

Cleveland–Akron, OH National Compensation Survey December 2002



U.S. Department of Labor
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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://www.bls.gov/ncs/ocs/compub.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 Cleveland–Akron, OH, metropolitan area. Data were collected between June 2002 and July 2003; the average reference month is December 2002. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

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). 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 within the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$18.47	2.3	35.9	\$17.34	3.0	36.0	\$22.65	2.9	35.7
Worker characteristics:⁴									
White-collar occupations ⁵	22.60	2.6	36.5	21.32	3.7	36.7	26.14	4.0	35.9
Professional specialty and technical	26.19	2.3	35.3	23.26	3.0	35.3	30.65	4.3	35.3
Executive, administrative, and managerial	31.66	4.9	39.7	32.43	5.3	39.7	28.30	8.8	39.6
Sales	16.94	7.6	33.8	16.91	7.7	33.8	-	-	-
Administrative support	14.23	1.7	37.4	14.00	1.8	38.1	14.98	4.4	35.5
Blue-collar occupations ⁵	15.76	3.0	38.0	15.59	3.3	38.1	17.49	1.0	37.5
Precision production, craft, and repair	19.72	4.9	39.4	20.04	5.9	39.3	18.05	2.8	39.9
Machine operators, assemblers, and inspectors	14.27	1.8	39.3	14.25	1.8	39.3	-	-	-
Transportation and material moving	16.81	9.4	37.7	16.67	12.6	39.4	17.18	9.1	33.7
Handlers, equipment cleaners, helpers, and laborers	12.70	6.6	33.5	12.53	7.0	33.1	15.43	5.9	39.7
Service occupations ⁵	11.06	3.1	31.2	8.94	2.2	30.0	16.05	7.5	34.2
Full time	19.45	2.2	39.5	18.34	2.9	39.6	23.48	2.9	39.2
Part time	10.43	4.2	20.5	9.34	3.1	20.8	14.99	9.5	19.4
Union	20.26	2.7	37.2	18.59	4.5	37.4	21.86	3.2	36.9
Nonunion	17.74	3.1	35.4	17.06	3.5	35.7	24.42	4.0	33.2
Time	18.36	2.3	35.8	17.15	3.1	35.9	22.65	2.9	35.7
Incentive	22.05	8.3	39.1	22.04	8.3	39.1	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.48	4.8	34.8	15.44	5.0	34.8	16.58	1.4	34.9
100-499 workers	17.35	4.4	36.0	16.52	5.2	36.4	23.13	4.1	33.7
500 workers or more	21.32	2.0	36.5	20.33	3.2	36.5	22.76	2.5	36.4

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$18.47	2.3	\$17.34	3.0	\$22.65	2.9
All excluding sales	18.57	2.2	17.37	2.9	22.66	2.9
White collar	22.60	2.6	21.32	3.7	26.14	4.0
White collar excluding sales	23.32	2.6	22.12	3.7	26.17	4.0
Professional specialty and technical	26.19	2.3	23.26	3.0	30.65	4.3
Professional specialty	28.21	2.6	25.34	2.9	31.17	4.7
Engineers, architects, and surveyors	31.65	2.4	31.66	2.5	—	—
Industrial engineers	31.61	8.0	31.61	8.0	—	—
Mechanical engineers	26.67	.0	26.67	.0	—	—
Engineers, n.e.c.	31.88	1.6	31.88	1.6	—	—
Mathematical and computer scientists	28.27	5.9	29.30	5.6	—	—
Computer systems analysts and scientists	28.67	8.1	30.06	8.4	—	—
Natural scientists	27.08	7.0	27.67	8.2	—	—
Chemists, except biochemists	26.94	10.2	26.94	10.2	—	—
Health related	24.64	1.6	22.67	1.8	36.20	4.9
Physicians	40.13	22.9	—	—	—	—
Registered nurses	23.13	2.2	22.80	2.2	25.41	6.9
Respiratory therapists	20.79	.2	20.79	.2	—	—
Physical therapists	23.30	6.4	23.30	6.4	—	—
Teachers, college and university	39.94	7.2	36.83	6.8	40.95	8.9
Teachers, except college and university	31.92	4.9	20.82	17.7	33.64	4.8
Prekindergarten and kindergarten	21.47	19.2	—	—	—	—
Elementary school teachers	34.26	4.0	—	—	36.08	2.9
Secondary school teachers	34.86	5.1	26.11	.5	—	—
Teachers, n.e.c.	33.68	4.0	—	—	32.95	2.3
Librarians, archivists, and curators	28.50	16.4	—	—	30.09	17.2
Librarians	28.50	16.4	—	—	30.09	17.2
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.43	4.0	15.86	5.8	20.79	2.6
Social workers	19.43	4.0	15.86	5.8	20.79	2.6
Lawyers and judges	35.52	17.1	—	—	—	—
Lawyers	35.52	17.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.72	6.2	21.71	6.3	—	—
Professional, n.e.c.	18.21	6.3	18.13	6.5	—	—
Technical	19.56	4.6	19.44	5.0	20.81	10.2
Clinical laboratory technologists and technicians	16.87	6.5	16.87	6.5	—	—
Radiological technicians	19.99	12.6	21.08	14.1	—	—
Licensed practical nurses	17.44	1.8	17.23	1.7	—	—
Health technologists and technicians, n.e.c.	18.07	25.7	17.96	26.7	—	—
Electrical and electronic technicians	22.22	9.1	—	—	—	—
Drafters	21.18	10.3	21.18	10.3	—	—
Chemical technicians	20.98	9.8	20.98	9.8	—	—
Computer programmers	25.29	24.3	—	—	—	—
Technical and related, n.e.c.	18.25	12.9	18.06	18.3	18.72	9.5
Executive, administrative, and managerial	31.66	4.9	32.43	5.3	28.30	8.8
Executives, administrators, and managers	36.94	6.3	38.44	7.0	31.34	8.7
Administrators and officials, public administration	23.60	13.5	—	—	23.60	13.5
Financial managers	45.72	11.8	45.76	11.8	—	—
Managers, marketing, advertising, and public relations	38.06	8.6	40.52	7.4	—	—
Administrators, education and related fields	41.28	6.3	28.85	15.5	47.18	3.3
Managers, service organizations, n.e.c.	29.10	10.4	32.98	7.3	—	—
Managers and administrators, n.e.c.	35.06	9.7	35.20	9.8	—	—
Management related	22.35	2.7	22.65	2.9	20.57	6.7
Accountants and auditors	20.68	5.9	20.46	6.3	—	—
Personnel, training, and labor relations specialists	22.28	9.2	22.42	9.5	—	—
Management related, n.e.c.	22.10	5.9	22.28	7.1	—	—
Sales	16.94	7.6	16.91	7.7	—	—
Supervisors, sales	21.80	11.9	21.93	12.5	—	—
Sales, other business services	25.08	12.3	25.08	12.3	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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						
Sales –Continued						
Sales workers, other commodities	\$10.26	12.4	\$10.26	12.4	–	–
Cashiers	9.14	7.4	8.86	7.4	–	–
Administrative support, including clerical	14.23	1.7	14.00	1.8	\$14.98	4.4
Supervisors, general office	21.37	8.0	20.75	9.9	–	–
Secretaries	15.28	3.3	15.50	3.6	14.76	6.5
Interviewers	11.89	3.9	11.89	3.9	–	–
Receptionists	12.02	5.4	11.43	3.5	–	–
Order clerks	14.00	4.5	14.00	4.5	–	–
Library clerks	11.17	7.9	–	–	11.22	8.8
File clerks	10.94	3.4	10.94	3.4	–	–
Records clerks, n.e.c.	12.73	8.0	12.95	9.3	–	–
Bookkeepers, accounting and auditing clerks	14.10	4.8	14.21	5.2	–	–
Payroll and timekeeping clerks	14.80	5.7	14.26	5.4	–	–
Billing clerks	12.76	2.0	12.76	2.0	–	–
Telephone operators	10.69	1.0	10.69	1.0	–	–
Mail clerks, except postal service	9.89	8.2	9.89	8.2	–	–
Dispatchers	11.36	24.3	–	–	–	–
Traffic, shipping and receiving clerks	13.31	4.6	13.31	4.6	–	–
Stock and inventory clerks	12.59	12.6	12.59	12.6	–	–
Insurance adjusters, examiners, and investigators	13.49	9.7	13.49	9.7	–	–
Investigators and adjusters, except insurance	16.01	15.4	16.01	15.4	–	–
Bill and account collectors	13.41	7.9	13.41	7.9	–	–
General office clerks	14.97	4.3	13.82	6.3	17.42	6.4
Teachers' aides	13.56	14.2	–	–	13.70	13.7
Administrative support, n.e.c.	13.59	8.1	13.66	10.0	–	–
Blue collar	15.76	3.0	15.59	3.3	17.49	1.0
Precision production, craft, and repair	19.72	4.9	20.04	5.9	18.05	2.8
Supervisors, mechanics and repairers	16.86	34.7	–	–	–	–
Automobile mechanics	18.60	2.7	–	–	–	–
Bus, truck, and stationary engine mechanics	18.81	6.3	–	–	–	–
Industrial machinery repairers	21.80	10.6	21.82	10.8	–	–
Machinery maintenance	12.47	5.7	–	–	–	–
Millwrights	24.85	4.8	24.85	4.8	–	–
Mechanics and repairers, n.e.c.	17.97	4.7	17.61	6.2	–	–
Electricians	24.54	7.2	25.25	7.1	–	–
Painters, construction and maintenance	22.71	15.4	–	–	–	–
Plumbers, pipefitters and steamfitters	21.18	8.0	21.80	9.2	–	–
Supervisors, production	19.74	5.3	19.74	5.3	–	–
Tool and die makers	21.72	5.0	21.72	5.0	–	–
Inspectors, testers, and graders	16.39	10.7	15.39	10.6	–	–
Machine operators, assemblers, and inspectors	14.27	1.8	14.25	1.8	–	–
Punching and stamping press operators	12.08	11.0	12.08	11.0	–	–
Grinding, abrading, buffing, and polishing machine operators	14.59	2.5	14.59	2.5	–	–
Numerical control machine operators	17.94	10.9	17.94	10.9	–	–
Fabricating machine operators, n.e.c.	18.05	12.4	18.05	12.4	–	–
Molding and casting machine operators	11.26	10.5	11.26	10.5	–	–
Laundrying and dry cleaning machine operators	8.47	2.1	8.47	2.1	–	–
Packaging and filling machine operators	12.33	5.3	12.33	5.3	–	–
Mixing and blending machine operators	13.71	.3	13.71	.3	–	–
Miscellaneous machine operators, n.e.c.	15.22	6.6	15.06	6.7	–	–
Welders and cutters	14.87	19.9	14.87	19.9	–	–
Assemblers	13.78	3.3	13.78	3.3	–	–
Production inspectors, checkers and examiners ..	13.09	5.2	13.09	5.2	–	–
Transportation and material moving	16.81	9.4	16.67	12.6	17.18	9.1
Truck drivers	18.95	9.2	19.02	9.1	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Bus drivers	\$17.27	2.0	—	—	\$17.34	2.0
Industrial truck and tractor equipment operators ..	14.05	11.5	\$14.05	11.5	—	—
Miscellaneous material moving equipment operators, n.e.c.	17.20	16.0	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.19	4.8	12.53	7.0	15.43	5.9
Production helpers	15.62	10.8	9.89	3.9	—	—
Stock handlers and baggers	10.70	7.5	15.62	10.8	—	—
Machine feeders and offbearers	11.52	4.3	10.69	7.8	—	—
Freight, stock, and material handlers, n.e.c.	12.36	8.1	11.52	4.3	—	—
Hand packers and packagers	12.55	4.7	12.36	8.1	—	—
Laborers, except construction, n.e.c.	11.88	14.9	12.55	4.7	—	—
.....	11.30	17.1	—	—	—	—
Service						
Protective service	11.06	3.1	8.94	2.2	16.05	7.5
Firefighting	14.79	17.9	9.33	6.4	19.32	11.7
Police and detectives, public service	18.13	9.1	—	—	18.13	9.1
Protective service, n.e.c.	21.08	6.2	—	—	21.08	6.2
.....	12.91	13.0	—	—	—	—
Food service	7.58	3.3	7.02	3.3	11.73	3.7
Waiters, waitresses, and bartenders	3.36	9.2	3.36	9.2	—	—
Bartenders	4.18	3.9	4.18	3.9	—	—
Waiters and waitresses	3.59	14.6	3.59	14.6	—	—
Other food service	9.01	3.1	8.49	3.2	11.73	3.7
Supervisors, food preparation and service	13.97	5.8	14.72	9.2	—	—
Cooks	10.63	6.9	10.29	9.2	—	—
Kitchen workers, food preparation	7.19	8.5	7.15	8.7	—	—
Food preparation, n.e.c.	8.19	9.4	7.58	8.3	11.52	1.7
Health service	10.73	3.0	10.17	3.0	13.93	9.1
Health aides, except nursing	12.37	3.9	10.62	4.3	14.90	5.7
Nursing aides, orderlies and attendants	10.04	3.4	10.05	3.5	—	—
Cleaning and building service	12.02	4.2	11.98	6.7	12.08	4.3
Maids and housemen	9.00	7.5	9.00	7.5	—	—
Janitors and cleaners	12.32	3.9	12.54	6.2	12.08	4.3
Personal service	12.78	11.9	10.01	3.9	17.35	12.1
Early childhood teachers' assistants	8.12	4.7	—	—	—	—
Child care workers, n.e.c.	16.77	6.8	—	—	—	—
Service, n.e.c.	8.21	8.5	7.95	10.5	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$19.45	2.2	\$18.34	2.9	\$23.48	2.9
All excluding sales	19.47	2.1	18.28	2.8	23.49	2.9
White collar	23.24	2.8	21.95	3.8	26.81	3.8
White collar excluding sales	23.68	2.8	22.37	3.8	26.85	3.8
Professional specialty and technical	26.72	2.3	23.57	3.1	31.47	3.7
Professional specialty	28.84	2.3	25.71	2.7	32.06	4.2
Engineers, architects, and surveyors	31.65	2.4	31.66	2.5	—	—
Industrial engineers	31.61	8.0	31.61	8.0	—	—
Mechanical engineers	26.67	.0	26.67	.0	—	—
Engineers, n.e.c.	31.88	1.6	31.88	1.6	—	—
Mathematical and computer scientists	28.27	5.9	29.30	5.6	—	—
Computer systems analysts and scientists	28.67	8.1	30.06	8.4	—	—
Natural scientists	27.08	7.0	27.67	8.2	—	—
Chemists, except biochemists	26.94	10.2	26.94	10.2	—	—
Health related	24.92	1.1	22.51	1.1	37.51	5.5
Physicians	39.38	22.8	—	—	—	—
Registered nurses	23.29	1.8	22.93	1.4	25.62	7.8
Respiratory therapists	20.96	.7	20.96	.7	—	—
Teachers, college and university	41.31	4.9	36.87	6.7	42.88	5.1
Teachers, except college and university	33.38	3.2	22.27	15.3	34.99	2.7
Prekindergarten and kindergarten	23.66	12.5	10.34	17.4	—	—
Elementary school teachers	34.51	3.9	—	—	36.12	3.0
Secondary school teachers	34.92	5.0	26.24	.3	—	—
Teachers, n.e.c.	35.70	2.8	—	—	34.71	1.1
Librarians, archivists, and curators	29.93	15.7	—	—	31.80	15.8
Librarians	29.93	15.7	—	—	31.80	15.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.43	4.1	15.73	6.7	20.79	2.6
Social workers	19.43	4.1	15.73	6.7	20.79	2.6
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.64	6.3	21.62	6.4	—	—
Professional, n.e.c.	17.86	7.0	17.78	7.1	—	—
Technical	19.81	4.9	19.69	5.3	21.08	10.3
Radiological technicians	20.13	18.1	—	—	—	—
Licensed practical nurses	17.52	2.0	17.27	1.8	—	—
Health technologists and technicians, n.e.c.	18.95	39.5	18.84	41.9	—	—
Electrical and electronic technicians	22.22	9.1	—	—	—	—
Drafters	21.18	10.3	21.18	10.3	—	—
Chemical technicians	20.98	9.8	20.98	9.8	—	—
Computer programmers	25.29	24.3	—	—	—	—
Technical and related, n.e.c.	18.39	13.0	18.08	18.3	—	—
Executive, administrative, and managerial	31.69	4.9	32.46	5.4	28.37	8.8
Executives, administrators, and managers	36.95	6.3	38.44	7.0	31.38	8.8
Administrators and officials, public administration	23.60	13.5	—	—	23.60	13.5
Financial managers	45.72	11.8	45.76	11.8	—	—
Managers, marketing, advertising, and public relations	38.06	8.6	40.52	7.4	—	—
Administrators, education and related fields	41.28	6.3	28.85	15.5	47.18	3.3
Managers, service organizations, n.e.c.	29.10	10.4	32.98	7.3	—	—
Managers and administrators, n.e.c.	35.08	9.7	35.20	9.8	—	—
Management related	22.28	2.8	22.56	3.0	20.60	6.8
Accountants and auditors	20.68	5.9	20.46	6.3	—	—
Personnel, training, and labor relations specialists	22.46	9.7	22.54	9.8	—	—
Management related, n.e.c.	21.76	5.8	21.87	6.9	—	—
Sales	19.16	7.8	19.15	7.9	—	—
Supervisors, sales	21.80	11.9	21.93	12.5	—	—
Sales, other business services	25.08	12.3	25.08	12.3	—	—
Sales workers, other commodities	11.95	15.1	11.95	15.1	—	—
Cashiers	10.64	8.9	—	—	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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	\$14.42	1.7	\$14.09	1.8	\$15.54	3.9
Supervisors, general office	21.69	7.3	21.15	9.3	–	–
Secretaries	15.28	3.3	15.50	3.7	14.78	6.5
Receptionists	12.14	5.6	11.52	3.5	–	–
Order clerks	14.00	4.5	14.00	4.5	–	–
Library clerks	13.58	7.4	–	–	14.05	7.7
File clerks	10.94	3.4	10.94	3.4	–	–
Records clerks, n.e.c.	12.78	8.1	12.95	9.3	–	–
Bookkeepers, accounting and auditing clerks	14.22	5.0	14.26	5.3	–	–
Payroll and timekeeping clerks	16.42	6.8	16.27	9.4	–	–
Billing clerks	13.00	1.4	13.00	1.4	–	–
Traffic, shipping and receiving clerks	13.31	4.6	13.31	4.6	–	–
Insurance adjusters, examiners, and investigators	13.49	9.7	13.49	9.7	–	–
Investigators and adjusters, except insurance	16.01	15.4	16.01	15.4	–	–
Bill and account collectors	13.41	7.9	13.41	7.9	–	–
General office clerks	15.06	4.3	13.88	6.4	17.57	6.7
Teachers' aides	14.25	11.9	–	–	–	–
Administrative support, n.e.c.	13.70	8.6	13.78	10.5	–	–
Blue collar	16.12	3.1	15.98	3.4	17.66	1.4
Precision production, craft, and repair	19.84	5.0	20.19	6.0	18.05	2.8
Automobile mechanics	18.60	2.7	–	–	–	–
Bus, truck, and stationary engine mechanics	18.81	6.3	–	–	–	–
Industrial machinery repairers	21.80	10.6	21.82	10.8	–	–
Millwrights	24.85	4.8	24.85	4.8	–	–
Mechanics and repairers, n.e.c.	17.97	4.7	17.61	6.2	–	–
Electricians	24.54	7.2	25.25	7.1	–	–
Painters, construction and maintenance	22.71	15.4	–	–	–	–
Plumbers, pipefitters and steamfitters	21.18	8.0	21.80	9.2	–	–
Supervisors, production	19.74	5.3	19.74	5.3	–	–
Tool and die makers	21.72	5.0	21.72	5.0	–	–
Inspectors, testers, and graders	16.39	10.7	15.39	10.6	–	–
Machine operators, assemblers, and inspectors	14.44	2.0	14.42	2.0	–	–
Punching and stamping press operators	12.08	11.0	12.08	11.0	–	–
Grinding, abrading, buffing, and polishing machine operators	14.59	2.5	14.59	2.5	–	–
Numerical control machine operators	17.94	10.9	17.94	10.9	–	–
Fabricating machine operators, n.e.c.	18.05	12.4	18.05	12.4	–	–
Molding and casting machine operators	11.95	9.1	11.95	9.1	–	–
Packaging and filling machine operators	12.33	5.3	12.33	5.3	–	–
Mixing and blending machine operators	13.71	.3	13.71	.3	–	–
Miscellaneous machine operators, n.e.c.	15.87	6.2	15.71	6.2	–	–
Welders and cutters	14.87	19.9	14.87	19.9	–	–
Assemblers	13.84	3.1	13.84	3.1	–	–
Production inspectors, checkers and examiners ..	13.09	5.2	13.09	5.2	–	–
Transportation and material moving	16.92	9.9	16.70	12.6	17.67	11.0
Truck drivers	19.06	9.1	19.06	9.1	–	–
Industrial truck and tractor equipment operators ..	14.05	11.5	14.05	11.5	–	–
Miscellaneous material moving equipment operators, n.e.c.	17.20	16.0	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	13.64	7.4	13.49	8.0	15.46	5.9
Groundskeepers and gardeners, except farm	10.61	3.5	–	–	–	–
Stock handlers and baggers	12.61	5.1	12.68	5.4	–	–
Machine feeders and offbearers	11.52	4.3	11.52	4.3	–	–
Freight, stock, and material handlers, n.e.c.	14.03	8.0	14.03	8.0	–	–
Hand packers and packagers	12.57	4.7	12.57	4.7	–	–
Laborers, except construction, n.e.c.	12.18	15.6	11.59	17.9	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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	\$12.65	5.6	\$10.32	4.0	\$16.93	8.5
Protective service	15.15	17.8	9.32	6.3	19.39	12.3
Police and detectives, public service	21.18	6.1	—	—	21.18	6.1
Guards and police, except public service	9.38	7.9	9.24	6.7	—	—
Food service	9.70	4.1	9.26	4.1	—	—
Waiters, waitresses, and bartenders	3.53	23.4	3.53	23.4	—	—
Waiters and waitresses	3.93	28.8	3.93	28.8	—	—
Other food service	10.89	4.2	10.64	4.9	—	—
Supervisors, food preparation and service	14.37	7.8	14.72	9.2	—	—
Cooks	11.16	5.5	11.19	7.1	—	—
Food preparation, n.e.c.	9.60	2.3	8.63	3.4	—	—
Health service	10.83	3.6	10.27	3.6	13.98	10.1
Health aides, except nursing	12.77	5.3	11.05	5.4	—	—
Nursing aides, orderlies and attendants	10.06	3.4	10.08	3.5	—	—
Cleaning and building service	12.19	5.7	12.08	7.0	12.38	10.5
Maids and housemen	9.05	7.8	9.05	7.8	—	—
Janitors and cleaners	12.54	5.6	12.66	6.2	12.38	10.5
Personal service	14.97	12.4	11.85	2.8	19.62	9.6

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$10.43	4.2	\$9.34	3.1	\$14.99	9.5
All excluding sales	10.73	4.2	9.56	3.0	14.99	9.5
White collar	14.83	6.5	13.83	4.9	17.73	13.4
White collar excluding sales	17.70	5.4	17.69	4.2	17.73	13.4
Professional specialty and technical	20.74	3.6	20.18	2.4	21.67	7.5
Professional specialty	21.84	3.9	21.84	4.5	21.84	7.4
Health related	23.42	4.9	23.35	5.3	—	—
Registered nurses	22.51	4.9	22.34	5.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.49	13.3	13.57	29.1	22.18	7.3
Teachers, n.e.c.	22.73	10.9	—	—	22.70	12.2
Librarians, archivists, and curators	16.75	4.9	—	—	17.25	.0
Librarians	16.75	4.9	—	—	17.25	.0
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.59	3.3	16.74	3.1	—	—
Radiological technicians	19.36	11.0	19.36	11.0	—	—
Executive, administrative, and managerial	26.50	18.5	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.90	4.2	7.90	4.2	—	—
Sales workers, other commodities	7.93	3.2	7.93	3.2	—	—
Cashiers	8.05	6.8	8.05	6.8	—	—
Administrative support, including clerical	11.11	4.5	12.20	6.1	9.00	5.4
Secretaries	15.31	10.1	15.46	9.9	—	—
Library clerks	8.70	1.0	—	—	8.78	.4
Administrative support, n.e.c.	11.83	2.9	—	—	—	—
Blue collar	9.50	4.5	8.85	2.9	15.09	1.9
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	8.20	.7	8.20	.7	—	—
Transportation and material moving	14.82	3.2	—	—	15.14	1.7
Bus drivers	15.05	2.3	—	—	15.21	1.1
Handlers, equipment cleaners, helpers, and laborers	8.99	3.7	8.99	3.7	—	—
Stock handlers and baggers	7.06	2.3	7.06	2.3	—	—
Service	7.41	7.0	6.47	2.4	11.90	11.2
Protective service	10.85	18.1	—	—	—	—
Food service	6.31	5.6	5.79	2.9	11.57	12.7
Waiters, waitresses, and bartenders	3.30	10.1	3.30	10.1	—	—
Bartenders	4.74	10.3	4.74	10.3	—	—
Waiters and waitresses	3.47	14.3	3.47	14.3	—	—
Other food service	7.64	5.5	7.05	3.0	11.57	12.7
Cooks	9.60	11.1	8.25	4.8	—	—
Kitchen workers, food preparation	6.75	7.6	6.68	7.7	—	—
Food preparation, n.e.c.	7.37	6.2	7.12	3.1	—	—
Health service	9.97	3.9	9.50	1.9	—	—
Health aides, except nursing	10.21	14.4	8.71	12.4	—	—
Nursing aides, orderlies and attendants	9.83	3.6	9.82	3.7	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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	\$11.10	15.0	\$10.54	23.3	—	—
Janitors and cleaners	11.21	15.1	10.94	27.0	—	—
Personal service	7.94	10.7	6.38	11.7	\$11.16	18.0
Service, n.e.c.	5.59	25.8	5.59	25.8	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$769	2.2	39.5	\$727	2.9	39.6	\$921	3.0	39.2
All excluding sales	769	2.1	39.5	724	2.8	39.6	922	3.0	39.2
White collar	915	2.7	39.4	868	3.8	39.6	1,043	3.3	38.9
White collar excluding sales	932	2.7	39.3	885	3.9	39.5	1,044	3.3	38.9
Professional specialty and technical	1,041	2.0	39.0	927	3.1	39.3	1,210	2.7	38.4
Professional specialty	1,121	1.9	38.9	1,011	2.7	39.3	1,230	3.2	38.4
Engineers, architects, and surveyors	1,263	2.4	39.9	1,263	2.5	39.9	-	-	-
Industrial engineers	1,264	8.0	40.0	1,264	8.0	40.0	-	-	-
Mechanical engineers	1,067	.0	40.0	1,067	.0	40.0	-	-	-
Engineers, n.e.c.	1,265	2.2	39.7	1,265	2.2	39.7	-	-	-
Mathematical and computer scientists	1,108	5.5	39.2	1,151	5.0	39.3	-	-	-
Computer systems analysts and scientists	1,134	8.0	39.5	1,194	8.0	39.7	-	-	-
Natural scientists	1,057	5.5	39.0	1,072	6.7	38.7	-	-	-
Chemists, except biochemists	1,041	8.5	38.6	1,041	8.5	38.6	-	-	-
Health related	991	.9	39.8	894	.8	39.7	1,497	5.5	39.9
Physicians	1,575	22.8	40.0	-	-	-	-	-	-
Registered nurses	924	1.6	39.7	909	1.0	39.7	1,021	7.8	39.8
Respiratory therapists	838	.7	40.0	838	.7	40.0	-	-	-
Teachers, college and university	1,617	5.1	39.1	1,406	6.3	38.1	1,693	5.0	39.5
Teachers, except college and university	1,245	2.5	37.3	819	14.6	36.8	1,307	1.6	37.4
Prekindergarten and kindergarten	892	11.1	37.7	405	16.0	39.2	-	-	-
Elementary school teachers	1,254	2.7	36.3	-	-	-	1,328	.4	36.8
Secondary school teachers	1,328	4.8	38.0	994	.8	37.9	-	-	-
Teachers, n.e.c.	1,333	2.9	37.3	-	-	-	1,295	.7	37.3
Librarians, archivists, and curators	1,116	13.5	37.3	-	-	-	1,176	13.3	37.0
Librarians	1,116	13.5	37.3	-	-	-	1,176	13.3	37.0
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	773	4.0	39.8	621	5.2	39.5	830	2.8	39.9
Social workers	773	4.0	39.8	621	5.2	39.5	830	2.8	39.9
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	849	6.5	39.2	849	6.6	39.2	-	-	-
Professional, n.e.c.	714	7.0	40.0	711	7.1	40.0	-	-	-
Technical	780	4.9	39.4	774	5.3	39.3	837	10.2	39.7
Radiological technicians	805	18.1	40.0	-	-	-	-	-	-
Licensed practical nurses	688	2.1	39.3	677	2.1	39.2	-	-	-
Health technologists and technicians, n.e.c.	755	39.3	39.8	753	41.9	40.0	-	-	-
Electrical and electronic technicians	874	9.8	39.3	-	-	-	-	-	-
Drafters	847	10.3	40.0	847	10.3	40.0	-	-	-
Chemical technicians	824	9.2	39.3	824	9.2	39.3	-	-	-
Computer programmers	999	23.4	39.5	-	-	-	-	-	-
Technical and related, n.e.c. ...	729	12.7	39.6	716	17.8	39.6	-	-	-
Executive, administrative, and managerial	1,262	5.0	39.8	1,292	5.4	39.8	1,131	8.8	39.9
Executives, administrators, and managers	1,473	6.4	39.9	1,531	7.3	39.8	1,254	8.7	39.9
Administrators and officials, public administration	943	13.5	40.0	-	-	-	943	13.5	40.0
Financial managers	1,808	11.9	39.5	1,810	12.0	39.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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, marketing, advertising, and public relations	\$1,525	7.5	40.1	\$1,625	5.3	40.1	—	—	—
Administrators, education and related fields	1,613	6.7	39.1	1,077	14.6	37.3	\$1,886	3.4	40.0
Managers, service organizations, n.e.c.	1,132	9.5	38.9	1,264	6.9	38.3	—	—	—
Managers and administrators, n.e.c.	1,407	9.8	40.1	1,413	9.9	40.1	—	—	—
Management related	886	2.7	39.8	898	2.9	39.8	816	6.6	39.6
Accountants and auditors	827	5.8	40.0	818	6.3	40.0	—	—	—
Personnel, training, and labor relations specialists	897	9.7	40.0	902	9.8	40.0	—	—	—
Management related, n.e.c.	855	5.1	39.3	860	6.1	39.3	—	—	—
Sales	761	8.1	39.7	760	8.2	39.7	—	—	—
Supervisors, sales	880	13.1	40.4	886	13.8	40.4	—	—	—
Sales, other business services	1,015	12.1	40.5	1,015	12.1	40.5	—	—	—
Sales workers, other commodities	445	11.4	37.2	445	11.4	37.2	—	—	—
Cashiers	426	8.9	40.0	—	—	—	—	—	—
Administrative support, including clerical	570	1.8	39.5	557	2.0	39.6	612	4.5	39.4
Supervisors, general office	867	7.3	40.0	846	9.3	40.0	—	—	—
Secretaries	602	3.2	39.4	610	3.2	39.3	585	6.9	39.5
Receptionists	484	5.5	39.9	459	3.3	39.9	—	—	—
Order clerks	548	5.1	39.1	548	5.1	39.1	—	—	—
Library clerks	515	8.4	37.9	—	—	—	534	8.7	38.0
File clerks	437	3.4	40.0	437	3.4	40.0	—	—	—
Records clerks, n.e.c.	500	8.6	39.1	503	9.8	38.8	—	—	—
Bookkeepers, accounting and auditing clerks	569	5.0	40.0	570	5.3	40.0	—	—	—
Payroll and timekeeping clerks	657	6.8	40.0	651	9.4	40.0	—	—	—
Billing clerks	507	1.5	39.0	507	1.5	39.0	—	—	—
Traffic, shipping and receiving clerks	533	4.6	40.0	533	4.6	40.0	—	—	—
Insurance adjusters, examiners, and investigators	527	12.4	39.1	527	12.4	39.1	—	—	—
Investigators and adjusters, except insurance	640	15.4	40.0	640	15.4	40.0	—	—	—
Bill and account collectors	536	7.9	40.0	536	7.9	40.0	—	—	—
General office clerks	591	4.1	39.3	551	6.2	39.7	673	8.4	38.3
Teachers' aides	546	16.5	38.3	—	—	—	—	—	—
Administrative support, n.e.c.	537	8.6	39.2	541	10.5	39.2	—	—	—
Blue collar	642	3.1	39.8	637	3.4	39.9	699	2.1	39.6
Precision production, craft, and repair	789	5.1	39.8	802	6.1	39.7	721	2.9	39.9
Automobile mechanics	744	2.7	40.0	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	752	6.3	40.0	—	—	—	—	—	—
Industrial machinery repairers	872	10.6	40.0	873	10.8	40.0	—	—	—
Millwrights	994	4.8	40.0	994	4.8	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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									
Precision production, craft, and repair —Continued									
Mechanics and repairers, n.e.c.	\$718	4.6	39.9	\$703	6.0	39.9	—	—	—
Electricians	982	7.2	40.0	1,010	7.1	40.0	—	—	—
Painters, construction and maintenance	898	15.3	39.6	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	831	8.7	39.3	854	9.9	39.2	—	—	—
Supervisors, production	790	5.3	40.0	790	5.3	40.0	—	—	—
Tool and die makers	869	5.0	40.0	869	5.0	40.0	—	—	—
Inspectors, testers, and graders	655	10.7	40.0	616	10.6	40.0	—	—	—
Machine operators, assemblers, and inspectors	576	1.9	39.9	575	1.9	39.9	—	—	—
Punching and stamping press operators	483	11.0	40.0	483	11.0	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	581	3.0	39.9	581	3.0	39.9	—	—	—
Numerical control machine operators	718	10.9	40.0	718	10.9	40.0	—	—	—
Fabricating machine operators, n.e.c.	722	12.4	40.0	722	12.4	40.0	—	—	—
Molding and casting machine operators	475	8.8	39.8	475	8.8	39.8	—	—	—
Packaging and filling machine operators	484	7.0	39.2	484	7.0	39.2	—	—	—
Mixing and blending machine operators	549	.3	40.0	549	.3	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	635	6.2	40.0	628	6.2	40.0	—	—	—
Welders and cutters	587	19.4	39.5	587	19.4	39.5	—	—	—
Assemblers	553	3.1	40.0	553	3.1	40.0	—	—	—
Production inspectors, checkers and examiners ...	523	5.2	40.0	523	5.2	40.0	—	—	—
Transportation and material moving	672	9.9	39.7	668	12.6	40.0	\$686	11.4	38.8
Truck drivers	762	9.1	40.0	762	9.1	40.0	—	—	—
Industrial truck and tractor equipment operators	562	11.5	40.0	562	11.5	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	688	16.0	40.0	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	543	7.4	39.8	537	8.1	39.8	619	5.9	40.0
Groundskeepers and gardeners, except farm	388	9.5	36.6	—	—	—	—	—	—
Stock handlers and baggers ...	498	5.7	39.5	501	6.0	39.5	—	—	—
Machine feeders and offbearers	461	4.3	40.0	461	4.3	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	561	8.0	40.0	561	8.0	40.0	—	—	—
Hand packers and packagers	503	4.7	40.0	503	4.7	40.0	—	—	—
Laborers, except construction, n.e.c.	487	15.6	40.0	463	17.9	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service	\$499	5.5	39.4	\$403	3.7	39.1	\$679	9.1	40.1
Protective service	612	18.8	40.4	373	6.3	40.0	790	14.6	40.7
Police and detectives, public service	847	6.1	40.0	—	—	—	847	6.1	40.0
Guards and police, except public service	375	7.9	40.0	370	6.7	40.0	—	—	—
Food service	373	3.5	38.5	359	3.7	38.7	—	—	—
Waiters, waitresses, and bartenders	137	22.0	38.8	137	22.0	38.8	—	—	—
Waiters and waitresses	151	26.2	38.4	151	26.2	38.4	—	—	—
Other food service	419	3.8	38.4	412	4.6	38.7	—	—	—
Supervisors, food preparation and service	534	11.0	37.2	589	9.2	40.0	—	—	—
Cooks	440	6.4	39.5	440	8.3	39.3	—	—	—
Food preparation, n.e.c.	365	2.6	38.0	322	4.6	37.3	—	—	—
Health service	424	3.9	39.2	401	4.1	39.0	559	10.1	40.0
Health aides, except nursing ..	509	5.4	39.9	440	5.5	39.8	—	—	—
Nursing aides, orderlies and attendants	391	4.0	38.9	391	4.2	38.8	—	—	—
Cleaning and building service	483	5.8	39.6	479	7.0	39.6	492	10.6	39.7
Maids and housemen	362	7.8	40.0	362	7.8	40.0	—	—	—
Janitors and cleaners	497	5.7	39.6	500	6.5	39.5	492	10.6	39.7
Personal service	570	13.8	38.1	437	1.8	36.9	785	9.6	40.0

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$38,872	2.2	1,998	\$37,511	2.9	2,045	\$43,322	3.0	1,845
All excluding sales	38,835	2.1	1,995	37,371	2.8	2,044	43,327	3.0	1,845
White collar	45,460	2.7	1,956	44,740	3.8	2,038	47,184	3.3	1,760
White collar excluding sales	46,065	2.7	1,945	45,519	3.9	2,034	47,207	3.3	1,758
Professional specialty and technical	48,990	2.0	1,833	47,064	3.1	1,997	51,363	2.7	1,632
Professional specialty	51,329	1.9	1,780	50,678	2.7	1,971	51,877	3.2	1,618
Engineers, architects, and surveyors	65,651	2.4	2,074	65,661	2.5	2,074	-	-	-
Industrial engineers	65,748	8.0	2,080	65,748	8.0	2,080	-	-	-
Mechanical engineers	55,476	.0	2,080	55,476	.0	2,080	-	-	-
Engineers, n.e.c.	65,803	2.2	2,064	65,803	2.2	2,064	-	-	-
Mathematical and computer scientists	57,641	5.5	2,039	59,829	5.0	2,042	-	-	-
Computer systems analysts and scientists	58,958	8.0	2,057	62,071	8.0	2,065	-	-	-
Natural scientists	54,975	5.5	2,030	55,729	6.7	2,014	-	-	-
Chemists, except biochemists	54,115	8.5	2,009	54,115	8.5	2,009	-	-	-
Health related	51,498	.9	2,067	46,508	.8	2,066	77,654	5.5	2,070
Physicians	81,915	22.8	2,080	-	-	-	-	-	-
Registered nurses	48,038	1.6	2,062	47,280	1.0	2,062	52,899	7.8	2,064
Respiratory therapists	43,593	.7	2,080	43,593	.7	2,080	-	-	-
Teachers, college and university	65,728	5.1	1,591	59,132	6.3	1,604	68,028	5.0	1,587
Teachers, except college and university	47,854	2.5	1,433	32,850	14.6	1,475	49,953	1.6	1,428
Prekindergarten and kindergarten	36,774	11.1	1,554	18,403	16.0	1,780	-	-	-
Elementary school teachers	46,804	2.7	1,356	-	-	-	49,474	.4	1,370
Secondary school teachers	49,835	4.8	1,427	36,700	.8	1,399	-	-	-
Teachers, n.e.c.	51,064	2.9	1,430	-	-	-	49,459	.7	1,425
Librarians, archivists, and curators	49,612	13.5	1,658	-	-	-	51,578	13.3	1,622
Librarians	49,612	13.5	1,658	-	-	-	51,578	13.3	1,622
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	39,440	4.0	2,030	32,305	5.2	2,053	42,026	2.8	2,021
Social workers	39,440	4.0	2,030	32,305	5.2	2,053	42,026	2.8	2,021
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	42,678	6.5	1,972	42,655	6.6	1,972	-	-	-
Professional, n.e.c.	37,120	7.0	2,079	36,973	7.1	2,080	-	-	-
Technical	40,291	4.9	2,033	40,269	5.3	2,045	40,505	10.2	1,921
Radiological technicians	41,875	18.1	2,080	-	-	-	-	-	-
Licensed practical nurses	34,792	2.1	1,986	35,224	2.1	2,039	-	-	-
Health technologists and technicians, n.e.c.	39,251	39.3	2,071	39,178	41.9	2,080	-	-	-
Electrical and electronic technicians	44,398	9.8	1,998	-	-	-	-	-	-
Drafters	44,045	10.3	2,080	44,045	10.3	2,080	-	-	-
Chemical technicians	42,861	9.2	2,043	42,861	9.2	2,043	-	-	-
Computer programmers	51,922	23.4	2,053	-	-	-	-	-	-
Technical and related, n.e.c. ...	37,901	12.7	2,061	37,247	17.8	2,060	-	-	-
Executive, administrative, and managerial	65,112	5.0	2,054	67,047	5.4	2,066	56,932	8.8	2,007
Executives, administrators, and managers	75,646	6.4	2,047	79,313	7.3	2,064	62,355	8.7	1,987
Administrators and officials, public administration	49,053	13.5	2,078	-	-	-	49,053	13.5	2,078
Financial managers	94,004	11.9	2,056	94,107	12.0	2,057	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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, marketing, advertising, and public relations	\$79,324	7.5	2,084	\$84,495	5.3	2,085	—	—	—
Administrators, education and related fields	74,871	6.7	1,814	51,672	14.6	1,791	\$86,078	3.4	1,825
Managers, service organizations, n.e.c.	58,880	9.5	2,023	65,746	6.9	1,994	—	—	—
Managers and administrators, n.e.c.	73,190	9.8	2,086	73,456	9.9	2,087	—	—	—
Management related	46,062	2.7	2,068	46,683	2.9	2,069	42,442	6.6	2,060
Accountants and auditors	42,983	5.8	2,079	42,526	6.3	2,079	—	—	—
Personnel, training, and labor relations specialists	46,654	9.7	2,078	46,880	9.8	2,080	—	—	—
Management related, n.e.c.	44,464	5.1	2,044	44,717	6.1	2,044	—	—	—
Sales	39,556	8.1	2,064	39,529	8.2	2,064	—	—	—
Supervisors, sales	45,764	13.1	2,099	46,058	13.8	2,100	—	—	—
Sales, other business services	52,771	12.1	2,104	52,771	12.1	2,104	—	—	—
Sales workers, other commodities	23,137	11.4	1,937	23,137	11.4	1,937	—	—	—
Cashiers	22,136	8.9	2,080	—	—	—	—	—	—
Administrative support, including clerical	29,304	1.8	2,032	28,910	2.0	2,051	30,595	4.5	1,969
Supervisors, general office	45,107	7.3	2,080	43,987	9.3	2,080	—	—	—
Secretaries	30,791	3.2	2,016	31,620	3.2	2,040	29,028	6.9	1,964
Receptionists	25,181	5.5	2,074	23,876	3.3	2,073	—	—	—
Order clerks	28,474	5.1	2,034	28,474	5.1	2,034	—	—	—
Library clerks	26,785	8.4	1,972	—	—	—	27,791	8.7	1,978
File clerks	22,747	3.4	2,080	22,747	3.4	2,080	—	—	—
Records clerks, n.e.c.	26,006	8.6	2,035	26,136	9.8	2,019	—	—	—
Bookkeepers, accounting and auditing clerks	29,576	5.0	2,079	29,648	5.3	2,079	—	—	—
Payroll and timekeeping clerks	34,162	6.8	2,080	33,843	9.4	2,080	—	—	—
Billing clerks	26,373	1.5	2,029	26,373	1.5	2,029	—	—	—
Traffic, shipping and receiving clerks	27,694	4.6	2,080	27,694	4.6	2,080	—	—	—
Insurance adjusters, examiners, and investigators	27,392	12.4	2,031	27,392	12.4	2,031	—	—	—
Investigators and adjusters, except insurance	33,292	15.4	2,080	33,292	15.4	2,080	—	—	—
Bill and account collectors	27,884	7.9	2,080	27,884	7.9	2,080	—	—	—
General office clerks	30,499	4.1	2,025	28,672	6.2	2,066	34,124	8.4	1,943
Teachers' aides	24,457	16.5	1,717	—	—	—	—	—	—
Administrative support, n.e.c.	27,473	8.6	2,005	28,107	10.5	2,040	—	—	—
Blue collar	33,282	3.1	2,064	33,060	3.4	2,068	35,654	2.1	2,019
Precision production, craft, and repair	40,917	5.1	2,062	41,585	6.1	2,059	37,483	2.9	2,077
Automobile mechanics	38,684	2.7	2,080	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	39,123	6.3	2,080	—	—	—	—	—	—
Industrial machinery repairers	45,340	10.6	2,080	45,388	10.8	2,080	—	—	—
Millwrights	51,678	4.8	2,080	51,678	4.8	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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									
Precision production, craft, and repair —Continued									
Mechanics and repairers, n.e.c.	\$37,318	4.6	2,076	\$36,544	6.0	2,075	—	—	—
Electricians	51,040	7.2	2,080	52,526	7.1	2,080	—	—	—
Painters, construction and maintenance	46,716	15.3	2,057	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	43,235	8.7	2,041	44,419	9.9	2,038	—	—	—
Supervisors, production	41,062	5.3	2,080	41,062	5.3	2,080	—	—	—
Tool and die makers	45,174	5.0	2,080	45,174	5.0	2,080	—	—	—
Inspectors, testers, and graders	34,084	10.7	2,080	32,008	10.6	2,080	—	—	—
Machine operators, assemblers, and inspectors	29,977	1.9	2,075	29,925	1.9	2,075	—	—	—
Punching and stamping press operators	25,119	11.0	2,080	25,119	11.0	2,080	—	—	—
Grinding, abrading, buffing, and polishing machine operators	30,229	3.0	2,073	30,229	3.0	2,073	—	—	—
Numerical control machine operators	37,320	10.9	2,080	37,320	10.9	2,080	—	—	—
Fabricating machine operators, n.e.c.	37,543	12.4	2,080	37,543	12.4	2,080	—	—	—
Molding and casting machine operators	24,719	8.8	2,068	24,719	8.8	2,068	—	—	—
Packaging and filling machine operators	25,160	7.0	2,041	25,160	7.0	2,041	—	—	—
Mixing and blending machine operators	28,523	.3	2,080	28,523	.3	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	33,011	6.2	2,080	32,671	6.2	2,080	—	—	—
Welders and cutters	30,542	19.4	2,054	30,542	19.4	2,054	—	—	—
Assemblers	28,778	3.1	2,080	28,778	3.1	2,080	—	—	—
Production inspectors, checkers and examiners ...	27,220	5.2	2,080	27,220	5.2	2,080	—	—	—
Transportation and material moving	34,557	9.9	2,042	34,700	12.6	2,078	\$34,097	11.4	1,929
Truck drivers	39,649	9.1	2,080	39,649	9.1	2,080	—	—	—
Industrial truck and tractor equipment operators	29,222	11.5	2,080	29,222	11.5	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	35,777	16.0	2,080	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,940	7.4	2,048	27,706	8.1	2,053	30,717	5.9	1,986
Groundskeepers and gardeners, except farm	16,393	9.5	1,545	—	—	—	—	—	—
Stock handlers and baggers ...	25,487	5.7	2,022	26,054	6.0	2,054	—	—	—
Machine feeders and offbearers	23,954	4.3	2,080	23,954	4.3	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	29,181	8.0	2,080	29,181	8.0	2,080	—	—	—
Hand packers and packagers	26,156	4.7	2,080	26,156	4.7	2,080	—	—	—
Laborers, except construction, n.e.c.	25,326	15.6	2,080	24,100	17.9	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service	\$25,454	5.5	2,012	\$20,615	3.7	1,998	\$34,511	9.1	2,038
Protective service	31,834	18.8	2,102	19,395	6.3	2,080	41,056	14.6	2,118
Police and detectives, public service	44,060	6.1	2,080	—	—	—	44,060	6.1	2,080
Guards and police, except public service	19,519	7.9	2,080	19,214	6.7	2,080	—	—	—
Food service	18,946	3.5	1,954	18,636	3.7	2,012	—	—	—
Waiters, waitresses, and bartenders	7,124	22.0	2,015	7,124	22.0	2,015	—	—	—
Waiters and waitresses	7,841	26.2	1,996	7,841	26.2	1,996	—	—	—
Other food service	21,149	3.8	1,942	21,410	4.6	2,012	—	—	—
Supervisors, food preparation and service	26,159	11.0	1,821	30,418	9.2	2,067	—	—	—
Cooks	22,898	6.4	2,053	22,898	8.3	2,046	—	—	—
Food preparation, n.e.c.	17,930	2.6	1,868	16,726	4.6	1,937	—	—	—
Health service	22,052	3.9	2,035	20,823	4.1	2,028	29,056	10.1	2,079
Health aides, except nursing ..	26,439	5.4	2,071	22,822	5.5	2,066	—	—	—
Nursing aides, orderlies and attendants	20,339	4.0	2,021	20,357	4.2	2,019	—	—	—
Cleaning and building service	25,124	5.8	2,061	24,884	7.0	2,059	25,563	10.6	2,065
Maids and housemen	18,831	7.8	2,080	18,831	7.8	2,080	—	—	—
Janitors and cleaners	25,824	5.7	2,059	26,003	6.5	2,054	25,563	10.6	2,065
Personal service	25,875	13.8	1,729	19,307	1.8	1,629	37,338	9.6	1,903

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$18.47	2.3	\$17.34	3.0	\$22.65	2.9
All excluding sales	18.57	2.2	17.37	2.9	22.66	2.9
White collar	22.60	2.6	21.32	3.7	26.14	4.0
1	8.39	3.1	8.38	3.4	8.48	11.0
2	10.31	6.9	9.94	5.9	11.72	19.6
3	12.11	2.6	11.66	2.1	13.61	5.9
4	13.41	2.0	13.10	1.9	15.03	7.6
5	16.95	6.2	16.90	7.3	17.11	11.8
6	17.75	2.3	17.87	2.8	17.15	3.5
7	22.77	4.8	22.07	4.2	24.28	10.2
8	24.49	2.9	22.48	4.6	27.88	4.5
9	28.47	3.6	25.77	2.7	31.62	5.3
10	32.55	7.9	34.16	10.0	29.36	12.1
11	35.15	4.9	35.54	5.5	33.38	9.2
12	48.37	6.6	49.98	8.3	43.80	3.2
13	56.57	3.6	56.42	4.6	-	-
14	62.08	13.0	-	-	-	-
Not able to be leveled	26.28	11.0	25.05	13.1	-	-
White collar excluding sales	23.32	2.6	22.12	3.7	26.17	4.0
1	9.26	5.0	9.63	6.1	8.48	11.0
2	11.34	6.5	11.18	2.4	11.72	19.6
3	12.33	2.5	11.96	2.2	13.43	6.0
4	13.57	2.3	13.26	2.3	15.03	7.6
5	16.29	4.8	15.85	3.6	17.11	11.8
6	17.62	2.2	17.74	2.7	17.06	3.5
7	22.25	4.8	21.23	2.6	24.28	10.2
8	24.49	2.9	21.67	3.7	28.14	4.9
9	28.41	3.6	25.60	2.8	31.62	5.3
10	32.59	7.9	34.23	10.1	29.36	12.1
11	35.15	4.9	35.54	5.5	33.38	9.2
12	48.37	6.6	49.98	8.3	43.80	3.2
13	56.57	3.6	56.42	4.6	-	-
14	62.08	13.0	-	-	-	-
Not able to be leveled	27.06	11.6	25.62	13.9	-	-
Professional specialty and technical	26.19	2.3	23.26	3.0	30.65	4.3
Professional specialty	28.21	2.6	25.34	2.9	31.17	4.7
5	16.46	13.9	-	-	18.41	10.2
6	17.39	6.9	16.46	6.2	-	-
7	24.27	8.7	21.64	3.4	28.41	11.7
8	26.13	2.8	21.59	4.2	29.45	7.5
9	29.69	4.5	24.47	1.4	32.81	5.4
10	28.40	5.9	29.72	4.7	26.50	12.1
11	32.21	6.0	33.21	6.1	28.25	13.0
12	42.02	5.1	42.55	6.3	-	-
13	48.56	6.1	44.49	1.9	-	-
Not able to be leveled	30.97	6.0	25.69	8.7	-	-
Engineers, architects, and surveyors	31.65	2.4	31.66	2.5	-	-
9	27.95	2.3	27.95	2.3	-	-
11	36.14	3.5	36.14	3.5	-	-
Industrial engineers	31.61	8.0	31.61	8.0	-	-
Mechanical engineers	26.67	.0	26.67	.0	-	-
Engineers, n.e.c.	31.88	1.6	31.88	1.6	-	-
9	28.66	2.2	28.66	2.2	-	-
Mathematical and computer scientists	28.27	5.9	29.30	5.6	-	-
Computer systems analysts and scientists	28.67	8.1	30.06	8.4	-	-
Natural scientists	27.08	7.0	27.67	8.2	-	-
Chemists, except biochemists	26.94	10.2	26.94	10.2	-	-
Health related	24.64	1.6	22.67	1.8	36.20	4.9
7	22.53	2.0	22.53	2.0	-	-
8	21.64	1.7	22.01	1.2	-	-
9	23.36	1.2	23.17	1.3	24.45	.9
10	29.69	8.1	-	-	-	-
11	24.33	13.0	-	-	-	-
Not able to be leveled	37.33	23.9	22.20	1.7	-	-

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002** — 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						
Health related —Continued						
Physicians	\$40.13	22.9	—	—	—	—
Not able to be leveled	39.38	22.8	—	—	—	—
Registered nurses	23.13	2.2	\$22.80	2.2	\$25.41	6.9
7	22.72	1.1	22.72	1.1	—	—
8	21.87	2.2	22.34	1.8	—	—
9	23.38	.5	23.17	.5	24.45	.9
Respiratory therapists	20.79	.2	20.79	.2	—	—
Physical therapists	23.30	6.4	23.30	6.4	—	—
Teachers, college and university	39.94	7.2	36.83	6.8	40.95	8.9
13	51.96	9.9	—	—	—	—
Teachers, except college and university	31.92	4.9	20.82	17.7	33.64	4.8
5	15.52	32.9	—	—	—	—
7	34.45	8.8	26.33	11.5	36.67	3.0
8	29.66	8.7	—	—	—	—
9	34.18	4.9	—	—	35.04	4.6
Prekindergarten and kindergarten	21.47	19.2	—	—	—	—
9	35.73	5.9	—	—	—	—
Elementary school teachers	34.26	4.0	—	—	36.08	2.9
9	34.12	6.2	—	—	36.11	3.5
Secondary school teachers	34.86	5.1	26.11	.5	—	—
9	35.61	4.6	—	—	—	—
Teachers, n.e.c.	33.68	4.0	—	—	32.95	2.3
9	32.90	3.2	—	—	32.93	3.2
Librarians, archivists, and curators	28.50	16.4	—	—	30.09	17.2
Librarians	28.50	16.4	—	—	30.09	17.2
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.43	4.0	15.86	5.8	20.79	2.6
5	16.84	4.0	—	—	—	—
6	16.45	13.7	—	—	—	—
7	19.79	7.7	17.27	4.4	—	—
9	19.27	9.2	—	—	—	—
Social workers	19.43	4.0	15.86	5.8	20.79	2.6
5	16.84	4.0	—	—	—	—
6	16.45	13.7	—	—	—	—
7	19.79	7.7	17.27	4.4	—	—
9	19.27	9.2	—	—	—	—
Lawyers and judges	35.52	17.1	—	—	—	—
Lawyers	35.52	17.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.72	6.2	21.71	6.3	—	—
Not able to be leveled	21.66	10.9	21.66	10.9	—	—
Professional, n.e.c.	18.21	6.3	18.13	6.5	—	—
Technical	19.56	4.6	19.44	5.0	20.81	10.2
4	13.22	7.2	13.22	7.2	—	—
5	16.80	4.1	16.88	4.1	—	—
6	17.32	1.8	17.31	1.9	—	—
7	21.41	6.5	22.05	7.6	19.19	3.8
8	22.16	9.3	22.07	9.9	—	—
9	27.42	18.4	27.45	18.9	—	—
Not able to be leveled	18.92	12.5	16.75	7.2	—	—
Clinical laboratory technologists and technicians	16.87	6.5	16.87	6.5	—	—
Radiological technicians	19.99	12.6	21.08	14.1	—	—
Licensed practical nurses	17.44	1.8	17.23	1.7	—	—
5	15.74	4.1	15.74	4.1	—	—
6	17.64	1.9	17.63	1.9	—	—
7	18.85	3.6	—	—	—	—
Health technologists and technicians, n.e.c.	18.07	25.7	17.96	26.7	—	—
5	15.39	4.6	15.39	4.6	—	—
Electrical and electronic technicians	22.22	9.1	—	—	—	—
Drafters	21.18	10.3	21.18	10.3	—	—

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, Cleveland-Akron, OH, December 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
Chemical technicians	\$20.98	9.8	\$20.98	9.8	–	–
Computer programmers	25.29	24.3	–	–	–	–
Technical and related, n.e.c.	18.25	12.9	18.06	18.3	\$18.72	9.5
Executive, administrative, and managerial						
5	31.66	4.9	32.43	5.3	28.30	8.8
6	15.10	11.4	17.56	9.3	–	–
7	19.27	5.6	19.23	6.1	–	–
8	22.42	7.0	22.94	8.1	21.10	11.6
9	21.05	7.3	21.73	10.7	–	–
10	25.75	4.6	26.35	5.5	23.20	3.5
11	34.75	7.8	33.07	8.1	–	–
12	39.14	7.7	38.56	9.4	–	–
13	51.61	7.7	53.80	9.4	45.44	2.9
Not able to be leveled	62.45	5.2	62.68	6.0	–	–
Executives, administrators, and managers	33.73	21.7	33.73	21.7	–	–
7	36.94	6.3	38.44	7.0	31.34	8.7
8	22.05	10.6	20.22	9.6	–	–
9	21.58	11.7	22.65	12.5	–	–
10	26.94	4.4	28.13	4.5	23.13	4.5
11	36.85	10.9	–	–	–	–
12	39.14	7.7	38.56	9.4	–	–
13	51.61	7.7	53.80	9.4	45.44	2.9
Not able to be leveled	62.45	5.2	62.68	6.0	–	–
Administrators and officials, public administration	37.95	34.1	37.95	34.1	–	–
Financial managers	23.60	13.5	–	–	23.60	13.5
9	45.72	11.8	45.76	11.8	–	–
Managers, marketing, advertising, and public relations	27.91	7.7	27.91	7.7	–	–
Administrators, education and related fields	38.06	8.6	40.52	7.4	–	–
12	41.28	6.3	28.85	15.5	47.18	3.3
Managers, service organizations, n.e.c.	45.80	2.8	–	–	45.80	2.8
Managers and administrators, n.e.c.	29.10	10.4	32.98	7.3	–	–
9	35.06	9.7	35.20	9.8	–	–
12	26.75	7.2	27.03	7.2	–	–
Management related	50.43	7.4	50.43	7.4	–	–
5	22.35	2.7	22.65	2.9	20.57	6.7
6	17.85	8.0	17.56	9.3	–	–
7	18.30	2.4	18.17	2.4	–	–
9	22.55	9.2	24.03	9.9	19.15	3.8
Not able to be leveled	23.44	7.5	23.44	8.4	–	–
Accountants and auditors	26.67	13.4	26.67	13.4	–	–
Personnel, training, and labor relations specialists	20.68	5.9	20.46	6.3	–	–
Management related, n.e.c.	22.28	9.2	22.42	9.5	–	–
9	22.10	5.9	22.28	7.1	–	–
9	22.93	7.1	22.78	8.6	–	–
Sales						
1	16.94	7.6	16.91	7.7	–	–
2	7.92	4.5	7.92	4.5	–	–
3	8.06	9.4	8.06	9.4	–	–
4	10.12	9.8	9.38	2.1	–	–
5	12.07	9.7	12.07	9.7	–	–
6	18.54	13.2	18.54	13.2	–	–
8	19.19	11.7	19.02	11.9	–	–
Not able to be leveled	24.53	8.1	24.92	8.5	–	–
Supervisors, sales	22.31	23.5	22.31	23.5	–	–
Sales, other business services	21.80	11.9	21.93	12.5	–	–
Sales workers, other commodities	25.08	12.3	25.08	12.3	–	–
Cashiers	10.26	12.4	10.26	12.4	–	–
1	9.14	7.4	8.86	7.4	–	–
1	8.09	8.4	8.09	8.4	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002** — 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	\$14.23	1.7	\$14.00	1.8	\$14.98	4.4
1	9.26	5.0	9.63	6.1	8.48	11.0
2	11.34	6.5	11.18	2.4	11.72	19.6
3	12.30	2.5	11.90	2.2	13.43	6.0
4	13.65	2.6	13.30	2.8	15.03	7.6
5	16.27	4.5	16.09	4.4	17.13	17.3
6	16.92	4.3	17.61	6.3	15.57	2.1
7	18.74	2.9	17.54	3.3	20.68	3.7
Not able to be leveled	14.15	10.4	14.15	10.4	—	—
Supervisors, general office	21.37	8.0	20.75	9.9	—	—
Secretaries	15.28	3.3	15.50	3.6	14.76	6.5
3	15.06	8.7	—	—	—	—
4	13.98	3.7	14.05	4.5	13.83	7.3
5	16.26	5.2	16.64	5.5	—	—
6	18.23	7.5	18.59	7.4	—	—
7	18.05	5.3	18.30	4.0	—	—
Interviewers	11.89	3.9	11.89	3.9	—	—
Receptionists	12.02	5.4	11.43	3.5	—	—
3	12.72	8.1	11.89	6.4	—	—
Order clerks	14.00	4.5	14.00	4.5	—	—
Library clerks	11.17	7.9	—	—	11.22	8.8
1	7.19	1.3	—	—	7.24	1.2
2	12.24	17.6	—	—	12.24	17.6
4	13.00	15.9	—	—	13.63	20.2
File clerks	10.94	3.4	10.94	3.4	—	—
Records clerks, n.e.c.	12.73	8.0	12.95	9.3	—	—
4	13.58	7.2	13.58	7.2	—	—
Bookkeepers, accounting and auditing clerks	14.10	4.8	14.21	5.2	—	—
3	13.25	7.1	13.29	10.0	—	—
4	14.36	7.6	14.36	7.6	—	—
Payroll and timekeeping clerks	14.80	5.7	14.26	5.4	—	—
Billing clerks	12.76	2.0	12.76	2.0	—	—
Telephone operators	10.69	1.0	10.69	1.0	—	—
Mail clerks, except postal service	9.89	8.2	9.89	8.2	—	—
Dispatchers	11.36	24.3	—	—	—	—
Traffic, shipping and receiving clerks	13.31	4.6	13.31	4.6	—	—
Stock and inventory clerks	12.59	12.6	12.59	12.6	—	—
Insurance adjusters, examiners, and investigators	13.49	9.7	13.49	9.7	—	—
Investigators and adjusters, except insurance	16.01	15.4	16.01	15.4	—	—
Bill and account collectors	13.41	7.9	13.41	7.9	—	—
General office clerks	14.97	4.3	13.82	6.3	17.42	6.4
4	13.86	5.9	14.72	4.8	—	—
Teachers' aides	13.56	14.2	—	—	13.70	13.7
Administrative support, n.e.c.	13.59	8.1	13.66	10.0	—	—
2	12.62	4.4	—	—	—	—
4	12.18	3.6	12.18	3.6	—	—
Blue collar	15.76	3.0	15.59	3.3	17.49	1.0
1	10.39	6.2	10.36	6.4	—	—
2	12.57	4.2	12.12	4.4	—	—
3	15.07	2.4	15.08	2.6	14.92	5.7
4	16.12	6.7	16.10	7.0	16.58	5.5
5	15.71	3.5	15.60	3.8	16.69	3.0
6	18.47	4.3	18.09	5.5	19.88	2.3
7	21.08	4.0	21.39	4.7	19.30	1.6
9	29.29	8.6	29.34	9.0	—	—
Not able to be leveled	14.79	15.5	14.79	15.5	—	—
Precision production, craft, and repair	19.72	4.9	20.04	5.9	18.05	2.8
4	13.91	7.6	14.04	7.8	—	—
5	16.01	5.9	15.92	7.3	16.35	4.1
6	18.80	6.0	18.36	8.6	19.88	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, Cleveland-Akron, OH, December 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
7	\$21.57	3.5	\$22.11	4.1	\$18.57	5.2
9	29.29	8.6	29.34	9.0	—	—
Not able to be leveled	18.52	14.1	18.52	14.1	—	—
Supervisors, mechanics and repairers	16.86	34.7	—	—	—	—
Automobile mechanics	18.60	2.7	—	—	—	—
Bus, truck, and stationary engine mechanics	18.81	6.3	—	—	—	—
Industrial machinery repairers	21.80	10.6	21.82	10.8	—	—
7	25.63	3.8	25.75	3.9	—	—
Machinery maintenance	12.47	5.7	—	—	—	—
Millwrights	24.85	4.8	24.85	4.8	—	—
7	27.20	3.7	27.20	3.7	—	—
Mechanics and repairers, n.e.c.	17.97	4.7	17.61	6.2	—	—
7	20.07	5.9	19.90	7.7	—	—
Electricians	24.54	7.2	25.25	7.1	—	—
7	24.61	7.9	25.42	7.8	—	—
Painters, construction and maintenance	22.71	15.4	—	—	—	—
Plumbers, pipefitters and steamfitters	21.18	8.0	21.80	9.2	—	—
7	23.34	10.0	24.47	11.1	—	—
Supervisors, production	19.74	5.3	19.74	5.3	—	—
Tool and die makers	21.72	5.0	21.72	5.0	—	—
7	22.70	1.9	22.70	1.9	—	—
Inspectors, testers, and graders	16.39	10.7	15.39	10.6	—	—
Machine operators, assemblers, and inspectors	14.27	1.8	14.25	1.8	—	—
1	9.93	4.8	9.93	4.8	—	—
2	11.35	6.7	11.35	6.7	—	—
3	15.69	1.6	15.69	1.6	—	—
4	16.30	6.0	16.30	6.0	—	—
5	14.99	3.6	14.99	3.6	—	—
6	17.50	1.6	17.50	1.6	—	—
7	18.02	9.3	17.84	9.8	—	—
Punching and stamping press operators	12.08	11.0	12.08	11.0	—	—
Grinding, abrading, buffing, and polishing machine operators	14.59	2.5	14.59	2.5	—	—
Numerical control machine operators	17.94	10.9	17.94	10.9	—	—
Fabricating machine operators, n.e.c.	18.05	12.4	18.05	12.4	—	—
3	16.81	6.3	16.81	6.3	—	—
Molding and casting machine operators	11.26	10.5	11.26	10.5	—	—
Laundering and dry cleaning machine operators	8.47	2.1	8.47	2.1	—	—
1	8.47	2.1	8.47	2.1	—	—
Packaging and filling machine operators	12.33	5.3	12.33	5.3	—	—
Mixing and blending machine operators	13.71	.3	13.71	.3	—	—
Miscellaneous machine operators, n.e.c.	15.22	6.6	15.06	6.7	—	—
Welders and cutters	14.87	19.9	14.87	19.9	—	—
Assemblers	13.78	3.3	13.78	3.3	—	—
4	12.71	4.4	12.71	4.4	—	—
Production inspectors, checkers and examiners ..	13.09	5.2	13.09	5.2	—	—
Transportation and material moving	16.81	9.4	16.67	12.6	17.18	9.1
2	15.46	6.4	—	—	—	—
3	16.17	11.4	16.29	16.0	—	—
4	16.93	16.8	16.96	18.3	—	—
5	18.07	5.5	18.48	7.3	—	—
Truck drivers	18.95	9.2	19.02	9.1	—	—
4	19.92	8.9	19.92	8.9	—	—
5	18.33	8.5	18.56	9.2	—	—
Bus drivers	17.27	2.0	—	—	17.34	2.0
Industrial truck and tractor equipment operators ..	14.05	11.5	14.05	11.5	—	—
3	16.95	21.1	16.95	21.1	—	—
4	13.49	12.3	13.49	12.3	—	—
Miscellaneous material moving equipment operators, n.e.c.	17.20	16.0	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002** — 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						
Handlers, equipment cleaners, helpers, and laborers	\$12.70	6.6	\$12.53	7.0	\$15.43	5.9
1	10.71	10.5	10.69	10.7	—	—
2	13.77	5.8	13.77	5.8	—	—
3	13.38	7.9	13.16	9.3	—	—
4	14.42	10.7	13.46	11.9	—	—
Groundskeepers and gardeners, except farm	10.19	4.8	9.89	3.9	—	—
Production helpers	15.62	10.8	15.62	10.8	—	—
Stock handlers and baggers	10.70	7.5	10.69	7.8	—	—
1	8.79	14.1	8.79	14.1	—	—
3	11.95	11.2	12.08	13.3	—	—
Machine feeders and offbearers	11.52	4.3	11.52	4.3	—	—
Freight, stock, and material handlers, n.e.c.	12.36	8.1	12.36	8.1	—	—
2	17.14	1.3	17.14	1.3	—	—
Hand packers and packagers	12.55	4.7	12.55	4.7	—	—
Laborers, except construction, n.e.c.	11.88	14.9	11.30	17.1	—	—
1	8.80	4.7	—	—	—	—
Service	11.06	3.1	8.94	2.2	16.05	7.5
1	7.47	1.9	6.95	2.2	10.31	6.3
2	8.39	3.1	7.76	5.8	12.21	6.8
3	10.69	4.5	10.13	2.9	12.85	5.7
4	12.64	5.2	11.62	3.2	14.12	7.8
5	15.01	5.9	13.35	6.4	16.07	7.1
6	18.08	12.8	—	—	—	—
7	21.13	6.8	—	—	21.59	8.4
8	23.63	4.2	—	—	23.84	4.1
Protective service	14.79	17.9	9.33	6.4	19.32	11.7
3	13.74	8.0	—	—	—	—
4	13.13	5.2	—	—	—	—
5	16.59	3.9	—	—	—	—
7	21.47	8.7	—	—	21.56	9.0
Firefighting	18.13	9.1	—	—	18.13	9.1
Police and detectives, public service	21.08	6.2	—	—	21.08	6.2
7	20.88	1.3	—	—	20.88	1.3
Protective service, n.e.c.	12.91	13.0	—	—	—	—
Food service	7.58	3.3	7.02	3.3	11.73	3.7
1	6.82	3.9	6.59	2.6	10.79	6.2
2	5.62	7.6	5.14	6.9	—	—
3	9.59	2.4	9.59	2.4	—	—
4	11.12	4.1	—	—	—	—
Waiters, waitresses, and bartenders	3.36	9.2	3.36	9.2	—	—
1	5.14	18.0	5.14	18.0	—	—
2	2.75	11.8	2.75	11.8	—	—
Bartenders	4.18	3.9	4.18	3.9	—	—
2	4.11	6.0	4.11	6.0	—	—
Waiters and waitresses	3.59	14.6	3.59	14.6	—	—
1	5.25	20.3	5.25	20.3	—	—
2	2.73	23.3	2.73	23.3	—	—
Other food service	9.01	3.1	8.49	3.2	11.73	3.7
1	7.12	3.9	6.87	2.6	10.79	6.2
2	8.83	7.6	8.41	6.3	—	—
3	9.59	2.4	9.59	2.4	—	—
4	11.12	4.1	—	—	—	—
Supervisors, food preparation and service	13.97	5.8	14.72	9.2	—	—
Cooks	10.63	6.9	10.29	9.2	—	—
3	9.47	2.8	9.47	2.8	—	—
Kitchen workers, food preparation	7.19	8.5	7.15	8.7	—	—
1	6.62	8.4	6.62	8.4	—	—
2	8.70	8.0	—	—	—	—
Food preparation, n.e.c.	8.19	9.4	7.58	8.3	11.52	1.7
1	7.55	10.0	7.12	7.2	—	—
2	9.15	9.8	8.40	8.3	—	—

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, Cleveland-Akron, OH, December 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service	\$10.73	3.0	\$10.17	3.0	\$13.93	9.1
2	9.06	3.6	9.06	3.6	—	—
3	10.12	3.7	10.14	3.9	—	—
4	11.02	2.7	10.85	2.4	—	—
Health aides, except nursing	12.37	3.9	10.62	4.3	14.90	5.7
4	12.19	8.6	11.91	9.4	—	—
Nursing aides, orderlies and attendants	10.04	3.4	10.05	3.5	—	—
3	10.05	3.7	10.08	3.9	—	—
4	10.23	.7	10.23	.7	—	—
Cleaning and building service	12.02	4.2	11.98	6.7	12.08	4.3
1	9.59	8.6	8.89	6.7	—	—
2	13.01	8.3	13.33	12.9	12.69	10.4
3	11.72	6.8	11.74	8.8	—	—
Maids and housemen	9.00	7.5	9.00	7.5	—	—
Janitors and cleaners	12.32	3.9	12.54	6.2	12.08	4.3
1	9.95	9.9	9.12	9.4	—	—
2	13.11	8.5	13.54	13.4	12.69	10.4
3	11.95	6.9	12.44	9.4	—	—
Personal service	12.78	11.9	10.01	3.9	17.35	12.1
1	7.39	8.5	5.81	12.0	—	—
2	6.80	18.8	6.78	19.1	—	—
3	10.44	9.6	9.56	4.1	—	—
Early childhood teachers' assistants	8.12	4.7	—	—	—	—
Child care workers, n.e.c.	16.77	6.8	—	—	—	—
Service, n.e.c.	8.21	8.5	7.95	10.5	—	—
3	9.85	12.5	9.85	12.5	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$19.45	2.2	\$18.34	2.9	\$23.48	2.9
All excluding sales	19.47	2.1	18.28	2.8	23.49	2.9
White collar	23.24	2.8	21.95	3.8	26.81	3.8
1	9.69	5.6	9.69	5.6	—	—
2	11.03	7.3	10.56	6.6	13.15	16.8
3	12.33	2.7	11.85	2.3	13.71	6.0
4	13.57	2.2	13.26	2.1	15.12	7.8
5	17.00	6.1	17.26	6.8	16.05	10.6
6	17.80	2.6	17.92	3.1	17.23	3.5
7	22.87	5.0	22.08	4.4	24.55	10.5
8	24.61	3.1	22.51	4.9	27.93	4.5
9	28.72	3.5	25.81	2.8	32.07	4.5
10	33.13	8.2	34.16	10.0	30.43	14.3
11	35.71	4.7	35.60	5.5	36.32	7.7
12	48.37	6.6	49.98	8.3	43.80	3.2
13	56.32	4.0	56.09	5.2	—	—
14	62.08	13.0	—	—	—	—
Not able to be leveled	26.42	11.0	25.14	13.2	—	—
White collar excluding sales	23.68	2.8	22.37	3.8	26.85	3.8
2	11.67	5.5	11.22	2.4	13.15	16.8
3	12.39	2.6	11.99	2.4	13.53	6.1
4	13.69	2.4	13.37	2.4	15.12	7.8
5	16.09	3.7	16.11	2.8	16.05	10.6
6	17.66	2.4	17.79	3.0	17.13	3.5
7	22.34	5.1	21.19	2.8	24.55	10.5
8	24.62	3.1	21.64	4.0	28.19	5.0
9	28.66	3.5	25.63	3.0	32.07	4.5
10	33.17	8.3	34.23	10.1	30.43	14.3
11	35.71	4.7	35.60	5.5	36.32	7.7
12	48.37	6.6	49.98	8.3	43.80	3.2
13	56.32	4.0	56.09	5.2	—	—
14	62.08	13.0	—	—	—	—
Not able to be leveled	27.23	11.6	25.73	13.9	—	—
Professional specialty and technical	26.72	2.3	23.57	3.1	31.47	3.7
Professional specialty	28.84	2.3	25.71	2.7	32.06	4.2
5	15.41	9.7	—	—	—	—
6	17.30	7.5	16.25	6.8	—	—
7	24.51	9.5	21.55	3.7	28.91	12.2
8	26.40	3.1	21.49	4.8	29.45	7.5
9	30.23	4.2	24.50	1.5	33.41	4.4
10	28.75	6.4	29.72	4.7	26.73	16.6
11	33.04	5.6	33.27	6.2	31.89	11.5
12	42.02	5.1	42.55	6.3	—	—
13	47.70	7.1	42.87	4.7	—	—
Not able to be leveled	31.25	6.1	25.66	8.9	—	—
Engineers, architects, and surveyors	31.65	2.4	31.66	2.5	—	—
9	27.95	2.3	27.95	2.3	—	—
11	36.14	3.5	36.14	3.5	—	—
Industrial engineers	31.61	8.0	31.61	8.0	—	—
Mechanical engineers	26.67	.0	26.67	.0	—	—
Engineers, n.e.c.	31.88	1.6	31.88	1.6	—	—
9	28.66	2.2	28.66	2.2	—	—
Mathematical and computer scientists	28.27	5.9	29.30	5.6	—	—
Computer systems analysts and scientists	28.67	8.1	30.06	8.4	—	—
Natural scientists	27.08	7.0	27.67	8.2	—	—
Chemists, except biochemists	26.94	10.2	26.94	10.2	—	—
Health related	24.92	1.1	22.51	1.1	37.51	5.5
7	22.43	2.1	22.43	2.1	—	—
8	21.52	1.9	22.01	1.1	—	—
9	23.01	1.1	22.75	1.2	24.53	1.1
10	29.69	8.1	—	—	—	—
Not able to be leveled	37.33	23.9	22.20	1.7	—	—
Physicians	39.38	22.8	—	—	—	—
Not able to be leveled	39.38	22.8	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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						
Health related –Continued						
Registered nurses	\$23.29	1.8	\$22.93	1.4	\$25.62	7.8
7	22.59	1.3	22.59	1.3	—	—
8	21.73	2.2	—	—	—	—
9	23.17	.6	22.89	.7	24.53	1.1
Respiratory therapists	20.96	.7	20.96	.7	—	—
Teachers, college and university	41.31	4.9	36.87	6.7	42.88	5.1
13	51.96	9.9	—	—	—	—
Teachers, except college and university	33.38	3.2	22.27	15.3	34.99	2.7
7	35.88	7.9	—	—	37.83	3.1
8	29.75	8.9	—	—	—	—
9	34.75	3.5	—	—	35.63	2.8
Prekindergarten and kindergarten	23.66	12.5	10.34	17.4	—	—
9	35.96	5.7	—	—	—	—
Elementary school teachers	34.51	3.9	—	—	36.12	3.0
9	34.30	6.0	—	—	—	—
Secondary school teachers	34.92	5.0	26.24	.3	—	—
9	35.61	4.6	—	—	—	—
Teachers, n.e.c.	35.70	2.8	—	—	34.71	1.1
9	34.15	.2	—	—	34.15	.2
Librarians, archivists, and curators	29.93	15.7	—	—	31.80	15.8
Librarians	29.93	15.7	—	—	31.80	15.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.43	4.1	15.73	6.7	20.79	2.6
6	16.25	15.1	—	—	—	—
7	19.79	7.7	17.27	4.4	—	—
9	19.27	9.2	—	—	—	—
Social workers	19.43	4.1	15.73	6.7	20.79	2.6
6	16.25	15.1	—	—	—	—
7	19.79	7.7	17.27	4.4	—	—
9	19.27	9.2	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.64	6.3	21.62	6.4	—	—
Not able to be leveled	21.52	11.2	21.52	11.2	—	—
Professional, n.e.c.	17.86	7.0	17.78	7.1	—	—
Technical	19.81	4.9	19.69	5.3	21.08	10.3
4	13.22	7.5	13.22	7.5	—	—
5	16.87	4.2	16.96	4.2	—	—
6	17.36	2.3	17.34	2.6	—	—
7	21.52	6.6	22.11	7.8	—	—
8	22.30	9.5	22.12	10.0	—	—
9	27.42	18.4	27.45	18.9	—	—
Not able to be leveled	18.95	12.5	16.76	7.3	—	—
Radiological technicians	20.13	18.1	—	—	—	—
Licensed practical nurses	17.52	2.0	17.27	1.8	—	—
5	15.74	4.1	15.74	4.1	—	—
6	17.87	.9	17.87	1.0	—	—
Health technologists and technicians, n.e.c.	18.95	39.5	18.84	41.9	—	—
Electrical and electronic technicians	22.22	9.1	—	—	—	—
Drafters	21.18	10.3	21.18	10.3	—	—
Chemical technicians	20.98	9.8	20.98	9.8	—	—
Computer programmers	25.29	24.3	—	—	—	—
Technical and related, n.e.c.	18.39	13.0	18.08	18.3	—	—
Executive, administrative, and managerial	31.69	4.9	32.46	5.4	28.37	8.8
5	15.08	11.7	17.69	9.8	—	—
6	19.27	5.6	19.23	6.1	—	—
7	22.47	7.0	22.94	8.1	21.24	12.2
8	21.05	7.3	21.73	10.7	—	—
9	25.66	4.8	26.26	5.7	23.20	3.5

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, Cleveland-Akron, OH, December 2002 — 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						
10	\$34.75	7.8	\$33.07	8.1	–	–
11	39.14	7.7	38.56	9.4	–	–
12	51.61	7.7	53.80	9.4	\$45.44	2.9
13	62.45	5.2	62.68	6.0	–	–
Not able to be leveled	33.73	21.7	33.73	21.7	–	–
Executives, administrators, and managers	36.95	6.3	38.44	7.0	31.38	8.8
7	22.13	10.6	20.22	9.6	–	–
8	21.58	11.7	22.65	12.5	–	–
9	26.94	4.4	28.13	4.5	23.13	4.5
10	36.85	10.9	–	–	–	–
11	39.14	7.7	38.56	9.4	–	–
12	51.61	7.7	53.80	9.4	45.44	2.9
13	62.45	5.2	62.68	6.0	–	–
Not able to be leveled	37.95	34.1	37.95	34.1	–	–
Administrators and officials, public administration	23.60	13.5	–	–	23.60	13.5
Financial managers	45.72	11.8	45.76	11.8	–	–
9	27.91	7.7	27.91	7.7	–	–
Managers, marketing, advertising, and public relations	38.06	8.6	40.52	7.4	–	–
Administrators, education and related fields	41.28	6.3	28.85	15.5	47.18	3.3
12	45.80	2.8	–	–	45.80	2.8
Managers, service organizations, n.e.c.	29.10	10.4	32.98	7.3	–	–
Managers and administrators, n.e.c.	35.08	9.7	35.20	9.8	–	–
9	26.75	7.2	27.03	7.2	–	–
12	50.43	7.4	50.43	7.4	–	–
Management related	22.28	2.8	22.56	3.0	20.60	6.8
5	17.98	8.3	17.69	9.8	–	–
6	18.30	2.4	18.17	2.4	–	–
7	22.59	9.3	24.03	9.9	–	–
9	23.09	7.9	23.05	8.9	–	–
Not able to be leveled	26.67	13.4	26.67	13.4	–	–
Accountants and auditors	20.68	5.9	20.46	6.3	–	–
Personnel, training, and labor relations specialists	22.46	9.7	22.54	9.8	–	–
Management related, n.e.c.	21.76	5.8	21.87	6.9	–	–
9	22.16	6.0	21.80	7.0	–	–
Sales	19.16	7.8	19.15	7.9	–	–
4	12.54	11.0	12.54	11.0	–	–
5	19.03	11.8	19.03	11.8	–	–
6	19.19	11.7	19.02	11.9	–	–
8	24.53	8.1	24.92	8.5	–	–
Not able to be leveled	22.31	23.5	22.31	23.5	–	–
Supervisors, sales	21.80	11.9	21.93	12.5	–	–
Sales, other business services	25.08	12.3	25.08	12.3	–	–
Sales workers, other commodities	11.95	15.1	11.95	15.1	–	–
Cashiers	10.64	8.9	–	–	–	–
Administrative support, including clerical	14.42	1.7	14.09	1.8	15.54	3.9
2	11.67	5.5	11.22	2.4	13.15	16.8
3	12.36	2.6	11.93	2.4	13.53	6.1
4	13.76	2.6	13.39	2.8	15.12	7.8
5	16.34	4.6	16.15	4.4	17.25	17.5
6	16.97	4.4	17.67	6.4	15.61	2.1
7	18.68	2.9	17.37	3.2	20.68	3.7
Not able to be leveled	14.28	10.7	14.28	10.7	–	–
Supervisors, general office	21.69	7.3	21.15	9.3	–	–
Secretaries	15.28	3.3	15.50	3.7	14.78	6.5
4	13.94	3.8	14.00	4.7	13.83	7.3
5	16.39	5.5	16.80	6.1	–	–
6	18.23	7.5	18.59	7.4	–	–
7	17.70	5.8	–	–	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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						
Receptionists	\$12.14	5.6	\$11.52	3.5	—	—
3	12.73	8.3	11.87	6.6	—	—
Order clerks	14.00	4.5	14.00	4.5	—	—
Library clerks	13.58	7.4	—	—	\$14.05	7.7
File clerks	10.94	3.4	10.94	3.4	—	—
Records clerks, n.e.c.	12.78	8.1	12.95	9.3	—	—
4	13.58	7.2	13.58	7.2	—	—
Bookkeepers, accounting and auditing clerks	14.22	5.0	14.26	5.3	—	—
3	13.48	7.6	—	—	—	—
4	14.36	7.6	14.36	7.6	—	—
Payroll and timekeeping clerks	16.42	6.8	16.27	9.4	—	—
Billing clerks	13.00	1.4	13.00	1.4	—	—
Traffic, shipping and receiving clerks	13.31	4.6	13.31	4.6	—	—
Insurance adjusters, examiners, and investigators	13.49	9.7	13.49	9.7	—	—
Investigators and adjusters, except insurance	16.01	15.4	16.01	15.4	—	—
Bill and account collectors	13.41	7.9	13.41	7.9	—	—
General office clerks	15.06	4.3	13.88	6.4	17.57	6.7
4	13.90	6.0	14.80	4.8	—	—
Teachers' aides	14.25	11.9	—	—	—	—
Administrative support, n.e.c.	13.70	8.6	13.78	10.5	—	—
Blue collar	16.12	3.1	15.98	3.4	17.66	1.4
1	10.95	6.6	10.94	6.9	—	—
2	12.60	4.3	12.15	4.5	—	—
3	15.19	3.1	15.24	3.3	—	—
4	16.16	6.8	16.13	7.1	—	—
5	15.72	3.6	15.60	3.9	16.79	3.4
6	18.47	4.3	18.09	5.5	19.88	2.3
7	21.08	4.0	21.39	4.7	19.30	1.6
9	29.29	8.6	29.34	9.0	—	—
Not able to be leveled	17.97	9.3	17.97	9.3	—	—
Precision production, craft, and repair	19.84	5.0	20.19	6.0	18.05	2.8
4	14.07	7.7	14.22	7.9	—	—
5	16.01	5.9	15.92	7.3	16.35	4.1
6	18.80	6.0	18.36	8.6	19.88	2.3
7	21.57	3.5	22.11	4.1	18.57	5.2
9	29.29	8.6	29.34	9.0	—	—
Not able to be leveled	20.26	11.9	20.26	11.9	—	—
Automobile mechanics	18.60	2.7	—	—	—	—
Bus, truck, and stationary engine mechanics	18.81	6.3	—	—	—	—
Industrial machinery repairers	21.80	10.6	21.82	10.8	—	—
7	25.63	3.8	25.75	3.9	—	—
Millwrights	24.85	4.8	24.85	4.8	—	—
7	27.20	3.7	27.20	3.7	—	—
Mechanics and repairers, n.e.c.	17.97	4.7	17.61	6.2	—	—
7	20.07	5.9	19.90	7.7	—	—
Electricians	24.54	7.2	25.25	7.1	—	—
7	24.61	7.9	25.42	7.8	—	—
Painters, construction and maintenance	22.71	15.4	—	—	—	—
Plumbers, pipefitters and steamfitters	21.18	8.0	21.80	9.2	—	—
7	23.34	10.0	24.47	11.1	—	—
Supervisors, production	19.74	5.3	19.74	5.3	—	—
Tool and die makers	21.72	5.0	21.72	5.0	—	—
7	22.70	1.9	22.70	1.9	—	—
Inspectors, testers, and graders	16.39	10.7	15.39	10.6	—	—
Machine operators, assemblers, and inspectors	14.44	2.0	14.42	2.0	—	—
1	10.00	4.8	10.00	4.8	—	—
2	11.37	6.8	11.37	6.8	—	—
3	15.83	1.3	15.83	1.3	—	—

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, Cleveland-Akron, OH, December 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
4	\$16.30	6.0	\$16.30	6.0	—	—
5	14.99	3.6	14.99	3.6	—	—
6	17.50	1.6	17.50	1.6	—	—
7	18.02	9.3	17.84	9.8	—	—
Punching and stamping press operators	12.08	11.0	12.08	11.0	—	—
Grinding, abrading, buffing, and polishing machine operators	14.59	2.5	14.59	2.5	—	—
Numerical control machine operators	17.94	10.9	17.94	10.9	—	—
Fabricating machine operators, n.e.c.	18.05	12.4	18.05	12.4	—	—
3	16.81	6.3	16.81	6.3	—	—
Molding and casting machine operators	11.95	9.1	11.95	9.1	—	—
Packaging and filling machine operators	12.33	5.3	12.33	5.3	—	—
Mixing and blending machine operators	13.71	.3	13.71	.3	—	—
Miscellaneous machine operators, n.e.c.	15.87	6.2	15.71	6.2	—	—
Welders and cutters	14.87	19.9	14.87	19.9	—	—
Assemblers	13.84	3.1	13.84	3.1	—	—
4	12.71	4.4	12.71	4.4	—	—
Production inspectors, checkers and examiners ..	13.09	5.2	13.09	5.2	—	—
Transportation and material moving	16.92	9.9	16.70	12.6	\$17.67	11.0
2	15.66	7.3	—	—	—	—
3	16.29	16.0	16.29	16.0	—	—
4	16.98	17.0	16.98	18.4	—	—
5	18.23	5.7	18.48	7.3	—	—
Truck drivers	19.06	9.1	19.06	9.1	—	—
4	19.92	8.9	19.92	8.9	—	—
5	18.56	9.2	18.56	9.2	—	—
Industrial truck and tractor equipment operators ..	14.05	11.5	14.05	11.5	—	—
3	16.95	21.1	16.95	21.1	—	—
4	13.49	12.3	13.49	12.3	—	—
Miscellaneous material moving equipment operators, n.e.c.	17.20	16.0	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	13.64	7.4	13.49	8.0	15.46	5.9
1	12.29	16.7	12.27	17.0	—	—
2	13.86	5.8	13.86	5.8	—	—
3	13.54	8.0	13.35	9.5	—	—
4	14.41	10.8	13.40	12.1	—	—
Groundskeepers and gardeners, except farm	10.61	3.5	—	—	—	—
Stock handlers and baggers	12.61	5.1	12.68	5.4	—	—
3	12.48	11.0	12.74	13.5	—	—
Machine feeders and offbearers	11.52	4.3	11.52	4.3	—	—
Freight, stock, and material handlers, n.e.c.	14.03	8.0	14.03	8.0	—	—
Hand packers and packagers	12.57	4.7	12.57	4.7	—	—
Laborers, except construction, n.e.c.	12.18	15.6	11.59	17.9	—	—
Service	12.65	5.6	10.32	4.0	16.93	8.5
1	9.56	4.7	8.82	4.6	—	—
2	9.49	5.8	9.00	4.9	12.78	15.7
3	10.76	4.8	10.23	3.2	12.92	5.9
4	12.77	6.0	11.77	3.8	14.37	7.6
5	14.98	6.3	13.35	6.4	16.14	7.9
6	18.08	12.8	—	—	—	—
7	21.27	6.7	—	—	21.76	8.2
8	23.63	4.3	—	—	—	—
Protective service	15.15	17.8	9.32	6.3	19.39	12.3
4	13.18	5.3	—	—	—	—
7	21.65	8.6	—	—	21.74	8.8
Police and detectives, public service	21.18	6.1	—	—	21.18	6.1
7	21.07	1.5	—	—	21.07	1.5
Guards and police, except public service	9.38	7.9	9.24	6.7	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — 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	\$9.70	4.1	\$9.26	4.1	—	—
1	9.04	6.4	8.54	4.3	—	—
2	6.35	13.5	5.53	13.4	—	—
3	9.94	2.8	9.94	2.8	—	—
4	10.65	8.1	—	—	—	—
Waiters, waitresses, and bartenders	3.53	23.4	3.53	23.4	—	—
2	2.86	22.0	2.86	22.0	—	—
Waiters and waitresses	3.93	28.8	3.93	28.8	—	—
Other food service	10.89	4.2	10.64	4.9	—	—
1	8.94	6.9	8.39	4.3	—	—
3	9.94	2.8	9.94	2.8	—	—
4	10.65	8.1	—	—	—	—
Supervisors, food preparation and service	14.37	7.8	14.72	9.2	—	—
Cooks	11.16	5.5	11.19	7.1	—	—
3	9.69	2.5	9.69	2.5	—	—
Food preparation, n.e.c.	9.60	2.3	8.63	3.4	—	—
1	8.95	7.8	—	—	—	—
Health service	10.83	3.6	10.27	3.6	\$13.98	10.1
3	10.09	4.1	10.12	4.3	—	—
4	10.83	2.6	10.83	2.6	—	—
Health aides, except nursing	12.77	5.3	11.05	5.4	—	—
4	12.02	10.2	12.02	10.4	—	—
Nursing aides, orderlies and attendants	10.06	3.4	10.08	3.5	—	—
3	10.03	4.1	10.05	4.4	—	—
Cleaning and building service	12.19	5.7	12.08	7.0	12.38	10.5
1	10.01	7.6	9.25	7.2	—	—
2	13.09	10.9	13.12	13.7	—	—
3	11.94	5.8	11.74	8.8	—	—
Maids and housemen	9.05	7.8	9.05	7.8	—	—
Janitors and cleaners	12.54	5.6	12.66	6.2	12.38	10.5
1	10.56	7.4	9.76	9.4	—	—
2	13.22	11.2	13.33	14.4	—	—
3	12.21	5.8	12.44	9.4	—	—
Personal service	14.97	12.4	11.85	2.8	19.62	9.6
4	15.63	15.1	—	—	—	—

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$10.43	4.2	\$9.34	3.1	\$14.99	9.5
All excluding sales	10.73	4.2	9.56	3.0	14.99	9.5
White collar	14.83	6.5	13.83	4.9	17.73	13.4
1	7.73	3.4	7.58	2.3	8.48	11.0
2	7.87	4.8	7.51	5.5	8.75	9.4
3	10.51	5.7	10.48	6.1	—	—
4	11.14	5.1	11.19	5.4	9.85	3.9
5	16.53	23.6	10.99	16.9	—	—
6	17.15	1.3	17.33	1.1	—	—
7	20.17	4.8	21.86	1.5	13.28	18.7
8	21.66	2.3	21.99	1.4	—	—
9	24.66	4.0	25.12	3.2	24.04	8.5
Not able to be leveled	12.87	29.5	—	—	—	—
White collar excluding sales	17.70	5.4	17.69	4.2	17.73	13.4
1	8.42	11.0	—	—	8.48	11.0
2	8.90	8.3	9.77	5.7	8.75	9.4
3	11.55	2.7	11.64	3.1	—	—
4	11.77	7.5	11.87	8.2	9.85	3.9
5	17.84	22.3	11.93	21.2	—	—
6	17.15	1.3	17.33	1.1	—	—
7	20.17	4.8	21.86	1.5	13.28	18.7
8	21.66	2.3	21.99	1.4	—	—
9	24.66	4.0	25.12	3.2	24.04	8.5
Not able to be leveled	12.87	29.5	—	—	—	—
Professional specialty and technical	20.74	3.6	20.18	2.4	21.67	7.5
Professional specialty	21.84	3.9	21.84	4.5	21.84	7.4
5	18.46	24.1	—	—	—	—
6	18.68	7.5	—	—	—	—
7	20.80	7.3	22.66	3.7	—	—
8	22.14	2.0	22.14	2.0	—	—
9	24.20	3.7	24.33	1.5	24.04	8.5
Health related	23.42	4.9	23.35	5.3	—	—
7	23.25	2.9	23.25	2.9	—	—
8	22.00	2.1	22.00	2.1	—	—
9	24.46	1.3	24.50	1.5	—	—
Registered nurses	22.51	4.9	22.34	5.3	—	—
7	23.55	3.1	23.55	3.1	—	—
8	22.35	3.2	22.35	3.2	—	—
9	24.01	1.4	23.97	1.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.49	13.3	13.57	29.1	22.18	7.3
9	25.18	10.7	21.50	1.9	—	—
Teachers, n.e.c.	22.73	10.9	—	—	22.70	12.2
9	25.21	11.5	—	—	—	—
Librarians, archivists, and curators	16.75	4.9	—	—	17.25	.0
Librarians	16.75	4.9	—	—	17.25	.0
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.59	3.3	16.74	3.1	—	—
5	15.26	9.7	15.26	9.7	—	—
6	17.22	.8	17.22	.8	—	—
Radiological technicians	19.36	11.0	19.36	11.0	—	—
Executive, administrative, and managerial	26.50	18.5	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.90	4.2	7.90	4.2	—	—
1	7.58	2.4	7.58	2.4	—	—
Sales workers, other commodities	7.93	3.2	7.93	3.2	—	—
Cashiers	8.05	6.8	8.05	6.8	—	—
1	7.47	5.0	7.47	5.0	—	—

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, Cleveland-Akron, OH, December 2002** — 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	\$11.11	4.5	\$12.20	6.1	\$9.00	5.4
1	8.42	11.0	—	—	8.48	11.0
2	8.90	8.3	9.77	5.7	8.75	9.4
3	11.49	3.1	11.57	3.5	—	—
4	11.78	9.1	11.91	10.0	9.85	3.9
Secretaries	15.31	10.1	15.46	9.9	—	—
4	14.81	5.9	14.81	5.9	—	—
Library clerks	8.70	1.0	—	—	8.78	.4
1	7.19	1.3	—	—	7.24	1.2
4	9.85	3.9	—	—	9.85	3.9
Administrative support, n.e.c.	11.83	2.9	—	—	—	—
Blue collar	9.50	4.5	8.85	2.9	15.09	1.9
1	8.47	2.8	8.47	2.8	—	—
2	11.70	6.7	10.70	3.3	—	—
3	12.34	19.6	8.13	2.7	—	—
4	12.69	8.6	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	8.20	.7	8.20	.7	—	—
Transportation and material moving	14.82	3.2	—	—	15.14	1.7
Bus drivers	15.05	2.3	—	—	15.21	1.1
Handlers, equipment cleaners, helpers, and laborers	8.99	3.7	8.99	3.7	—	—
1	8.53	3.1	8.53	3.1	—	—
2	11.71	2.8	11.71	2.8	—	—
Stock handlers and baggers	7.06	2.3	7.06	2.3	—	—
1	7.02	2.9	7.02	2.9	—	—
Service	7.41	7.0	6.47	2.4	11.90	11.2
1	6.42	3.0	6.23	2.0	8.53	5.1
2	6.76	11.1	5.86	9.8	—	—
3	10.16	7.7	9.36	2.9	—	—
4	11.77	5.4	10.20	6.2	—	—
Protective service	10.85	18.1	—	—	—	—
Food service	6.31	5.6	5.79	2.9	11.57	12.7
1	6.25	2.6	6.15	2.2	—	—
2	5.27	9.8	4.97	12.9	—	—
3	8.92	2.7	8.92	2.7	—	—
Waiters, waitresses, and bartenders	3.30	10.1	3.30	10.1	—	—
1	4.66	20.7	4.66	20.7	—	—
2	2.71	7.6	2.71	7.6	—	—
Bartenders	4.74	10.3	4.74	10.3	—	—
2	4.71	10.9	4.71	10.9	—	—
Waiters and waitresses	3.47	14.3	3.47	14.3	—	—
1	4.74	22.7	4.74	22.7	—	—
2	2.54	18.6	2.54	18.6	—	—
Other food service	7.64	5.5	7.05	3.0	11.57	12.7
1	6.59	2.0	6.48	1.4	—	—
2	8.41	5.7	8.20	5.0	—	—
3	8.92	2.7	8.92	2.7	—	—
Cooks	9.60	11.1	8.25	4.8	—	—
Kitchen workers, food preparation	6.75	7.6	6.68	7.7	—	—
1	6.21	2.6	6.21	2.6	—	—
Food preparation, n.e.c.	7.37	6.2	7.12	3.1	—	—
1	6.68	3.9	6.60	2.4	—	—
2	8.30	6.3	7.89	1.4	—	—
Health service	9.97	3.9	9.50	1.9	—	—
3	10.48	2.2	10.34	1.9	—	—
4	12.15	6.2	—	—	—	—
Health aides, except nursing	10.21	14.4	8.71	12.4	—	—

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, Cleveland-Akron, OH, December 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Health service—Continued						
Nursing aides, orderlies and attendants	\$9.83	3.6	\$9.82	3.7	—	—
3	10.34	1.9	10.34	1.9	—	—
Cleaning and building service	11.10	15.0	10.54	23.3	—	—
Janitors and cleaners	11.21	15.1	10.94	27.0	—	—
Personal service	7.94	10.7	6.38	11.7	\$11.16	18.0
1	6.78	10.9	—	—	—	—
2	5.37	25.6	5.29	26.4	—	—
Service, n.e.c.	5.59	25.8	5.59	25.8	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Cleveland-Akron, OH, December 2002**

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	\$19.45	\$10.43	\$20.26	\$17.74	\$18.36	\$22.05
All excluding sales	19.47	10.73	20.38	17.78	18.52	22.19
White collar	23.24	14.83	24.63	22.12	22.55	23.48
White-collar excluding sales	23.68	17.70	25.19	22.83	23.25	27.05
Professional specialty and technical	26.72	20.74	30.54	24.31	26.19	—
Professional specialty	28.84	21.84	31.07	26.60	28.21	—
Technical	19.81	16.59	25.14	18.81	19.56	—
Executive, administrative, and managerial	31.69	26.50	—	31.92	31.28	—
Sales	19.16	7.90	11.45	17.34	14.63	21.96
Administrative support, including clerical	14.42	11.11	14.28	14.21	14.21	14.87
Blue collar	16.12	9.50	19.07	13.36	15.77	14.33
Precision production, craft, and repair	19.84	—	22.60	17.35	19.72	—
Machine operators, assemblers, and inspectors	14.44	8.20	18.50	12.20	14.29	—
Transportation and material moving	16.92	14.82	18.05	14.44	16.79	—
Handlers, equipment cleaners, helpers, and laborers	13.64	8.99	15.56	10.31	12.70	—
Service	12.65	7.41	15.67	8.63	11.06	—
	Relative error ⁶ (percent)					
All occupations	2.2	4.2	2.7	3.1	2.3	8.3
All excluding sales	2.1	4.2	2.6	2.9	2.3	18.0
White collar	2.8	6.5	4.9	3.1	2.9	9.6
White-collar excluding sales	2.8	5.4	4.8	3.1	2.9	23.5
Professional specialty and technical	2.3	3.6	5.0	2.8	2.3	—
Professional specialty	2.3	3.9	4.9	2.9	2.6	—
Technical	4.9	3.3	12.1	4.9	4.6	—
Executive, administrative, and managerial	4.9	18.5	—	4.9	5.4	—
Sales	7.8	4.2	5.5	7.5	8.4	9.3
Administrative support, including clerical	1.7	4.5	6.3	1.6	1.7	16.9
Blue collar	3.1	4.5	3.7	1.9	3.0	10.1
Precision production, craft, and repair	5.0	—	2.6	5.5	4.9	—
Machine operators, assemblers, and inspectors	2.0	.7	6.6	2.4	1.7	—
Transportation and material moving	9.9	3.2	7.2	12.7	9.6	—
Handlers, equipment cleaners, helpers, and laborers	7.4	3.7	5.4	2.9	6.6	—
Service	5.6	7.0	7.3	2.3	3.1	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$17.34	-	-	-	-	-	-	-	-	-
All excluding sales	17.37	-	-	-	-	-	-	-	-	-
White collar	21.32	-	-	-	-	-	-	-	-	-
White-collar excluding sales	22.12	-	-	-	-	-	-	-	-	-
Professional specialty and technical	23.26	-	-	-	-	-	-	-	-	-
Professional specialty	25.34	-	-	-	-	-	-	-	-	-
Technical	19.44	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	32.43	-	-	-	-	-	-	-	-	-
Sales	16.91	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	14.00	-	-	-	-	-	-	-	-	-
Blue collar	15.59	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	20.04	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	14.25	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.67	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.53	-	-	-	-	-	-	-	-	-
Service	8.94	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.0	-	-	-	-	-	-	-	-	-
All excluding sales	2.9	-	-	-	-	-	-	-	-	-
White collar	3.7	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.7	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.0	-	-	-	-	-	-	-	-	-
Professional specialty	2.9	-	-	-	-	-	-	-	-	-
Technical	5.0	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	5.3	-	-	-	-	-	-	-	-	-
Sales	7.7	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	1.8	-	-	-	-	-	-	-	-	-
Blue collar	3.3	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	5.9	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	1.8	-	-	-	-	-	-	-	-	-
Transportation and material moving	12.6	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.0	-	-	-	-	-	-	-	-	-
Service	2.2	-	-	-	-	-	-	-	-	-

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Cleveland-Akron, OH, December 2002

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	\$17.34	\$15.44	\$18.02	\$16.52	\$20.33
All excluding sales	17.37	15.03	18.13	16.65	20.31
White collar	21.32	20.58	21.54	21.49	21.60
White-collar excluding sales	22.12	21.89	22.16	22.73	21.61
Professional specialty and technical	23.26	22.78	23.32	22.85	23.66
Professional specialty	25.34	25.60	25.31	25.04	25.51
Technical	19.44	18.22	19.61	18.73	20.23
Executive, administrative, and managerial	32.43	36.61	31.44	32.31	29.89
Sales	16.91	17.98	15.83	14.73	-
Administrative support, including clerical	14.00	13.34	14.20	13.85	14.55
Blue collar	15.59	14.08	16.21	13.60	22.92
Precision production, craft, and repair	20.04	18.61	20.65	16.62	26.05
Machine operators, assemblers, and inspectors	14.25	12.42	14.81	12.63	22.45
Transportation and material moving	16.67	13.95	17.98	17.47	19.12
Handlers, equipment cleaners, helpers, and laborers	12.53	12.16	12.78	11.32	17.72
Service	8.94	7.14	9.83	9.29	10.59
Relative error ⁴ (percent)					
All occupations	3.0	5.0	3.5	5.2	3.2
All excluding sales	2.9	5.0	3.4	5.0	3.1
White collar	3.7	6.0	4.2	7.2	4.2
White-collar excluding sales	3.7	6.8	4.1	6.8	4.2
Professional specialty and technical	3.0	12.4	3.1	6.0	4.4
Professional specialty	2.9	19.0	2.4	4.1	3.1
Technical	5.0	6.4	5.3	9.3	7.8
Executive, administrative, and managerial	5.3	5.5	6.8	11.4	6.7
Sales	7.7	7.7	13.1	15.0	-
Administrative support, including clerical	1.8	6.1	1.4	3.1	1.9
Blue collar	3.3	4.3	5.5	4.0	2.4
Precision production, craft, and repair	5.9	4.1	8.7	8.7	2.7
Machine operators, assemblers, and inspectors	1.8	4.2	2.6	3.0	6.1
Transportation and material moving	12.6	17.7	9.3	12.6	8.6
Handlers, equipment cleaners, helpers, and laborers	7.0	9.7	8.2	3.8	10.7
Service	2.2	6.2	3.5	2.3	6.0

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 Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002

Occupation ³	10	25	Median 50	75	90
All	\$8.45	\$11.10	\$15.70	\$22.78	\$31.09
All excluding sales	8.60	11.25	15.75	22.74	30.91
White collar	10.30	13.66	19.44	27.01	39.92
White collar excluding sales	11.18	14.29	19.98	27.63	41.35
Professional specialty and technical	15.25	18.50	23.83	31.47	42.38
Professional specialty	16.78	21.09	25.11	34.06	43.27
Engineers, architects, and surveyors	24.36	25.77	31.26	36.47	40.54
Industrial engineers	24.33	25.26	33.65	33.65	40.54
Mechanical engineers	20.75	24.82	25.00	27.18	34.53
Engineers, n.e.c.	24.83	26.90	31.22	36.47	39.33
Mathematical and computer scientists	19.84	21.49	29.43	32.15	37.94
Computer systems analysts and scientists	21.49	21.49	29.65	32.22	38.35
Natural scientists	19.62	21.24	24.55	29.22	42.19
Chemists, except biochemists	19.45	20.51	23.07	30.50	43.51
Health related	19.20	20.83	22.99	24.54	27.21
Physicians	18.59	19.66	22.19	62.84	84.13
Registered nurses	19.58	21.17	23.53	24.54	26.19
Respiratory therapists	18.91	20.04	20.87	21.37	23.37
Physical therapists	21.25	21.25	21.25	25.96	28.62
Teachers, college and university	19.20	30.27	40.59	47.02	56.08
Teachers, except college and university	19.75	24.01	31.07	41.10	44.58
Prekindergarten and kindergarten	7.50	8.00	12.28	35.83	42.44
Elementary school teachers	22.95	26.87	33.71	41.91	46.38
Secondary school teachers	22.95	27.15	36.44	42.44	45.18
Teachers, n.e.c.	22.66	25.11	31.01	41.61	44.58
Librarians, archivists, and curators	15.52	20.62	25.59	42.96	42.96
Librarians	15.52	20.62	25.59	42.96	42.96
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.48	15.73	18.20	22.05	28.27
Social workers	13.48	15.73	18.20	22.05	28.27
Lawyers and judges	16.03	23.68	28.85	44.93	54.33
Lawyers	16.03	23.68	28.85	44.93	54.33
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.32	15.66	19.83	23.80	29.49
Professional, n.e.c.	10.92	15.66	17.34	19.16	28.37
Technical	12.08	15.46	17.30	21.47	26.86
Clinical laboratory technologists and technicians	11.03	12.46	17.13	20.04	23.23
Radiological technicians	15.33	17.24	19.50	24.42	25.13
Licensed practical nurses	14.75	16.13	17.00	19.00	20.00
Health technologists and technicians, n.e.c.	11.50	13.10	16.24	18.14	32.02
Electrical and electronic technicians	16.59	19.74	21.42	26.25	26.25
Drafters	12.45	15.03	20.37	25.98	33.09
Chemical technicians	14.30	15.53	17.82	23.33	34.43
Computer programmers	15.60	15.60	22.34	32.24	46.15
Technical and related, n.e.c.	9.60	12.86	16.67	22.78	31.64
Executive, administrative, and managerial	15.91	19.90	25.69	39.73	55.26
Executives, administrators, and managers	15.55	23.15	32.71	43.80	59.96
Administrators and officials, public administration	12.88	12.88	24.37	24.37	42.34
Financial managers	19.31	27.40	33.80	55.26	106.87
Managers, marketing, advertising, and public relations	26.44	31.11	37.69	40.42	46.41
Administrators, education and related fields	24.58	32.41	43.03	49.18	58.36
Managers, service organizations, n.e.c.	22.24	22.24	30.00	32.71	32.71
Managers and administrators, n.e.c.	11.45	20.79	30.59	43.59	59.96
Management related	16.00	18.41	20.70	24.03	29.73
Accountants and auditors	15.91	17.28	20.20	22.35	24.58
Personnel, training, and labor relations specialists	13.78	19.90	20.87	26.54	29.63
Management related, n.e.c.	17.16	18.47	20.04	23.57	28.23
Sales	7.00	8.30	14.93	23.66	31.25
Supervisors, sales	9.50	15.96	19.74	29.21	38.46
Sales, other business services	13.55	18.15	24.52	32.05	37.74
Sales workers, other commodities	6.62	7.16	8.32	12.05	17.34
Cashiers	6.25	6.90	7.90	10.60	14.53
Administrative support, including clerical	9.98	11.29	13.36	16.44	19.84

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Supervisors, general office	\$16.67	\$18.07	\$20.30	\$23.65	\$26.40
Secretaries	11.29	12.75	14.86	17.42	20.00
Interviewers	10.26	10.78	12.31	12.31	12.31
Receptionists	9.75	10.00	11.54	12.86	16.95
Order clerks	11.15	11.75	13.25	16.33	17.88
Library clerks	6.75	7.66	11.61	13.46	16.41
File clerks	10.10	10.16	10.71	10.92	14.35
Records clerks, n.e.c.	8.94	10.70	11.52	14.25	16.33
Bookkeepers, accounting and auditing clerks	10.71	11.98	13.36	15.52	18.00
Payroll and timekeeping clerks	10.00	10.00	16.81	18.96	19.23
Billing clerks	11.09	11.81	12.75	13.59	14.42
Telephone operators	9.30	9.88	11.00	11.11	11.88
Mail clerks, except postal service	8.77	8.77	9.36	10.91	12.41
Dispatchers	7.06	7.06	8.35	18.71	18.71
Traffic, shipping and receiving clerks	10.29	11.05	12.35	15.00	20.66
Stock and inventory clerks	11.25	11.25	11.75	12.94	14.41
Insurance adjusters, examiners, and investigators	10.33	11.50	13.46	14.86	16.68
Investigators and adjusters, except insurance	10.28	11.26	15.14	18.28	24.84
Bill and account collectors	10.53	11.70	12.84	13.82	19.26
General office clerks	10.67	11.68	13.19	18.56	21.82
Teachers' aides	8.64	9.66	11.77	16.93	21.48
Administrative support, n.e.c.	10.17	11.50	12.98	14.29	19.56
Blue collar	9.00	11.25	14.66	18.82	24.96
Precision production, craft, and repair					
Supervisors, mechanics and repairers	12.98	15.25	18.35	24.24	28.96
Automobile mechanics	7.75	9.90	13.25	17.37	35.94
Bus, truck, and stationary engine mechanics	17.00	17.00	18.82	20.00	21.00
Industrial machinery repairers	16.82	16.82	17.14	21.29	23.79
Machinery maintenance	12.98	15.25	21.00	28.26	29.43
Millwrights	10.80	11.10	12.61	12.75	15.42
Mechanics and repairers, n.e.c.	15.65	20.67	27.96	28.10	29.07
Electricians	12.80	13.60	17.99	21.05	22.49
Painters, construction and maintenance	18.62	19.26	24.29	29.42	31.18
Plumbers, pipefitters and steamfitters	13.25	13.25	27.90	28.96	28.96
Supervisors, production	12.52	17.00	18.00	27.96	29.07
Tool and die makers	13.75	16.30	18.50	20.56	30.68
Inspectors, testers, and graders	15.00	16.27	18.00	28.35	29.47
	10.00	14.30	14.53	17.16	26.22
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	8.60	10.40	13.63	16.30	24.59
Grinding, abrading, buffing, and polishing machine operators	7.50	8.00	10.30	13.15	25.33
Numerical control machine operators	9.30	11.50	13.75	15.91	23.48
Fabricating machine operators, n.e.c.	14.11	15.51	15.75	20.25	26.06
Molding and casting machine operators	12.77	13.94	14.70	24.96	24.96
Laundry and dry cleaning machine operators	7.00	9.07	10.53	14.49	15.50
Packaging and filling machine operators	7.97	8.10	8.35	8.80	8.80
Mixing and blending machine operators	8.00	8.75	11.07	14.85	19.51
Miscellaneous machine operators, n.e.c.	8.00	10.00	12.91	16.55	22.51
Welders and cutters	9.97	13.33	13.81	17.74	19.96
Assemblers	10.45	11.50	14.00	15.50	25.42
Production inspectors, checkers and examiners ..	9.60	10.00	11.81	14.41	24.70
	9.50	10.50	11.50	15.22	18.20
Transportation and material moving					
Truck drivers	11.00	12.54	16.25	20.00	23.70
Bus drivers	12.85	15.60	19.50	23.15	23.70
Industrial truck and tractor equipment operators ..	13.14	15.79	17.24	20.00	20.00
Miscellaneous material moving equipment operators, n.e.c.	11.00	11.50	12.50	14.66	24.35
	10.30	12.75	17.65	20.27	24.15
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.61	9.00	11.52	15.54	18.83
Production helpers	8.00	8.50	9.40	11.55	14.00
	9.75	11.25	15.88	19.22	21.56

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers					
—Continued					
Stock handlers and baggers	\$6.25	\$7.50	\$10.50	\$13.28	\$15.65
Machine feeders and offbearers	7.55	7.65	12.11	14.66	16.17
Freight, stock, and material handlers, n.e.c.	9.00	9.75	11.11	13.23	18.44
Hand packers and packagers	8.32	10.00	12.05	15.45	16.96
Laborers, except construction, n.e.c.	8.00	9.00	10.00	15.54	16.19
Service	5.75	8.00	10.00	13.22	19.01
Protective service	8.00	9.00	13.08	19.47	23.71
Firefighting	15.06	15.06	19.47	20.01	21.02
Police and detectives, public service	18.34	19.38	20.66	24.29	26.16
Protective service, n.e.c.	7.00	8.72	14.79	17.19	17.58
Food service	2.13	5.75	7.50	10.00	12.79
Waiters, waitresses, and bartenders	2.13	2.13	2.13	2.14	8.00
Bartenders	2.13	2.13	4.50	6.00	8.00
Waiters and waitresses	2.13	2.13	2.13	2.13	8.68
Other food service	5.75	6.50	8.25	11.00	13.26
Supervisors, food preparation and service	12.02	12.79	13.22	15.47	18.39
Cooks	8.00	8.50	10.25	12.25	14.42
Kitchen workers, food preparation	5.75	5.85	6.65	8.00	9.50
Food preparation, n.e.c.	5.75	6.25	8.00	9.78	11.50
Health service	8.50	9.21	10.20	11.70	13.95
Health aides, except nursing	8.40	10.15	12.32	14.85	15.93
Nursing aides, orderlies and attendants	8.50	9.00	9.92	10.91	11.80
Cleaning and building service	8.00	9.36	10.88	14.03	17.34
Maids and housemen	7.00	7.28	9.38	10.08	10.75
Janitors and cleaners	8.35	9.44	10.88	14.35	17.36
Personal service	6.50	8.04	10.93	15.70	22.90
Early childhood teachers' assistants	6.90	7.00	7.66	8.33	10.72
Child care workers, n.e.c.	9.23	11.45	17.22	21.02	23.49
Service, n.e.c.	3.50	6.15	8.50	9.50	10.97

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Cleveland-Akron, OH, December 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.00	\$10.40	\$14.67	\$21.30	\$28.85
All excluding sales	8.25	10.56	14.67	21.14	28.38
White collar	10.00	12.78	18.00	24.96	35.54
White collar excluding sales	10.76	13.43	18.75	25.18	36.46
Professional specialty and technical	13.62	17.00	21.49	26.25	35.14
Professional specialty	15.42	20.04	23.77	29.49	38.14
Engineers, architects, and surveyors	24.72	25.44	31.22	36.47	40.65
Industrial engineers	24.33	25.26	33.65	33.65	40.54
Mechanical engineers	20.75	24.82	25.00	27.18	34.53
Engineers, n.e.c.	24.83	26.90	31.22	36.47	39.33
Mathematical and computer scientists	19.24	24.34	30.29	32.15	38.50
Computer systems analysts and scientists	18.99	25.33	30.29	34.02	40.36
Natural scientists	19.45	21.24	23.07	31.70	43.91
Chemists, except biochemists	19.45	20.51	23.07	30.50	43.51
Health related	19.38	20.87	22.57	24.20	25.80
Registered nurses	19.58	21.09	23.31	24.49	25.80
Respiratory therapists	18.91	20.04	20.87	21.37	23.37
Physical therapists	21.25	21.25	21.25	25.96	28.62
Teachers, college and university	19.20	26.03	41.19	44.86	47.55
Teachers, except college and university	7.50	8.90	19.27	25.95	33.15
Secondary school teachers	17.03	20.10	25.38	31.66	37.10
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.00	13.48	15.51	18.00	20.76
Social workers	12.00	13.48	15.51	18.00	20.76
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.32	15.66	19.83	23.80	29.49
Professional, n.e.c.	10.92	15.66	17.34	19.16	28.37
Technical	12.00	15.39	17.16	21.42	26.25
Clinical laboratory technologists and technicians	11.03	12.46	17.13	20.04	23.23
Radiological technicians	9.27	18.60	23.94	24.85	25.89
Licensed practical nurses	14.75	16.13	17.00	18.66	19.95
Health technologists and technicians, n.e.c.	11.50	13.10	16.23	17.91	32.95
Drafters	12.45	15.03	20.37	25.98	33.09
Chemical technicians	14.30	15.53	17.82	23.33	34.43
Technical and related, n.e.c.	9.00	11.40	16.67	22.78	31.64
Executive, administrative, and managerial	16.26	19.90	27.37	38.94	57.14
Executives, administrators, and managers	17.23	25.00	32.74	43.80	59.96
Financial managers	19.31	27.40	33.80	55.26	106.87
Managers, marketing, advertising, and public relations	31.01	33.57	39.41	41.00	46.41
Administrators, education and related fields	15.87	17.80	26.86	35.88	35.88
Managers, service organizations, n.e.c.	30.00	30.00	30.00	32.71	45.67
Managers and administrators, n.e.c.	11.40	21.00	30.59	43.59	59.96
Management related	16.08	18.51	20.43	24.11	30.17
Accountants and auditors	15.91	16.83	19.72	21.93	24.20
Personnel, training, and labor relations specialists	13.78	19.90	20.87	26.54	29.63
Management related, n.e.c.	17.30	18.63	20.01	24.33	28.89
Sales	7.00	8.24	14.90	23.66	31.25
Supervisors, sales	9.50	15.96	19.74	29.21	38.46
Sales, other business services	13.55	18.15	24.52	32.05	37.74
Sales workers, other commodities	6.62	7.16	8.32	12.05	17.34
Cashiers	6.25	6.90	7.80	10.26	12.90
Administrative support, including clerical	10.00	11.24	13.08	16.25	19.26
Supervisors, general office	15.93	16.67	20.30	22.89	27.13
Secretaries	11.25	13.13	15.39	17.50	20.09
Interviewers	10.26	10.78	12.31	12.31	12.31
Receptionists	9.75	10.00	11.06	12.75	13.24
Order clerks	11.15	11.75	13.25	16.33	17.88
File clerks	10.10	10.16	10.71	10.92	14.35
Records clerks, n.e.c.	9.41	11.47	12.68	14.25	16.77

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Bookkeepers, accounting and auditing clerks	\$10.50	\$12.09	\$13.36	\$15.86	\$18.00
Payroll and timekeeping clerks	10.00	10.00	12.50	19.12	19.23
Billing clerks	11.09	11.81	12.75	13.59	14.42
Telephone operators	9.30	9.88	11.00	11.11	11.88
Mail clerks, except postal service	8.77	8.77	9.36	10.91	12.41
Traffic, shipping and receiving clerks	10.29	11.05	12.35	15.00	20.66
Stock and inventory clerks	11.25	11.25	11.75	12.94	14.41
Insurance adjusters, examiners, and investigators	10.33	11.50	13.46	14.86	16.68
Investigators and adjusters, except insurance	10.28	11.26	15.14	18.28	24.84
Bill and account collectors	10.53	11.70	12.84	13.82	19.26
General office clerks	11.05	11.65	12.82	15.94	18.99
Administrative support, n.e.c.	9.71	11.50	12.98	14.29	21.14
Blue collar	9.00	11.10	14.41	18.58	24.96
Precision production, craft, and repair					
Industrial machinery repairers	12.98	14.98	18.35	26.23	29.07
Millwrights	12.98	15.25	21.00	28.26	29.43
Mechanics and repairers, n.e.c.	15.65	20.67	27.96	28.10	29.07
Electricians	12.80	13.60	14.00	21.06	29.23
Plumbers, pipefitters and steamfitters	18.70	19.91	28.26	29.42	31.18
Supervisors, production	12.52	17.00	18.50	28.02	29.07
Tool and die makers	13.75	16.30	18.50	20.56	30.68
Inspectors, testers, and graders	15.00	16.27	18.00	28.35	29.47
Inspectors, testers, and graders	10.00	14.30	14.53	17.16	26.22
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	8.60	10.38	13.59	16.25	24.59
Grinding, abrading, buffing, and polishing machine operators	7.50	8.00	10.30	13.15	25.33
Numerical control machine operators	9.30	11.50	13.75	15.91	23.48
Fabricating machine operators, n.e.c.	14.11	15.51	15.75	20.25	26.06
Molding and casting machine operators	12.77	13.94	14.70	24.96	24.96
Laundrying and dry cleaning machine operators	7.00	9.07	10.53	14.49	15.50
Packaging and filling machine operators	7.97	8.10	8.35	8.80	8.80
Mixing and blending machine operators	8.00	8.75	11.07	14.85	19.51
Miscellaneous machine operators, n.e.c.	8.00	10.00	12.91	16.55	22.51
Welders and cutters	9.97	13.33	13.81	17.69	19.96
Assemblers	10.45	11.50	14.00	15.50	25.42
Production inspectors, checkers and examiners ..	9.60	10.00	11.81	14.41	24.70
Production inspectors, checkers and examiners ..	9.50	10.50	11.50	15.22	18.20
Transportation and material moving					
Truck drivers	11.00	12.33	15.98	23.15	23.70
Truck drivers	12.85	15.70	19.50	23.15	23.70
Industrial truck and tractor equipment operators ..	11.00	11.50	12.50	14.66	24.35
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.55	9.00	11.30	15.50	18.83
Production helpers	8.00	8.45	9.00	10.75	14.00
Stock handlers and baggers	9.75	11.25	15.88	19.22	21.56
Machine feeders and offbearers	6.25	7.45	10.08	13.50	15.65
Freight, stock, and material handlers, n.e.c.	7.55	7.65	12.11	14.66	16.17
Hand packers and packagers	9.00	9.75	11.11	13.23	18.44
Laborers, except construction, n.e.c.	8.32	10.00	12.05	15.45	16.96
Laborers, except construction, n.e.c.	8.00	9.00	9.62	15.54	15.60
Service					
Protective service	3.50	7.00	8.75	10.56	12.73
Food service	7.50	8.00	9.00	10.00	11.97
Waiters, waitresses, and bartenders	2.13	5.50	7.00	8.65	11.50
Bartenders	2.13	2.13	2.13	2.14	8.00
Waiters and waitresses	2.13	2.13	4.50	6.00	8.00
Other food service	2.13	2.13	2.13	2.13	8.68
Supervisors, food preparation and service	5.75	6.25	7.72	9.30	12.61
Cooks	7.97	12.02	14.00	16.97	19.83
Kitchen workers, food preparation	7.50	8.50	9.00	12.00	14.42
Kitchen workers, food preparation	5.75	5.85	6.60	7.69	9.50

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service –Continued					
Food service –Continued					
Other food service –Continued					
Food preparation, n.e.c.	\$5.75	\$6.25	\$7.50	\$8.65	\$10.00
Health service	8.25	9.09	10.04	11.00	12.26
Health aides, except nursing	7.77	9.23	10.35	12.02	13.95
Nursing aides, orderlies and attendants	8.50	9.01	9.95	10.93	11.83
Cleaning and building service	7.51	8.87	10.62	13.95	17.90
Maids and housemen	7.00	7.28	9.38	10.08	10.75
Janitors and cleaners	8.35	9.20	10.85	14.35	21.95
Personal service	6.00	7.21	9.00	10.98	13.61
Service, n.e.c.	3.50	6.00	8.25	9.14	10.70

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.39	\$14.90	\$19.51	\$27.17	\$41.61
All excluding sales	11.33	14.90	19.51	27.18	41.61
White collar	12.88	16.48	23.33	33.61	43.68
White collar excluding sales	12.88	16.47	23.49	33.61	43.69
Professional specialty and technical	17.30	21.90	28.60	38.98	44.58
Professional specialty	18.15	22.52	28.91	39.14	44.59
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	18.59	20.31	25.62	33.61	73.56
Registered nurses	18.92	21.40	24.88	27.34	33.61
Teachers, college and university	25.37	31.18	40.19	47.48	57.32
Teachers, except college and university	22.66	25.44	33.56	41.83	44.86
Elementary school teachers	25.09	28.89	36.44	42.99	46.70
Teachers, n.e.c.	22.66	25.11	31.01	41.61	44.55
Librarians, archivists, and curators	17.30	20.91	26.82	42.96	42.96
Librarians	17.30	20.91	26.82	42.96	42.96
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.57	16.48	19.64	25.73	29.36
Social workers	15.57	16.48	19.64	25.73	29.36
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	14.92	16.44	19.38	24.72	30.69
Technical and related, n.e.c.	12.81	15.66	18.11	22.52	25.95
Executive, administrative, and managerial	12.88	20.38	23.57	42.34	45.79
Executives, administrators, and managers	12.88	22.00	24.37	43.99	49.18
Administrators and officials, public administration	12.88	12.88	24.37	24.37	42.34
Administrators, education and related fields	42.34	42.68	44.85	49.18	58.36
Management related	15.13	18.23	21.32	23.57	23.94
Sales	-	-	-	-	-
Administrative support, including clerical	9.66	12.00	14.90	17.39	20.64
Secretaries	11.29	12.34	14.11	16.64	18.65
Library clerks	6.75	7.66	11.57	14.03	16.90
General office clerks	10.41	11.75	18.56	21.82	24.56
Teachers' aides	8.64	9.80	11.77	17.39	21.48
Blue collar	12.39	15.60	17.24	20.00	22.34
Precision production, craft, and repair	13.97	16.26	18.31	19.82	22.34
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	10.73	14.51	16.76	20.00	20.22
Bus drivers	13.21	15.89	17.24	20.00	20.00
Handlers, equipment cleaners, helpers, and laborers	11.16	15.47	15.60	17.06	18.75
Service	9.97	11.87	14.92	19.47	23.96
Protective service	12.65	15.06	19.38	21.54	27.32
Firefighting	15.06	15.06	19.47	20.01	21.02
Police and detectives, public service	18.34	19.38	20.66	24.29	26.16
Food service	9.42	10.78	11.87	13.10	13.89
Other food service	9.42	10.78	11.87	13.10	13.89
Food preparation, n.e.c.	10.16	10.29	11.87	11.87	13.89
Health service	8.97	12.54	14.21	15.55	16.84
Health aides, except nursing	12.59	13.54	14.65	15.66	17.17

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$8.26	\$9.99	\$11.73	\$14.16	\$16.52
Janitors and cleaners	8.26	9.99	11.73	14.16	16.52
Personal service	9.23	12.25	16.84	21.86	26.72

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002

Occupation ³	10	25	Median 50	75	90
All	\$9.50	\$12.00	\$16.43	\$23.76	\$32.08
All excluding sales	9.60	12.00	16.35	23.69	32.24
White collar	11.05	14.24	19.88	28.27	41.19
White collar excluding sales	11.35	14.48	20.10	28.61	42.26
Professional specialty and technical	15.39	18.77	24.10	32.49	42.96
Professional specialty	17.20	21.25	25.81	35.18	43.59
Engineers, architects, and surveyors	24.36	25.77	31.26	36.47	40.54
Industrial engineers	24.33	25.26	33.65	33.65	40.54
Mechanical engineers	20.75	24.82	25.00	27.18	34.53
Engineers, n.e.c.	24.83	26.90	31.22	36.47	39.33
Mathematical and computer scientists	19.84	21.49	29.43	32.15	37.94
Computer systems analysts and scientists	21.49	21.49	29.65	32.22	38.35
Natural scientists	19.62	21.24	24.55	29.22	42.19
Chemists, except biochemists	19.45	20.51	23.07	30.50	43.51
Health related	19.20	20.78	22.57	24.50	27.21
Physicians	18.59	19.66	22.19	59.42	84.13
Registered nurses	19.58	21.02	23.32	24.54	26.36
Respiratory therapists	18.45	20.21	20.87	21.37	23.37
Teachers, college and university	26.39	32.32	41.63	47.37	56.08
Teachers, except college and university	21.49	25.84	33.55	41.83	45.01
Prekindergarten and kindergarten	8.00	8.90	22.99	37.34	43.27
Elementary school teachers	23.07	27.18	34.06	42.16	46.38
Secondary school teachers	22.95	27.29	36.44	42.44	45.18
Teachers, n.e.c.	24.46	27.98	34.28	42.69	45.22
Librarians, archivists, and curators	17.82	22.46	26.04	42.96	42.96
Librarians	17.82	22.46	26.04	42.96	42.96
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.46	15.70	18.20	22.27	28.27
Social workers	13.46	15.70	18.20	22.27	28.27
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.32	15.66	19.16	23.34	29.49
Professional, n.e.c.	10.90	15.66	17.34	18.84	23.80
Technical	12.00	15.46	17.31	22.32	27.42
Radiological technicians	9.27	17.24	20.50	24.85	25.89
Licensed practical nurses	14.23	16.02	17.25	19.25	20.13
Health technologists and technicians, n.e.c.	11.50	12.76	15.92	17.91	37.00
Electrical and electronic technicians	16.59	19.74	21.42	26.25	26.25
Drafters	12.45	15.03	20.37	25.98	33.09
Chemical technicians	14.30	15.53	17.82	23.33	34.43
Computer programmers	15.60	15.60	22.34	32.24	46.15
Technical and related, n.e.c.	9.60	13.88	16.67	22.78	31.64
Executive, administrative, and managerial	15.91	19.90	25.69	39.89	55.38
Executives, administrators, and managers	15.60	23.15	32.71	43.80	59.96
Administrators and officials, public administration	12.88	12.88	24.37	24.37	42.34
Financial managers	19.31	27.40	33.80	55.26	106.87
Managers, marketing, advertising, and public relations	26.44	31.11	37.69	40.42	46.41
Administrators, education and related fields	24.58	32.41	43.03	49.18	58.36
Managers, service organizations, n.e.c.	22.24	22.24	30.00	32.71	32.71
Managers and administrators, n.e.c.	11.45	20.89	30.59	43.59	59.96
Management related	16.08	18.41	20.67	24.02	29.73
Accountants and auditors	15.91	17.28	20.20	22.35	24.58
Personnel, training, and labor relations specialists	13.25	19.90	20.87	26.54	32.08
Management related, n.e.c.	17.16	18.41	20.04	23.57	26.97
Sales	7.89	10.77	17.31	24.83	31.25
Supervisors, sales	9.50	15.96	19.74	29.21	38.46
Sales, other business services	13.55	18.15	24.52	32.05	37.74
Sales workers, other commodities	6.76	7.40	9.00	14.52	24.04
Cashiers	6.82	7.94	9.60	12.05	16.78
Administrative support, including clerical	10.10	11.47	13.58	16.67	20.09
Supervisors, general office	16.67	18.96	20.70	23.65	26.88
Secretaries	11.29	12.91	14.86	17.42	19.83
Receptionists	9.75	10.00	11.54	12.86	16.95

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Order clerks	\$11.15	\$11.75	\$13.25	\$16.33	\$17.88
Library clerks	9.64	12.01	12.36	15.61	18.15
File clerks	10.10	10.16	10.71	10.92	14.35
Records clerks, n.e.c.	8.94	11.07	11.87	14.25	16.33
Bookkeepers, accounting and auditing clerks	10.97	12.25	13.56	15.86	18.00
Payroll and timekeeping clerks	12.50	13.12	16.81	19.23	19.23
Billing clerks	11.31	12.23	13.00	13.63	15.13
Traffic, shipping and receiving clerks	10.29	11.05	12.35	15.00	20.66
Insurance adjusters, examiners, and investigators	10.33	11.50	13.46	14.86	16.68
Investigators and adjusters, except insurance	10.28	11.26	15.14	18.28	24.84
Bill and account collectors	10.53	11.70	12.84	13.82	19.26
General office clerks	11.05	11.68	13.19	18.56	21.82
Teachers' aides	8.64	9.66	12.66	17.90	22.00
Administrative support, n.e.c.	10.25	11.50	13.44	14.29	21.14
Blue collar	9.50	11.52	14.89	19.44	24.96
Precision production, craft, and repair					
Automobile mechanics	13.15	15.37	18.50	24.29	28.96
Bus, truck, and stationary engine mechanics	17.00	17.00	18.82	20.00	21.00
Industrial machinery repairers	16.82	16.82	17.14	21.29	23.79
Millwrights	12.98	15.25	21.00	28.26	29.43
Mechanics and repairers, n.e.c.	15.65	20.67	27.96	28.10	29.07
Electricians	12.80	13.60	17.99	21.05	22.49
Painters, construction and maintenance	18.62	19.26	24.29	29.42	31.18
Plumbers, pipefitters and steamfitters	13.25	13.25	27.90	28.96	28.96
Supervisors, production	12.52	17.00	18.00	27.96	29.07
Tool and die makers	13.75	16.30	18.50	20.56	30.68
Inspectors, testers, and graders	15.00	16.27	18.00	28.35	29.47
Inspectors, testers, and graders	10.00	14.30	14.53	17.16	26.22
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	9.00	10.65	13.75	16.55	24.60
Grinding, abrading, buffing, and polishing machine operators	7.50	8.00	10.30	13.15	25.33
Numerical control machine operators	9.30	11.50	13.75	15.91	23.48
Fabricating machine operators, n.e.c.	14.11	15.51	15.75	20.25	26.06
Molding and casting machine operators	12.77	13.94	14.70	24.96	24.96
Packaging and filling machine operators	8.80	9.50	11.00	14.49	16.15
Mixing and blending machine operators	8.00	8.75	11.07	14.85	19.51
Miscellaneous machine operators, n.e.c.	8.00	10.00	12.91	16.55	22.51
Welders and cutters	12.00	13.81	14.49	18.08	20.58
Assemblers	10.45	11.50	14.00	15.50	25.42
Production inspectors, checkers and examiners ..	9.74	10.15	11.89	14.41	24.70
Production inspectors, checkers and examiners ..	9.50	10.50	11.50	15.22	18.20
Transportation and material moving					
Truck drivers	10.80	12.50	16.42	20.27	23.76
Industrial truck and tractor equipment operators ..	12.85	15.70	19.50	23.15	23.70
Miscellaneous material moving equipment operators, n.e.c.	11.00	11.50	12.50	14.66	24.35
operators, n.e.c.	10.30	12.75	17.65	20.27	24.15
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.50	10.00	13.00	15.60	20.00
Stock handlers and baggers	8.25	9.00	9.75	12.28	14.00
Machine feeders and offbearers	9.12	10.50	12.75	14.85	15.95
Freight, stock, and material handlers, n.e.c.	7.55	7.65	12.11	14.66	16.17
Hand packers and packagers	11.10	11.52	11.52	13.46	24.03
Laborers, except construction, n.e.c.	8.32	10.04	12.05	15.45	16.96
Laborers, except construction, n.e.c.	8.00	9.00	10.50	15.54	16.19
Service					
Protective service	8.00	9.00	10.88	15.06	20.46
Police and detectives, public service	8.00	9.00	14.37	19.49	24.29
Guards and police, except public service	18.61	19.38	20.66	24.29	26.16
Food service	7.50	8.00	9.00	10.00	12.00
Waiters, waitresses, and bartenders	2.13	7.50	9.65	12.00	14.42
Waiters and waitresses	2.13	2.13	2.13	3.00	6.74
Waiters and waitresses	2.13	2.13	2.13	6.74	8.50

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service —Continued					
Other food service	\$7.50	\$8.50	\$10.67	\$13.00	\$14.42
Supervisors, food preparation and service	8.00	13.22	13.26	16.72	19.83
Cooks	8.50	8.76	10.78	12.80	14.42
Food preparation, n.e.c.	7.40	7.90	9.05	11.00	11.87
Health service	8.50	9.25	10.20	11.80	14.21
Health aides, except nursing	9.25	10.17	12.59	15.22	15.96
Nursing aides, orderlies and attendants	8.50	9.00	9.90	10.91	11.92
Cleaning and building service	8.35	9.44	10.88	14.18	17.36
Maids and housemen	7.00	7.28	9.45	10.08	10.75
Janitors and cleaners	8.55	9.52	10.88	14.35	17.90
Personal service	8.25	9.51	11.87	19.96	24.75

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002

Occupation ³	10	25	Median 50	75	90
All	\$5.35	\$6.50	\$8.32	\$12.45	\$21.00
All excluding sales	3.75	6.50	8.75	13.34	22.00
White collar	6.90	8.00	12.12	21.56	24.49
White collar excluding sales	8.86	10.78	17.00	23.31	25.04
Professional specialty and technical	12.00	17.00	22.00	24.04	26.00
Professional specialty	10.71	19.81	22.74	24.49	27.05
Health related	18.84	21.04	23.99	25.00	26.67
Registered nurses	18.53	21.50	23.95	24.88	26.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	8.00	19.27	22.66	23.68	24.51
Teachers, n.e.c.	8.00	22.20	22.66	23.56	27.75
Librarians, archivists, and curators	11.85	13.34	16.85	20.54	20.54
Librarians	11.85	13.34	16.85	20.54	20.54
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.72	16.10	16.82	18.14	18.25
Radiological technicians	16.61	17.26	18.87	21.96	22.29
Executive, administrative, and managerial	16.00	18.45	24.37	35.82	35.82
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.25	6.75	7.45	8.24	10.36
Sales workers, other commodities	6.50	6.76	7.65	8.40	9.85
Cashiers	6.15	6.50	7.25	8.70	12.05
Administrative support, including clerical	7.06	9.00	10.36	12.46	16.26
Secretaries	9.93	11.30	16.00	17.44	21.54
Library clerks	6.45	6.75	7.94	9.76	13.07
Administrative support, n.e.c.	10.00	11.50	12.12	12.69	12.98
Blue collar	6.30	7.50	8.75	10.20	14.63
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	7.00	7.00	8.00	8.68	9.97
Transportation and material moving	12.00	13.53	15.09	16.76	16.76
Bus drivers	12.00	13.44	15.60	16.76	16.76
Handlers, equipment cleaners, helpers, and laborers	6.25	7.00	8.50	10.00	13.20
Stock handlers and baggers	5.85	6.25	6.75	8.00	8.30
Service	2.13	5.75	7.00	9.23	12.33
Protective service	7.00	7.93	9.00	10.70	18.34
Food service	2.13	3.50	6.25	8.00	10.16
Waiters, waitresses, and bartenders	2.13	2.13	2.13	2.13	8.00
Bartenders	2.13	2.13	5.00	6.00	8.00
Waiters and waitresses	2.13	2.13	2.13	2.13	8.75
Other food service	5.75	5.95	6.95	8.50	11.50
Cooks	7.25	7.75	8.75	10.50	14.00
Kitchen workers, food preparation	5.75	5.75	6.20	7.00	8.50
Food preparation, n.e.c.	5.75	5.75	6.75	8.52	10.16
Health service	7.00	8.38	10.00	11.00	12.99
Health aides, except nursing	6.50	7.00	10.45	13.22	14.02
Nursing aides, orderlies and attendants	7.85	9.11	10.00	10.90	11.00

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.25	\$7.50	\$11.73	\$13.89	\$15.01
Janitors and cleaners	6.50	7.50	11.73	13.89	15.01
Personal service	3.50	6.00	7.75	9.23	14.51
Service, n.e.c.	2.13	3.50	6.00	7.00	8.25

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Cleveland–Akron, OH, Metropolitan Statistical Area includes Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, and Summit Counties.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	4,834
Total in sample	622
Responding	372
Out of business or not in survey scope	63
Unable or refused to provide data	187

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Cleveland-Akron, OH, December 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	698,200	535,400	162,900
All excluding sales	656,400	493,900	162,500
White collar	357,500	250,900	106,600
White-collar excluding sales	315,700	209,500	106,300
Professional specialty and technical	155,500	86,200	69,300
Professional specialty	123,900	57,300	66,600
Technical	31,600	28,800	2,700
Executive, administrative, and managerial	59,800	48,300	11,500
Sales	41,800	41,400	-
Administrative support, including clerical	100,500	75,000	25,500
Blue collar	203,700	185,700	18,100
Precision production, craft, and repair	52,100	43,800	8,300
Machine operators, assemblers, and inspectors	89,300	88,900	-
Transportation and material moving	23,400	16,000	7,400
Handlers, equipment cleaners, helpers, and laborers	39,000	36,900	-
Service	137,000	98,800	38,200

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

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

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