21	5.2	—	—
Computer systems analysts and scientists	30.14	4.9	30.48	5.0	—	—
9	27.28	2.1	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.82	4.5	23.25	4.9	21.09	9.6
8	20.81	2.7	20.75	3.0	—	—
9	21.37	3.3	22.11	2.9	—	—
11	30.58	6.5	—	—	—	—
Registered nurses	23.11	2.2	22.76	2.1	—	—
8	21.57	1.1	—	—	—	—
9	22.59	1.1	22.61	1.2	—	—
Teachers, college and university	29.23	7.8	31.47	10.8	28.42	10.0
10	31.86	10.2	—	—	36.86	5.4
11	26.55	14.0	24.18	5.5	—	—
12	35.48	3.8	—	—	—	—
Other post-secondary teachers	22.45	14.2	28.29	20.5	20.72	16.9

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, Portland-Salem, OR-WA, October 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	\$26.05	3.1	\$17.79	10.7	\$27.22	2.8
8	28.20	9.0	19.70	14.1	31.18	1.3
9	26.64	2.7	20.70	11.9	26.78	2.7
Elementary school teachers	26.69	2.9	—	—	27.03	2.7
8	30.55	2.6	—	—	—	—
9	26.63	2.6	—	—	26.65	2.6
Secondary school teachers	27.41	3.2	22.35	11.6	27.69	3.3
9	27.08	3.3	—	—	27.34	3.4
Teachers, special education	25.64	5.5	—	—	25.41	5.7
9	24.90	6.3	—	—	24.90	6.3
Vocational and educational counselors	26.20	12.5	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	22.20	10.4	—	—	23.46	9.5
9	21.51	6.9	—	—	21.51	6.9
Psychologists	20.18	8.2	—	—	21.50	6.7
9	21.51	6.9	—	—	21.51	6.9
Social, recreation, and religious workers	18.78	4.4	—	—	—	—
Social workers	18.41	3.9	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.30	10.0	25.55	10.0	—	—
Technical	22.02	15.1	23.19	16.0	16.15	7.6
5	12.45	5.4	12.70	6.0	—	—
6	18.16	3.5	17.77	4.1	—	—
7	18.28	5.9	19.24	4.4	—	—
8	19.48	7.8	20.90	7.0	—	—
9	26.52	6.2	26.52	6.2	—	—
Clinical laboratory technologists and technicians	16.72	10.1	16.72	10.1	—	—
Health technologists and technicians, n.e.c.	15.28	7.8	15.54	11.8	—	—
Technical and related, n.e.c.	16.54	14.8	—	—	—	—
Executive, administrative, and managerial						
6	28.89	5.1	28.43	6.4	30.54	5.6
7	17.18	3.8	17.18	3.8	—	—
8	17.60	6.3	16.99	6.7	—	—
9	19.94	11.1	19.97	13.9	—	—
11	23.82	5.7	23.26	6.5	26.11	4.0
12	28.64	6.6	28.58	7.4	—	—
Executives, administrators, and managers	40.63	4.2	40.19	4.8	—	—
9	33.94	4.7	34.01	5.6	33.69	8.5
11	26.07	3.6	25.58	4.5	27.73	4.1
12	28.18	6.8	28.58	7.4	—	—
Administrators and officials, public administration	41.00	4.2	40.62	4.8	—	—
Financial managers	36.99	9.9	—	—	36.99	9.9
Managers, marketing, advertising, and public relations	33.28	16.5	33.85	17.3	—	—
12	43.11	7.3	43.11	7.3	—	—
Administrators, education and related fields	45.01	5.6	45.01	5.6	—	—
Managers and administrators, n.e.c.	38.06	9.9	29.12	19.6	—	—
9	31.81	7.7	32.65	8.6	—	—
11	26.21	3.8	25.59	4.1	—	—
12	26.39	6.5	—	—	—	—
Management related	38.60	6.1	38.60	6.1	—	—
7	20.86	5.3	19.95	5.8	24.61	6.5
8	17.79	6.9	17.16	7.3	—	—
9	21.03	11.1	—	—	—	—
Accountants and auditors	21.38	9.4	20.99	10.5	—	—
Personnel, training, and labor relations specialists	18.73	8.4	18.36	9.2	—	—
Management related, n.e.c.	17.48	3.8	17.50	4.1	—	—
	22.75	14.7	—	—	—	—

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, Portland-Salem, OR-WA, October 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	\$16.42	10.8	\$16.45	11.0	–	–
3	8.36	5.7	8.36	5.7	–	–
4	13.51	7.3	13.52	7.5	–	–
5	16.89	18.5	16.89	18.5	–	–
6	14.01	5.0	14.01	5.0	–	–
8	29.17	26.8	29.17	26.8	–	–
Supervisors, sales	20.17	12.1	20.17	12.1	–	–
Cashiers	9.38	7.0	9.21	7.2	–	–
3	8.51	8.2	8.51	8.2	–	–
Administrative support, including clerical	13.32	2.0	13.28	2.4	\$13.42	3.7
2	9.37	7.8	9.25	8.8	–	–
3	10.56	2.9	10.59	3.6	10.47	2.6
4	12.49	2.3	12.19	3.3	12.91	2.3
5	13.46	2.3	13.38	2.5	14.19	2.6
6	15.95	4.0	15.59	4.4	19.27	7.6
7	17.36	2.2	18.01	2.5	–	–
Supervisors, general office	17.45	8.4	18.68	9.3	–	–
Secretaries	13.77	3.0	13.88	3.9	13.49	3.8
4	12.30	5.2	11.58	5.3	–	–
5	13.32	3.0	13.05	4.0	–	–
6	14.23	3.9	13.95	4.5	–	–
Order clerks	12.01	4.7	11.76	4.5	–	–
4	10.88	5.4	10.88	5.4	–	–
5	12.70	4.3	12.45	4.5	–	–
Records clerks, n.e.c.	12.74	6.0	12.40	5.9	–	–
4	13.63	3.8	–	–	–	–
Bookkeepers, accounting and auditing clerks	13.39	6.2	13.24	6.8	–	–
4	11.93	5.8	10.76	3.8	–	–
5	14.32	2.7	14.32	2.7	–	–
Traffic, shipping and receiving clerks	13.13	6.8	13.13	6.8	–	–
4	14.48	8.5	14.48	8.5	–	–
Stock and inventory clerks	12.37	10.5	11.79	11.0	–	–
4	15.84	9.7	–	–	–	–
Insurance adjusters, examiners, and investigators	16.40	7.0	16.40	7.0	–	–
Investigators and adjusters, except insurance	13.45	10.6	13.45	10.6	–	–
General office clerks	12.21	4.0	13.02	6.3	11.46	3.6
3	9.93	.7	–	–	–	–
4	12.76	4.2	13.85	10.5	12.30	2.7
Teachers' aides	12.22	7.3	–	–	12.20	7.4
3	11.53	4.2	–	–	11.53	4.2
Administrative support, n.e.c.	14.54	5.8	13.95	5.0	–	–
4	12.64	4.5	–	–	–	–
7	17.30	2.0	–	–	–	–
Blue collar	14.50	3.5	14.16	3.9	18.71	4.2
1	8.26	4.1	8.26	4.1	–	–
2	10.25	4.2	10.25	4.2	–	–
3	10.25	3.6	10.17	3.7	–	–
4	13.28	5.8	13.06	6.4	15.28	2.6
5	14.80	3.2	14.14	3.3	18.17	2.2
6	18.29	5.4	18.14	5.7	–	–
7	19.72	3.4	19.52	3.8	21.09	8.4
8	27.05	4.8	27.27	5.3	–	–
Precision production, craft, and repair	17.21	5.2	16.87	5.8	20.07	6.2
3	9.51	3.2	9.51	3.2	–	–
4	13.29	7.5	13.21	8.0	–	–
5	14.11	4.2	13.55	4.7	–	–
6	16.44	5.7	15.42	3.7	–	–
7	19.79	3.8	19.64	4.2	20.59	9.6
8	28.23	6.5	28.23	6.5	–	–

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, Portland-Salem, OR-WA, October 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						
Supervisors, mechanics and repairers	\$28.59	12.9	—	—	—	—
Heavy equipment mechanics	16.07	7.3	\$16.07	7.3	—	—
Industrial machinery repairers	20.37	6.0	20.37	6.0	—	—
7	19.80	5.2	19.80	5.2	—	—
Mechanics and repairers, n.e.c.	14.10	7.7	13.72	8.3	—	—
Electricians	22.32	6.7	—	—	—	—
Construction trades, n.e.c.	16.90	2.9	—	—	\$16.95	3.6
Supervisors, production	20.98	8.6	20.98	8.6	—	—
Machinists	19.40	10.4	19.40	10.4	—	—
7	20.14	9.9	20.14	9.9	—	—
Inspectors, testers, and graders	15.27	4.4	15.27	4.4	—	—
Machine operators, assemblers, and inspectors						
1	8.02	6.7	8.02	6.7	—	—
2	10.09	4.2	10.09	4.2	—	—
3	9.99	5.2	9.98	5.2	—	—
4	12.04	9.1	11.98	9.2	—	—
5	13.19	3.5	13.05	3.4	—	—
6	17.25	5.4	17.25	5.4	—	—
7	18.06	4.3	18.06	4.3	—	—
Fabricating machine operators, n.e.c.	15.24	15.7	15.24	15.7	—	—
Molding and casting machine operators	11.55	18.6	11.55	18.6	—	—
Printing press operators	20.04	9.9	20.64	11.1	—	—
Miscellaneous machine operators, n.e.c.	12.01	4.2	12.01	4.2	—	—
2	10.01	6.1	10.01	6.1	—	—
4	12.07	5.3	12.07	5.3	—	—
5	12.99	5.2	12.99	5.2	—	—
Welders and cutters	15.29	4.3	15.29	4.3	—	—
Assemblers	11.92	9.6	11.92	9.6	—	—
Miscellaneous hand working, n.e.c.	9.15	10.7	9.15	10.7	—	—
Production testers	9.56	7.3	9.56	7.3	—	—
Transportation and material moving						
3	18.16	6.2	17.99	7.6	18.93	6.9
4	12.31	7.9	—	—	—	—
5	15.65	6.0	15.95	8.0	—	—
6	16.39	5.2	15.28	7.1	—	—
7	20.88	6.0	20.88	6.0	—	—
Truck drivers	17.67	6.5	17.90	6.7	—	—
Industrial truck and tractor equipment operators ..	12.30	8.7	12.30	8.7	—	—
4	14.92	8.0	14.92	8.0	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	11.43	4.5	11.06	4.8	16.30	4.6
2	8.49	4.9	8.49	4.9	—	—
3	10.73	6.9	10.73	6.9	—	—
4	10.16	5.7	9.90	5.7	—	—
5	14.88	8.2	14.70	10.6	—	—
6	15.39	6.4	15.19	7.3	—	—
Construction laborers	17.34	13.2	—	—	—	—
Production helpers	10.15	8.6	10.15	8.6	—	—
3	10.10	10.7	10.10	10.7	—	—
Stock handlers and baggers	11.90	16.4	11.90	16.4	—	—
Machine feeders and offbearers	9.98	11.3	9.98	11.3	—	—
Freight, stock, and material handlers, n.e.c.	11.45	10.4	11.45	10.4	—	—
Hand packers and packagers	9.34	8.5	9.34	8.5	—	—
Laborers, except construction, n.e.c.	12.36	4.0	11.78	4.4	—	—
4	13.19	6.0	—	—	—	—
Service						
1	11.04	4.6	9.04	2.9	17.48	4.7
2	7.51	2.8	7.21	1.2	—	—
3	9.21	4.6	8.91	5.0	12.01	5.6
4	9.22	3.6	8.99	4.0	11.09	2.5
5	10.31	5.2	9.43	4.8	13.32	2.5

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, Portland-Salem, OR-WA, October 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						
5	\$15.39	8.0	—	—	\$17.88	1.7
7	19.58	7.2	—	—	21.84	4.1
Protective service	15.40	12.2	\$8.73	6.9	20.32	4.5
5	17.34	4.0	—	—	17.88	1.7
7	21.86	4.1	—	—	21.86	4.1
Guards and police, except public service	9.45	8.3	—	—	—	—
Food service	8.61	4.1	8.57	4.1	—	—
1	7.08	1.7	7.08	1.7	—	—
2	7.54	4.0	7.51	4.1	—	—
3	8.44	4.7	8.43	4.7	—	—
4	9.01	6.2	8.80	5.8	—	—
Waiters, waitresses, and bartenders	6.75	.8	6.75	.8	—	—
Other food service	9.22	4.1	9.17	4.1	—	—
1	7.10	1.8	7.10	1.8	—	—
2	7.93	2.4	7.90	2.5	—	—
3	9.36	2.2	9.37	2.3	—	—
4	9.51	5.7	9.28	5.2	—	—
Supervisors, food preparation and service	12.76	9.8	12.76	9.8	—	—
Cooks	9.44	2.6	9.28	2.2	—	—
4	10.05	4.5	9.79	4.0	—	—
Kitchen workers, food preparation	8.69	4.8	8.68	5.0	—	—
2	7.83	4.3	—	—	—	—
Food preparation, n.e.c.	7.54	2.8	7.52	2.8	—	—
1	6.99	1.3	6.99	1.3	—	—
2	7.91	2.5	7.91	2.5	—	—
Health service	9.78	3.9	9.59	4.3	—	—
3	10.07	4.9	9.53	6.1	—	—
4	10.20	7.3	10.20	7.3	—	—
Nursing aides, orderlies and attendants	9.51	3.3	9.24	3.6	—	—
3	10.27	4.0	9.57	4.7	—	—
Cleaning and building service	10.82	5.7	10.22	8.1	12.07	4.7
1	8.51	8.4	—	—	—	—
2	11.08	5.9	10.77	8.2	—	—
3	9.47	12.3	9.10	15.0	—	—
4	12.70	7.5	—	—	—	—
Janitors and cleaners	10.70	6.1	9.97	9.2	11.94	4.9
1	8.51	8.4	—	—	—	—
2	11.33	5.4	11.08	7.4	—	—
3	10.34	13.5	—	—	—	—
Personal service	8.90	7.2	8.82	7.2	—	—
3	8.25	.9	—	—	—	—

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$11.65	4.8	\$10.67	5.3	\$15.91	7.4
All excluding sales	11.83	5.1	10.83	5.5	15.91	7.4
White collar	14.51	8.6	13.36	9.8	17.93	9.2
1	7.82	3.9	—	—	—	—
3	9.83	6.0	9.50	8.4	10.90	5.2
4	10.80	4.6	10.50	6.0	11.64	1.5
5	15.00	6.6	16.35	6.5	13.13	5.5
6	17.02	14.1	17.16	14.5	—	—
7	18.89	13.5	21.69	10.4	—	—
8	20.93	4.1	21.00	4.8	—	—
9	22.58	3.1	21.61	3.1	25.16	3.8
10	30.03	3.5	—	—	31.80	1.9
White collar excluding sales	15.21	9.9	14.15	12.0	17.93	9.2
3	10.44	5.4	10.25	7.7	10.90	5.2
4	11.15	3.5	10.87	4.8	11.64	1.5
5	15.00	6.6	16.35	6.5	13.13	5.5
6	17.02	14.1	17.16	14.5	—	—
7	19.58	13.0	—	—	—	—
8	20.93	4.1	21.00	4.8	—	—
9	22.58	3.1	21.61	3.1	25.16	3.8
10	30.03	3.5	—	—	31.80	1.9
Professional specialty and technical	20.52	3.7	20.48	4.4	20.60	6.9
Professional specialty	21.77	4.5	21.69	6.6	21.87	5.6
5	12.71	5.9	—	—	12.75	5.9
6	10.95	5.0	—	—	—	—
8	20.93	4.1	21.00	4.8	—	—
9	22.87	3.1	21.90	3.2	25.16	3.8
10	30.03	3.5	—	—	31.80	1.9
Mathematical and computer scientists	—	—	—	—	—	—
Health related	23.10	2.4	22.82	3.2	—	—
8	22.62	1.7	21.97	2.3	—	—
9	22.66	3.3	22.17	3.0	—	—
Registered nurses	22.50	1.9	22.23	2.3	—	—
8	22.55	1.8	21.80	2.3	—	—
9	22.21	3.0	22.21	3.0	—	—
Teachers, college and university	21.56	14.2	—	—	20.97	15.6
10	30.46	7.8	—	—	33.37	1.8
Teachers, except college and university	22.25	7.4	26.43	6.6	20.86	9.7
6	13.93	6.9	—	—	—	—
9	25.71	2.3	—	—	—	—
Secondary school teachers	25.16	4.6	—	—	—	—
Teachers, n.e.c.	27.03	8.9	—	—	—	—
Substitute teachers	14.66	.7	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.79	10.7	18.77	8.6	—	—
5	16.57	6.3	16.59	6.3	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.26	8.6	8.26	8.6	—	—
3	7.38	5.8	7.38	5.8	—	—
4	9.78	16.7	9.78	16.7	—	—
Administrative support, including clerical	9.92	2.4	9.57	1.5	11.16	3.5
3	10.44	5.4	10.25	7.7	10.90	5.2
4	11.06	3.6	10.72	4.9	11.64	1.5
Teachers' aides	11.26	2.6	—	—	11.21	2.7
3	11.44	4.8	—	—	—	—

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, Portland-Salem, OR-WA, October 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	\$10.93	7.6	\$10.53	8.9	\$13.15	2.3
1	9.88	18.5	9.91	18.8	—	—
3	11.45	5.0	10.97	5.5	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.83	5.3	—	—	13.39	1.6
Bus drivers	12.07	5.9	—	—	13.39	1.6
Handlers, equipment cleaners, helpers, and laborers	10.42	10.5	10.45	10.6	—	—
1	9.88	18.5	9.91	18.8	—	—
Service	7.54	2.7	7.25	2.5	10.18	3.7
1	7.09	2.0	6.87	1.0	—	—
2	7.59	3.9	7.32	3.5	—	—
3	7.78	5.3	7.65	5.6	8.98	7.7
4	7.72	16.0	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	7.13	2.6	6.86	2.3	9.94	3.4
1	7.03	2.6	6.74	1.2	—	—
2	7.39	4.1	7.13	3.6	—	—
3	6.98	2.9	6.91	2.8	—	—
Waiters, waitresses, and bartenders	6.57	2.8	6.52	2.7	—	—
1	6.85	2.3	6.76	1.9	—	—
Waiters and waitresses	6.39	2.8	6.39	2.8	—	—
Waiters'/Waitresses' assistants	6.81	4.4	6.60	3.4	—	—
1	6.94	3.7	—	—	—	—
Other food service	7.74	3.9	7.29	3.2	10.03	3.7
1	7.29	5.4	—	—	—	—
2	7.77	5.4	7.48	4.4	—	—
Cooks	9.32	5.7	—	—	—	—
Food preparation, n.e.c.	7.50	5.3	7.29	5.1	—	—
1	7.19	5.7	—	—	—	—
Health service	10.70	7.9	10.69	8.6	—	—
Nursing aides, orderlies and attendants	10.53	8.4	—	—	—	—
Cleaning and building service	7.36	4.1	—	—	—	—
Personal service	8.20	5.8	—	—	12.82	10.4
3	7.77	8.9	—	—	—	—
Child care workers, n.e.c.	8.90	15.7	—	—	—	—

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$17.21	\$11.65	\$18.11	\$16.00	\$16.53	\$23.50
All excluding sales	17.25	11.83	18.15	16.02	16.69	—
White collar	20.44	14.51	19.78	19.89	19.76	23.35
White-collar excluding sales	20.83	15.21	19.89	20.46	20.29	—
Professional specialty and technical	25.51	20.52	24.55	25.24	24.99	—
Professional specialty	26.51	21.77	25.30	26.67	26.07	—
Technical	22.02	17.79	15.49	22.23	21.42	—
Executive, administrative, and managerial	28.89	—	21.86	30.55	29.08	—
Sales	16.42	8.26	—	15.68	11.92	23.35
Administrative support, including clerical	13.32	9.92	13.31	12.78	12.92	—
Blue collar	14.50	10.93	17.31	12.43	14.24	—
Precision production, craft, and repair	17.21	—	20.54	15.39	16.95	—
Machine operators, assemblers, and inspectors	12.80	—	16.49	11.35	12.80	—
Transportation and material moving	18.16	11.83	19.10	14.62	17.53	—
Handlers, equipment cleaners, helpers, and laborers	11.43	10.42	13.11	10.14	11.29	—
Service	11.04	7.54	14.66	8.63	10.24	—
	Relative error ⁶ (percent)					
All occupations	2.6	4.8	2.4	3.8	2.6	12.2
All excluding sales	2.7	5.1	2.4	3.9	2.7	—
White collar	3.2	8.6	2.6	4.4	3.3	13.3
White-collar excluding sales	3.4	9.9	2.6	4.7	3.4	—
Professional specialty and technical	3.3	3.7	2.6	4.5	3.1	—
Professional specialty	2.4	4.5	2.5	3.5	2.3	—
Technical	15.1	10.7	7.4	14.3	13.7	—
Executive, administrative, and managerial	5.1	—	10.6	4.3	5.1	—
Sales	10.8	8.6	—	11.5	6.9	13.3
Administrative support, including clerical	2.0	2.4	3.3	2.9	2.3	—
Blue collar	3.5	7.6	4.2	4.0	3.5	—
Precision production, craft, and repair	5.2	—	5.2	6.4	5.2	—
Machine operators, assemblers, and inspectors	4.8	—	4.6	5.3	4.8	—
Transportation and material moving	6.2	5.3	7.3	5.3	6.5	—
Handlers, equipment cleaners, helpers, and laborers	4.5	10.5	5.5	5.1	4.4	—
Service	4.6	2.7	7.3	3.0	4.0	—

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

² 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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$15.77	-	-	-	-	-	-	-	-	-
All excluding sales	15.78	-	-	-	-	-	-	-	-	-
White collar	19.36	-	-	-	-	-	-	-	-	-
White-collar excluding sales	19.90	-	-	-	-	-	-	-	-	-
Professional specialty and technical	25.34	-	-	-	-	-	-	-	-	-
Professional specialty	26.68	-	-	-	-	-	-	-	-	-
Technical	22.55	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	28.42	-	-	-	-	-	-	-	-	-
Sales	15.56	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.83	-	-	-	-	-	-	-	-	-
Blue collar	13.99	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	16.84	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	12.77	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.48	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.97	-	-	-	-	-	-	-	-	-
Service	8.57	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.4	-	-	-	-	-	-	-	-	-
All excluding sales	3.5	-	-	-	-	-	-	-	-	-
White collar	4.5	-	-	-	-	-	-	-	-	-
White-collar excluding sales	4.9	-	-	-	-	-	-	-	-	-
Professional specialty and technical	4.6	-	-	-	-	-	-	-	-	-
Professional specialty	3.6	-	-	-	-	-	-	-	-	-
Technical	14.6	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	6.3	-	-	-	-	-	-	-	-	-
Sales	11.2	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.8	-	-	-	-	-	-	-	-	-
Blue collar	3.8	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	5.8	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	4.9	-	-	-	-	-	-	-	-	-
Transportation and material moving	8.1	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.6	-	-	-	-	-	-	-	-	-
Service	2.5	-	-	-	-	-	-	-	-	-

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	\$15.77	\$13.51	\$16.35	\$15.80	\$17.31
All excluding sales	15.78	12.95	16.41	15.82	17.44
White collar	19.36	17.16	19.86	19.43	20.48
White-collar excluding sales	19.90	17.58	20.25	19.83	20.83
Professional specialty and technical	25.34	23.22	25.61	25.76	25.51
Professional specialty	26.68	28.90	26.49	24.12	28.10
Technical	22.55	18.16	23.54	29.02	18.49
Executive, administrative, and managerial	28.42	23.32	29.23	29.39	28.82
Sales	15.56	16.46	14.45	15.40	10.67
Administrative support, including clerical	12.83	12.26	12.92	13.15	12.50
Blue collar	13.99	13.73	14.03	14.19	13.74
Precision production, craft, and repair	16.84	18.75	16.39	17.73	14.83
Machine operators, assemblers, and inspectors	12.77	10.76	12.95	12.89	13.02
Transportation and material moving	17.48	15.38	17.75	17.37	-
Handlers, equipment cleaners, helpers, and laborers	10.97	10.71	11.05	11.20	10.54
Service	8.57	7.99	9.00	8.66	10.64
Relative error ⁴ (percent)					
All occupations	3.4	6.7	3.9	5.5	5.3
All excluding sales	3.5	6.7	3.9	5.6	5.3
White collar	4.5	8.3	5.2	7.5	6.9
White-collar excluding sales	4.9	9.4	5.4	8.0	7.0
Professional specialty and technical	4.6	14.5	4.8	10.2	3.9
Professional specialty	3.6	18.6	3.4	5.3	3.8
Technical	14.6	10.7	16.1	18.8	5.8
Executive, administrative, and managerial	6.3	15.5	6.9	9.3	7.8
Sales	11.2	16.2	13.8	16.0	12.4
Administrative support, including clerical	2.8	6.2	3.2	3.4	6.7
Blue collar	3.8	8.8	4.4	6.0	5.6
Precision production, craft, and repair	5.8	13.8	6.0	5.8	9.5
Machine operators, assemblers, and inspectors	4.9	9.2	5.2	7.0	7.8
Transportation and material moving	8.1	11.2	8.9	11.4	-
Handlers, equipment cleaners, helpers, and laborers	4.6	9.7	5.5	7.0	4.6
Service	2.5	3.6	3.5	3.6	6.5

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 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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.88	\$10.13	\$14.32	\$20.68	\$27.91
All excluding sales	7.95	10.22	14.39	21.22	27.92
White collar	9.75	12.00	17.58	24.76	32.93
White collar excluding sales	10.02	12.34	17.80	25.63	33.07
Professional specialty and technical	15.13	19.37	23.43	29.08	35.00
Professional specialty	17.58	21.70	24.64	29.51	35.00
Engineers, architects, and surveyors	21.70	23.43	26.37	38.94	50.29
Electrical and electronic engineers	26.14	26.92	50.29	53.31	53.31
Mechanical engineers	22.87	23.84	29.64	33.21	40.42
Engineers, n.e.c.	18.50	21.70	24.41	40.66	43.45
Mathematical and computer scientists	21.63	24.64	27.80	33.11	41.03
Computer systems analysts and scientists	22.23	26.34	28.24	33.11	43.57
Natural scientists	-	-	-	-	-
Health related	17.63	20.93	22.37	23.40	27.34
Registered nurses	19.76	22.01	22.88	23.39	25.43
Teachers, college and university	12.78	16.32	28.54	38.35	41.13
Other post-secondary teachers	12.18	12.78	16.32	22.43	41.13
Teachers, except college and university	19.96	24.26	26.60	29.07	31.19
Prekindergarten and kindergarten	9.19	9.19	16.13	26.97	32.05
Elementary school teachers	21.48	25.90	26.60	29.11	31.19
Secondary school teachers	24.26	24.76	27.61	30.45	31.36
Teachers, special education	18.91	20.15	27.79	28.88	29.95
Teachers, n.e.c.	15.26	18.10	19.96	24.30	28.42
Substitute teachers	14.29	14.59	14.64	14.64	14.64
Vocational and educational counselors	10.63	14.68	25.94	33.83	33.83
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	10.37	12.82	20.05	22.54	34.20
Psychologists	10.37	11.96	19.90	21.43	22.96
Social, recreation, and religious workers	15.00	17.58	17.58	20.51	21.63
Social workers	16.66	17.58	17.58	19.45	20.82
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.81	17.54	26.31	30.09	34.26
Technical	11.48	14.85	19.04	25.00	40.00
Clinical laboratory technologists and technicians	11.35	12.40	13.76	21.12	22.21
Licensed practical nurses	13.28	13.73	16.09	17.57	18.50
Health technologists and technicians, n.e.c.	10.70	12.52	16.64	16.64	16.77
Electrical and electronic technicians	14.59	19.26	21.51	22.10	27.49
Technical and related, n.e.c.	9.93	9.93	19.04	19.27	19.27
Executive, administrative, and managerial	17.79	19.10	25.62	35.30	47.48
Executives, administrators, and managers	22.11	24.70	30.00	43.12	50.00
Administrators and officials, public administration	25.17	28.36	43.38	45.42	45.42
Financial managers	18.11	23.85	34.67	34.67	65.82
Managers, marketing, advertising, and public relations	33.96	39.92	49.38	49.43	50.00
Administrators, education and related fields	17.45	29.25	42.33	44.31	49.35
Managers and administrators, n.e.c.	22.11	24.70	27.70	35.96	43.27
Management related	16.35	17.80	18.98	22.62	29.03
Accountants and auditors	13.46	16.35	18.38	22.11	22.80
Personnel, training, and labor relations specialists	15.63	15.63	17.79	17.79	19.06
Management related, n.e.c.	17.80	17.80	17.80	29.03	35.30
Sales	7.32	8.28	13.12	17.12	26.73
Supervisors, sales	11.24	12.66	17.31	25.18	30.10
Sales workers, apparel	6.75	7.81	7.81	11.01	13.12
Sales workers, other commodities	7.09	7.09	8.49	9.97	11.10
Cashiers	7.18	7.32	8.25	9.20	13.38
Administrative support, including clerical	9.00	10.30	12.20	15.00	17.79
Supervisors, general office	15.23	15.23	16.86	20.31	23.40
Secretaries	10.67	11.39	12.72	14.62	17.23
Receptionists	9.25	9.25	9.50	12.55	12.55
Information clerks, n.e.c.	8.40	11.11	12.61	14.09	19.01
Order clerks	9.25	10.30	11.21	12.96	14.85
Library clerks	10.44	10.44	11.78	11.78	11.87
Records clerks, n.e.c.	11.18	11.18	12.03	14.50	14.56

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, Portland-Salem, OR-WA, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Bookkeepers, accounting and auditing clerks	\$8.51	\$10.80	\$13.38	\$15.10	\$19.09
Traffic, shipping and receiving clerks	9.75	10.75	12.76	16.51	18.27
Stock and inventory clerks	7.63	8.82	10.09	17.65	19.49
Insurance adjusters, examiners, and investigators	13.18	15.03	16.29	16.51	21.43
Investigators and adjusters, except insurance	8.75	11.30	11.33	14.48	17.92
Bill and account collectors	10.17	10.23	10.84	16.42	17.08
General office clerks	7.88	10.02	11.70	13.30	15.80
Teachers' aides	9.45	10.51	11.71	12.47	14.20
Administrative support, n.e.c.	10.02	12.99	14.80	16.59	17.79
Blue collar	8.07	9.96	13.13	17.50	22.54
Precision production, craft, and repair					
Supervisors, mechanics and repairers	20.40	22.72	25.16	39.24	39.24
Heavy equipment mechanics	13.81	13.81	15.78	18.37	20.13
Industrial machinery repairers	16.50	17.40	18.35	23.41	25.84
Mechanics and repairers, n.e.c.	9.35	11.40	15.85	15.88	17.25
Electricians	9.18	23.23	23.89	24.00	24.87
Construction trades, n.e.c.	14.82	16.36	16.67	18.50	18.50
Supervisors, production	14.67	15.85	20.34	23.00	31.00
Machinists	14.19	16.98	18.18	21.00	27.98
Inspectors, testers, and graders	12.73	14.54	14.72	16.08	18.98
Machine operators, assemblers, and inspectors					
Fabricating machine operators, n.e.c.	10.85	11.75	14.51	19.40	19.40
Molding and casting machine operators	8.07	8.07	11.80	15.55	15.89
Printing press operators	16.01	17.53	18.35	18.63	28.97
Miscellaneous machine operators, n.e.c.	9.26	9.50	11.82	13.13	15.25
Welders and cutters	12.35	12.35	15.46	17.00	17.96
Assemblers	8.17	8.80	10.40	12.61	19.76
Miscellaneous hand working, n.e.c.	6.65	6.65	10.63	10.85	12.10
Production testers	8.28	8.37	8.79	10.50	10.50
Transportation and material moving					
Truck drivers	11.62	14.82	16.50	21.75	22.56
Bus drivers	11.21	11.21	13.37	18.06	18.06
Industrial truck and tractor equipment operators ..	9.83	9.83	11.34	13.24	17.53
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	13.00	13.07	20.58	21.24	21.24
Production helpers	7.50	8.50	9.29	11.91	13.31
Stock handlers and baggers	6.70	7.78	8.50	12.30	13.40
Machine feeders and offbearers	7.82	8.08	8.87	8.87	15.31
Freight, stock, and material handlers, n.e.c.	9.25	9.33	10.95	14.23	15.26
Hand packers and packagers	7.05	7.53	7.90	12.37	14.16
Laborers, except construction, n.e.c.	8.83	11.25	12.55	13.43	15.45
Service					
Protective service	7.35	8.86	14.20	20.54	24.25
Guards and police, except public service	7.35	7.35	8.86	10.01	12.46
Food service	6.50	6.70	7.25	8.81	10.75
Waiters, waitresses, and bartenders	6.00	6.50	6.50	6.75	7.48
Waiters and waitresses	5.70	6.50	6.50	6.75	7.03
Waiters/Waitresses' assistants	6.50	6.50	6.50	6.86	7.50
Other food service	6.77	7.12	8.53	9.50	11.27
Supervisors, food preparation and service	8.75	9.92	13.00	13.85	18.00
Cooks	8.16	8.80	9.00	9.87	11.27
Food counter, fountain, and related	6.77	6.77	7.10	7.61	8.75
Kitchen workers, food preparation	7.12	8.01	8.75	9.50	10.78
Food preparation, n.e.c.	6.50	7.00	7.25	8.16	8.83
Health service	7.12	8.57	9.67	10.89	12.75
Health aides, except nursing	6.98	8.79	12.89	13.35	13.35
Nursing aides, orderlies and attendants	7.12	8.57	9.67	10.58	11.77
Cleaning and building service	7.00	7.14	9.26	12.57	14.18

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, Portland-Salem, OR-WA, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service –Continued					
Cleaning and building service –Continued					
Janitors and cleaners	\$7.00	\$7.14	\$9.26	\$12.57	\$14.05
Personal service	6.50	6.72	7.75	8.89	12.21
Child care workers, n.e.c.	6.72	6.72	6.73	10.58	12.17

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.48	\$9.33	\$13.13	\$19.24	\$26.37
All excluding sales	7.50	9.37	13.13	19.40	26.34
White collar	9.12	11.33	16.58	23.26	33.21
White collar excluding sales	9.70	11.75	17.57	23.84	33.96
Professional specialty and technical	14.83	19.19	23.06	29.64	40.00
Professional specialty	17.54	21.94	23.40	31.00	40.66
Engineers, architects, and surveyors	21.94	23.84	26.37	40.42	50.96
Mechanical engineers	22.87	23.84	29.64	33.21	40.42
Engineers, n.e.c.	18.50	21.70	24.41	40.66	43.45
Mathematical and computer scientists	21.63	24.64	28.24	33.11	41.03
Computer systems analysts and scientists	22.23	26.34	28.85	33.11	43.57
Natural scientists	-	-	-	-	-
Health related	18.53	21.75	22.60	23.13	25.90
Registered nurses	18.95	22.00	22.81	23.13	23.51
Teachers, college and university	16.83	20.75	23.91	44.55	51.63
Other post-secondary teachers	20.21	22.43	22.43	32.93	52.39
Teachers, except college and university	9.19	12.94	19.96	23.89	28.42
Secondary school teachers	14.52	14.52	23.21	26.26	26.26
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.00	16.66	16.66	21.63	21.63
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.54	17.54	26.31	31.62	34.26
Technical	12.38	15.13	19.27	26.98	40.00
Clinical laboratory technologists and technicians	11.35	12.40	13.76	21.12	22.21
Licensed practical nurses	13.28	14.83	17.57	17.57	18.50
Health technologists and technicians, n.e.c.	12.38	12.52	16.15	16.77	23.70
Technical and related, n.e.c.	9.93	9.93	19.04	19.27	19.27
Executive, administrative, and managerial	17.45	18.00	25.11	34.67	49.38
Executives, administrators, and managers	20.60	24.57	31.00	39.92	50.00
Financial managers	18.11	23.85	34.67	37.88	65.82
Managers, marketing, advertising, and public relations	33.96	39.92	49.38	49.43	50.00
Administrators, education and related fields	9.48	17.45	27.84	31.78	65.63
Managers and administrators, n.e.c.	21.19	25.62	27.88	36.28	51.17
Management related	15.63	17.80	17.80	20.62	26.24
Accountants and auditors	13.46	13.46	18.38	21.15	22.11
Personnel, training, and labor relations specialists	15.63	15.63	17.79	19.06	19.06
Sales	7.32	8.28	13.12	17.12	26.73
Supervisors, sales	11.24	12.66	17.31	25.18	30.10
Sales workers, apparel	6.75	7.81	7.81	11.01	13.12
Sales workers, other commodities	7.09	7.09	8.49	8.84	11.10
Cashiers	7.08	7.32	8.25	9.12	12.72
Administrative support, including clerical	8.58	10.15	12.00	15.00	18.00
Supervisors, general office	8.54	16.86	20.29	20.31	23.40
Secretaries	10.67	10.97	12.69	14.62	18.10
Receptionists	9.25	9.25	9.50	12.55	12.55
Order clerks	9.25	10.22	11.00	12.93	13.89
Records clerks, n.e.c.	11.18	11.18	12.03	14.50	14.56
Bookkeepers, accounting and auditing clerks	8.50	10.47	11.97	14.52	19.09
Traffic, shipping and receiving clerks	9.75	10.75	12.76	16.51	18.27
Stock and inventory clerks	7.63	8.82	9.95	17.89	19.49
Insurance adjusters, examiners, and investigators	13.18	15.03	16.29	16.51	21.43
Investigators and adjusters, except insurance	8.75	11.30	11.33	14.48	17.92
Bill and account collectors	10.17	10.23	10.84	16.42	17.08
General office clerks	6.50	8.71	11.71	15.00	18.00
Administrative support, n.e.c.	9.72	11.43	14.80	14.87	16.59
Blue collar	7.90	9.50	12.78	16.87	22.32

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, Portland-Salem, OR-WA, October 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$9.54	\$12.18	\$16.25	\$20.34	\$24.40
Heavy equipment mechanics	13.81	13.81	15.78	18.37	20.13
Industrial machinery repairers	16.50	17.40	18.35	23.41	25.84
Mechanics and repairers, n.e.c.	9.14	11.40	12.78	15.88	17.25
Supervisors, production	14.67	15.85	20.34	23.00	31.00
Machinists	14.19	16.98	18.18	21.00	27.98
Inspectors, testers, and graders	12.73	14.54	14.72	16.08	18.98
Machine operators, assemblers, and inspectors	8.07	9.26	11.82	15.46	19.06
Fabricating machine operators, n.e.c.	10.85	11.75	14.51	19.40	19.40
Molding and casting machine operators	8.07	8.07	11.80	15.55	15.89
Printing press operators	17.53	18.00	18.35	19.77	28.97
Miscellaneous machine operators, n.e.c.	9.26	9.50	11.82	13.13	15.25
Welders and cutters	12.35	12.35	15.46	17.00	17.96
Assemblers	8.17	8.80	10.40	12.61	19.76
Miscellaneous hand working, n.e.c.	6.65	6.65	10.63	10.85	12.10
Production testers	8.28	8.37	8.79	10.50	10.50
Transportation and material moving	10.51	13.24	15.80	22.56	22.73
Truck drivers	13.82	14.82	19.95	21.75	22.56
Industrial truck and tractor equipment operators ..	9.83	9.83	11.34	13.24	17.53
Handlers, equipment cleaners, helpers, and laborers	7.05	8.08	10.92	13.07	15.26
Production helpers	7.50	8.50	9.29	11.91	13.31
Stock handlers and baggers	6.70	7.78	8.50	12.30	13.40
Machine feeders and offbearers	7.82	8.08	8.87	8.87	15.31
Freight, stock, and material handlers, n.e.c.	9.25	9.33	10.95	14.23	15.26
Hand packers and packagers	7.05	7.53	7.90	12.37	14.16
Laborers, except construction, n.e.c.	7.99	9.50	11.95	13.13	14.42
Service	6.50	7.00	7.91	9.37	12.57
Protective service	7.35	7.35	8.86	8.86	11.63
Guards and police, except public service	7.35	7.35	8.86	8.86	11.63
Food service	6.50	6.70	7.12	8.80	10.06
Waiters, waitresses, and bartenders	6.00	6.50	6.50	6.75	7.48
Waiters and waitresses	5.70	6.50	6.50	6.75	7.03
Waiters/Waitresses' assistants	6.50	6.50	6.50	6.86	7.50
Other food service	6.77	7.10	8.22	9.50	11.10
Supervisors, food preparation and service	8.75	9.92	13.00	13.85	18.00
Cooks	8.16	8.80	8.83	9.87	11.10
Food counter, fountain, and related	6.77	6.77	7.10	7.61	8.75
Kitchen workers, food preparation	7.12	8.01	8.59	9.50	10.00
Food preparation, n.e.c.	6.50	7.00	7.12	7.91	8.83
Health service	7.12	8.57	9.67	10.58	12.75
Health aides, except nursing	6.98	8.79	12.89	13.35	13.35
Nursing aides, orderlies and attendants	7.12	8.57	9.67	10.45	10.83
Cleaning and building service	7.00	7.00	7.50	12.57	12.80
Janitors and cleaners	7.00	7.00	7.40	12.57	12.57
Personal service	6.50	6.72	7.75	8.89	11.78

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.29	\$13.38	\$18.17	\$25.90	\$29.81
All excluding sales	11.29	13.37	18.17	25.90	29.81
White collar	11.67	13.34	20.26	26.82	31.61
White collar excluding sales	11.67	13.34	20.26	26.82	31.61
Professional specialty and technical	16.64	20.05	25.63	28.07	32.05
Professional specialty	17.58	20.51	26.43	28.88	32.80
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	17.63	17.63	22.08	23.60	27.87
Registered nurses	21.43	23.60	23.60	27.34	29.81
Teachers, college and university	12.50	14.05	28.54	36.30	39.17
Other post-secondary teachers	12.18	12.78	14.05	21.16	41.13
Teachers, except college and university	20.36	25.63	26.82	29.39	31.36
Elementary school teachers	21.48	25.90	26.61	29.24	31.19
Secondary school teachers	24.26	24.76	27.61	30.45	31.36
Teachers, special education	18.91	20.15	25.63	28.88	29.07
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	17.69	19.90	20.51	22.96	34.20
Psychologists	17.69	19.90	20.05	22.54	22.96
Social, recreation, and religious workers	16.05	17.58	17.58	19.45	20.51
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	10.70	11.48	16.64	18.59	19.60
Executive, administrative, and managerial	20.51	24.70	27.80	42.33	45.42
Executives, administrators, and managers	24.70	24.70	28.36	43.38	47.48
Administrators and officials, public administration	25.17	28.36	43.38	45.42	45.42
Management related	18.98	20.51	22.80	29.03	35.30
Sales	-	-	-	-	-
Administrative support, including clerical	10.02	11.70	12.69	15.20	16.97
Secretaries	11.14	11.39	13.65	14.42	15.24
Library clerks	10.44	10.44	11.78	11.78	11.87
General office clerks	10.02	10.02	11.70	11.70	13.93
Teachers' aides	9.45	10.51	11.71	12.47	13.10
Blue collar	13.52	14.82	17.02	20.94	24.61
Precision production, craft, and repair	16.01	17.02	19.01	23.23	24.87
Construction trades, n.e.c.	14.82	16.36	17.02	18.50	19.01
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	12.74	14.20	18.06	19.00	24.38
Bus drivers	12.74	13.37	18.06	18.06	18.06
Handlers, equipment cleaners, helpers, and laborers	13.65	14.53	16.56	16.66	22.77
Service	10.01	11.77	16.01	20.83	24.45
Protective service	12.46	18.17	18.48	22.75	27.92
Food service	8.53	8.80	9.62	11.18	13.15
Waiters, waitresses, and bartenders	-	-	-	-	-
Other food service	8.53	8.80	10.78	11.18	13.15
Health service	-	-	-	-	-

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, Portland-Salem, OR-WA, October 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$9.26	\$10.66	\$11.83	\$14.18	\$14.41
Janitors and cleaners	9.26	10.66	11.29	14.05	14.18
Personal service	10.58	10.58	12.17	13.53	20.80
Child care workers, n.e.c.	10.58	10.58	11.59	13.53	13.53

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.28	\$10.80	\$14.82	\$21.63	\$28.65
All excluding sales	8.47	10.83	14.90	21.75	28.65
White collar	10.02	12.61	17.79	25.90	33.16
White collar excluding sales	10.30	12.87	18.00	26.34	33.51
Professional specialty and technical	16.18	20.15	24.20	29.64	38.35
Professional specialty	17.63	21.82	25.90	29.81	35.89
Engineers, architects, and surveyors	21.70	23.43	26.37	38.94	50.29
Electrical and electronic engineers	26.14	26.92	50.29	53.31	53.31
Mechanical engineers	22.87	23.84	29.64	33.21	40.42
Engineers, n.e.c.	18.50	21.70	24.41	40.66	43.45
Mathematical and computer scientists	21.53	24.64	27.80	33.11	41.03
Computer systems analysts and scientists	22.23	26.34	27.80	33.11	43.57
Natural scientists	-	-	-	-	-
Health related	17.63	20.47	22.34	23.13	27.34
Registered nurses	20.88	21.94	22.88	23.13	27.34
Teachers, college and university	12.78	16.83	31.94	38.58	41.98
Other post-secondary teachers	12.78	14.05	16.32	28.77	41.13
Teachers, except college and university	20.15	24.30	26.82	29.11	31.28
Elementary school teachers	21.28	25.90	26.60	29.24	31.19
Secondary school teachers	24.26	24.76	27.61	30.45	31.36
Teachers, special education	18.91	20.15	27.79	28.88	29.95
Vocational and educational counselors	10.63	25.94	25.94	33.83	33.83
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	11.96	17.69	20.05	22.96	34.20
Psychologists	11.96	17.69	20.05	22.54	22.96
Social, recreation, and religious workers	16.66	17.58	17.58	20.51	21.63
Social workers	16.66	17.58	17.58	19.45	20.82
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.81	17.54	26.31	30.09	34.26
Technical	11.48	15.00	19.17	26.98	40.00
Clinical laboratory technologists and technicians	11.35	12.40	13.76	21.12	22.21
Health technologists and technicians, n.e.c.	10.70	12.38	16.64	16.64	16.73
Technical and related, n.e.c.	9.93	9.93	19.04	19.27	19.27
Executive, administrative, and managerial	17.79	19.10	25.62	35.30	47.48
Executives, administrators, and managers	22.11	24.70	30.00	42.33	50.00
Administrators and officials, public administration	25.17	28.36	43.12	43.38	45.42
Financial managers	18.11	23.85	34.67	34.67	65.82
Managers, marketing, advertising, and public relations	33.96	39.92	49.38	49.43	50.00
Administrators, education and related fields	17.45	29.25	42.33	44.31	49.35
Managers and administrators, n.e.c.	22.11	24.70	27.70	35.96	43.27
Management related	16.35	17.80	18.98	22.62	29.03
Accountants and auditors	13.46	16.35	18.38	22.11	22.80
Personnel, training, and labor relations specialists	15.63	15.63	17.79	17.79	19.06
Management related, n.e.c.	17.80	17.80	17.80	29.03	35.30
Sales	7.70	8.95	13.85	17.31	28.85
Supervisors, sales	11.24	12.66	17.31	25.18	30.10
Cashiers	7.32	7.42	8.28	9.20	13.38
Administrative support, including clerical	9.32	10.96	12.69	15.24	17.93
Supervisors, general office	15.23	15.23	16.86	20.31	23.40
Secretaries	10.97	12.07	13.34	14.98	17.23
Order clerks	9.25	10.30	11.90	13.19	14.85
Records clerks, n.e.c.	11.18	11.18	12.03	14.50	14.56
Bookkeepers, accounting and auditing clerks	8.50	10.80	13.63	15.10	19.09
Traffic, shipping and receiving clerks	9.75	10.75	12.76	16.51	18.27
Stock and inventory clerks	7.63	8.82	10.09	17.65	19.49
Insurance adjusters, examiners, and investigators	13.18	15.03	16.29	16.51	21.43
Investigators and adjusters, except insurance	9.55	11.30	13.83	14.48	17.92
General office clerks	9.85	10.02	11.70	13.93	16.45
Teachers' aides	9.41	11.02	11.83	13.36	15.20
Administrative support, n.e.c.	11.43	12.99	14.80	16.59	17.79

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, Portland-Salem, OR-WA, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$8.07	\$10.00	\$13.43	\$17.94	\$22.56
Precision production, craft, and repair	10.00	12.94	16.51	20.94	24.61
Supervisors, mechanics and repairers	20.40	22.72	25.16	39.24	39.24
Heavy equipment mechanics	13.81	13.81	15.78	18.37	20.13
Industrial machinery repairers	16.50	17.40	18.35	23.41	25.84
Mechanics and repairers, n.e.c.	9.35	11.40	15.85	15.88	17.25
Electricians	9.18	23.23	23.89	24.00	24.87
Construction trades, n.e.c.	14.82	16.36	16.67	18.50	18.50
Supervisors, production	14.67	15.85	20.34	23.00	31.00
Machinists	14.19	16.98	18.18	21.00	27.98
Inspectors, testers, and graders	12.73	14.54	14.72	16.08	18.98
Machine operators, assemblers, and inspectors	8.07	9.26	11.89	15.46	19.06
Fabricating machine operators, n.e.c.	10.85	11.75	14.51	19.40	19.40
Molding and casting machine operators	8.07	8.07	11.80	15.55	15.89
Printing press operators	16.01	17.53	18.00	19.77	28.97
Miscellaneous machine operators, n.e.c.	9.26	9.50	11.82	13.13	15.25
Welders and cutters	12.35	12.35	15.46	17.00	17.96
Assemblers	8.17	8.80	10.40	12.61	19.76
Miscellaneous hand working, n.e.c.	6.65	6.65	10.63	10.85	12.10
Production testers	8.28	8.37	8.79	10.50	10.50
Transportation and material moving	11.33	14.36	18.06	22.56	22.73
Truck drivers	11.62	14.82	16.50	21.75	22.56
Industrial truck and tractor equipment operators ..	9.83	9.83	11.34	13.24	17.53
Handlers, equipment cleaners, helpers, and laborers	7.38	8.50	11.05	13.61	16.51
Construction laborers	13.00	13.07	20.58	21.24	21.24
Production helpers	7.50	8.50	9.29	11.91	13.31
Stock handlers and baggers	6.70	8.50	11.57	12.30	13.40
Machine feeders and offbearers	7.82	8.08	8.87	8.87	15.31
Freight, stock, and material handlers, n.e.c.	8.58	9.33	9.87	14.23	14.50
Hand packers and packagers	7.05	7.53	7.90	12.37	12.75
Laborers, except construction, n.e.c.	8.97	11.25	11.95	13.75	15.45
Service	6.86	7.40	8.89	12.57	18.28
Protective service	7.35	8.86	15.36	20.83	24.45
Guards and police, except public service	7.35	7.35	8.86	10.01	12.46
Food service	6.50	7.00	8.16	9.29	11.10
Waiters, waitresses, and bartenders	6.50	6.50	6.61	7.03	7.48
Other food service	7.03	7.50	8.75	9.92	13.00
Supervisors, food preparation and service	8.75	9.92	13.00	13.85	18.00
Cooks	8.16	8.80	8.83	9.87	11.10
Kitchen workers, food preparation	7.12	8.01	8.75	9.50	10.00
Food preparation, n.e.c.	6.71	7.00	7.25	8.16	8.83
Health service	7.12	8.57	9.67	10.83	12.89
Nursing aides, orderlies and attendants	7.12	8.57	9.67	10.50	11.77
Cleaning and building service	7.10	7.42	11.14	12.57	14.21
Janitors and cleaners	7.31	8.50	11.14	12.57	14.18
Personal service	6.50	6.72	8.89	10.83	12.21

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$6.50	\$7.00	\$9.83	\$12.74	\$22.28
All excluding sales	6.50	7.00	10.17	13.00	22.56
White collar	7.25	9.00	11.62	20.93	23.60
White collar excluding sales	8.33	9.70	12.34	21.21	23.94
Professional specialty and technical	12.50	16.26	22.00	23.60	27.12
Professional specialty	12.50	18.95	22.81	23.71	28.42
Mathematical and computer scientists	—	—	—	—	—
Health related	18.95	22.08	23.16	23.60	24.56
Registered nurses	18.95	22.37	23.16	23.40	23.60
Teachers, college and university	9.20	12.50	19.37	28.54	36.51
Teachers, except college and university	14.29	14.64	24.64	27.12	28.42
Secondary school teachers	23.20	24.64	27.12	27.12	27.12
Teachers, n.e.c.	9.68	28.42	28.42	28.42	31.15
Substitute teachers	14.29	14.59	14.64	14.64	14.64
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.66	14.69	18.12	21.21	23.94
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.71	6.75	7.25	8.49	10.00
Administrative support, including clerical	7.22	8.56	10.02	11.18	12.34
Teachers' aides	10.02	10.39	11.67	11.85	12.83
Blue collar	6.93	7.78	11.15	13.14	14.42
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.24	11.21	11.21	13.37	14.20
Bus drivers	11.21	11.21	11.21	13.37	14.20
Handlers, equipment cleaners, helpers, and laborers	6.93	7.78	10.95	11.15	15.62
Service	6.50	6.50	7.00	7.75	10.07
Protective service	—	—	—	—	—
Food service	6.00	6.50	6.75	7.12	9.12
Waiters, waitresses, and bartenders	5.70	6.50	6.50	6.75	6.75
Waiters and waitresses	5.70	6.50	6.50	6.75	6.75
Waiters/Waitresses' assistants	6.00	6.50	6.50	7.50	7.50
Other food service	6.50	6.77	7.10	8.55	9.50
Cooks	7.75	7.75	9.50	11.18	11.27
Food preparation, n.e.c.	6.50	6.50	7.12	7.75	9.28
Health service	8.50	9.55	10.89	12.53	12.53
Nursing aides, orderlies and attendants	8.50	8.50	10.89	12.53	12.53
Cleaning and building service	7.00	7.00	7.00	7.14	9.45
Personal service	6.50	6.71	7.38	7.75	12.17
Child care workers, n.e.c.	6.73	6.73	6.73	10.58	13.53

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 ALL INDUSTRIES AND 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 Portland–Salem, OR–WA, Metropolitan Statistical Area includes Clackamas, Columbia, Marion, Multnomah, Polk, Washington, and Yamhill Counties, OR; and Clark County, WA.

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 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 addi-

tional 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 consid-

ers 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 nonre-

responding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

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

Survey response

	<i>Establish- ments</i>
Total in sample	387
Responding	220
Out of business or not in survey scope	24
Unable or refused to provide data	143

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 suf-

ficient. 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, Portland-Salem, OR-WA, October 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	478,400	370,100	108,300
All excluding sales	456,400	348,400	108,000
White collar	254,800	174,500	80,400
White-collar excluding sales	232,900	152,800	80,100
Professional specialty and technical	104,700	57,600	47,100
Professional specialty	83,000	39,500	43,500
Technical	21,700	18,100	3,600
Executive, administrative, and managerial	29,800	22,800	7,100
Sales	21,900	21,700	–
Administrative support, including clerical	98,400	72,400	25,900
Blue collar	149,900	136,900	13,000
Precision production, craft, and repair	35,000	31,300	3,700
Machine operators, assemblers, and inspectors	48,900	48,300	–
Transportation and material moving	27,400	21,000	6,400
Handlers, equipment cleaners, helpers, and laborers	38,700	36,200	2,400
Service	73,600	58,800	14,900

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 ALL INDUSTRIES AND 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, Portland-Salem, OR-WA, October 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	2,700	220	55	165	99	66
Private industry	2,600	185	54	131	90	41
Goods-producing industries	600	56	13	43	25	18
Mining	(³)	2	2	-	-	-
Construction	100	4	2	2	2	-
Manufacturing	500	50	9	41	23	18
Service-producing industries	1,900	129	41	88	65	23
Transportation and public utilities	200	9	2	7	5	2
Wholesale and retail trade	1,000	43	24	19	18	1
Finance, insurance and real estate	100	9	-	9	4	5
Services	700	68	15	53	38	15
State and local government	100	35	1	34	9	25

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, Portland-Salem, OR-WA, October 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	5	5	3
All excluding sales	5	5	3
White collar	7	7	5
White collar excluding sales	7	7	5
Professional specialty and technical	9	9	8
Professional specialty	9	9	8
Engineers, architects, and surveyors	11	11	—
Electrical and electronic engineers	11	11	—
Mechanical engineers	11	11	—
Engineers, n.e.c.	9	9	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	—	—	—
Health related	9	9	9
Registered nurses	9	9	9
Teachers, college and university	10	11	10
Other post-secondary teachers	8	10	—
Teachers, except college and university	9	9	6
Prekindergarten and kindergarten	8	—	—
Elementary school teachers	9	9	—
Secondary school teachers	9	9	9
Teachers, special education	9	9	—
Teachers, n.e.c.	9	—	7
Substitute teachers	5	—	5
Vocational and educational counselors	8	9	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	9	9	—
Psychologists	9	9	—
Social, recreation, and religious workers	8	8	—
Social workers	8	8	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9	9	—
Technical	7	7	6
Clinical laboratory technologists and technicians	5	5	—
Licensed practical nurses	5	—	—
Health technologists and technicians, n.e.c.	5	6	—
Electrical and electronic technicians	8	—	—
Technical and related, n.e.c.	6	6	—
Executive, administrative, and managerial	9	9	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	12	12	—
Financial managers	11	11	—
Managers, marketing, advertising, and public relations	12	12	—
Administrators, education and related fields	12	12	—
Managers and administrators, n.e.c.	11	11	—
Management related	9	9	—
Accountants and auditors	8	8	—
Personnel, training, and labor relations specialists	8	8	—
Management related, n.e.c.	9	9	—
Sales	4	4	3
Supervisors, sales	7	7	—
Sales workers, apparel	3	—	—
Sales workers, other commodities	3	—	—
Cashiers	3	3	—
Administrative support, including clerical	4	4	3
Supervisors, general office	7	7	—
Secretaries	5	5	—
Receptionists	3	—	—
Information clerks, n.e.c.	4	—	—
Order clerks	4	4	—
Library clerks	3	—	—
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	4	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, Portland-Salem, OR-WA, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
Traffic, shipping and receiving clerks	4	4	—
Stock and inventory clerks	3	3	—
Insurance adjusters, examiners, and investigators	6	6	—
Investigators and adjusters, except insurance	4	4	—
Bill and account collectors	4	—	—
General office clerks	4	4	—
Teachers' aides	3	3	3
Administrative support, n.e.c.	4	5	—
Blue collar	4	4	3
Precision production, craft, and repair			
Supervisors, mechanics and repairers	6	6	—
Heavy equipment mechanics	7	7	—
Industrial machinery repairers	7	7	—
Mechanics and repairers, n.e.c.	5	5	—
Electricians	7	7	—
Construction trades, n.e.c.	5	5	—
Supervisors, production	7	7	—
Machinists	7	7	—
Inspectors, testers, and graders	5	5	—
Machine operators, assemblers, and inspectors			
Fabricating machine operators, n.e.c.	4	4	—
Molding and casting machine operators	6	6	—
Printing press operators	4	4	—
Miscellaneous machine operators, n.e.c.	6	6	—
Welders and cutters	4	4	—
Assemblers	6	6	—
Miscellaneous hand working, n.e.c.	3	3	—
Production testers	2	2	—
3	3	—	
Transportation and material moving			
Truck drivers	5	5	3
Bus drivers	5	5	—
Industrial truck and tractor equipment operators	3	—	3
3	3	—	
Handlers, equipment cleaners, helpers, and laborers			
Construction laborers	2	2	2
4	4	—	
Production helpers	2	2	—
Stock handlers and baggers	1	1	—
Machine feeders and offbearers	1	1	—
Freight, stock, and material handlers, n.e.c.	2	2	—
Hand packers and packagers	2	2	—
Laborers, except construction, n.e.c.	3	3	—
Service			
Protective service	3	3	2
3	4	—	
Guards and police, except public service	2	2	—
Food service	3	3	2
Waiters, waitresses, and bartenders	3	3	2
Waiters and waitresses	3	—	3
Waiters/Waitresses' assistants	1	—	1
Other food service	3	3	2
Supervisors, food preparation and service	6	6	—
Cooks	3	4	3
Food counter, fountain, and related	3	—	—
Kitchen workers, food preparation	2	2	—
Food preparation, n.e.c.	2	2	1
Health service	3	3	3
Health aides, except nursing	3	—	—
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	2	2	1
Janitors and cleaners	2	2	—

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, Portland-Salem, OR-WA, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Service —Continued			
Personal service	3	3	3
Child care workers, n.e.c.	3	—	3

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.