

Washington–Baltimore, DC–MD–VA–WV National Compensation Survey April 2003



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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 Washington–Baltimore, DC–MD–VA–WV, metropolitan area. Data were collected between September 2002 and October 2003; the average reference month is April 2003. 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, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$20.91	3.2	35.8	\$20.18	4.1	35.5	\$23.61	2.2	36.8
Worker characteristics:⁴									
White-collar occupations ⁵	25.12	2.6	36.9	24.74	3.4	37.2	26.43	2.1	36.1
Professional specialty and technical	30.75	2.5	37.1	31.00	3.6	37.9	30.21	1.6	35.7
Executive, administrative, and managerial	32.32	4.5	39.5	33.74	5.6	39.7	27.42	5.9	38.9
Sales	17.09	10.5	34.4	17.05	10.7	34.4	—	—	—
Administrative support	15.54	2.7	36.4	15.57	3.3	36.6	15.38	1.7	35.5
Blue-collar occupations ⁵	16.59	2.5	37.0	16.39	2.8	36.7	18.31	4.0	39.0
Precision production, craft, and repair	21.59	2.8	40.2	21.75	2.8	40.2	20.01	8.1	40.0
Machine operators, assemblers, and inspectors	13.77	3.6	39.0	13.77	3.6	39.1	—	—	—
Transportation and material moving	15.42	5.7	35.6	14.57	7.7	34.9	18.57	2.9	38.6
Handlers, equipment cleaners, helpers, and laborers	12.37	4.5	32.8	12.32	4.8	32.4	13.25	3.7	40.0
Service occupations ⁵	12.17	3.9	31.6	9.62	2.6	29.7	18.60	2.4	37.8
Full time	22.14	3.6	39.5	21.61	4.6	39.7	23.93	2.2	38.9
Part time	11.09	3.5	20.3	10.61	3.8	20.8	16.62	9.0	16.4
Union	21.48	3.1	36.5	19.53	5.0	36.3	23.70	2.9	36.8
Nonunion	20.75	3.9	35.6	20.29	4.5	35.4	23.54	1.9	36.8
Time	20.97	3.3	35.7	20.23	4.2	35.4	23.61	2.2	36.8
Incentive	19.23	10.0	37.3	19.23	10.0	37.3	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	17.82	4.3	34.4	17.82	4.3	34.4	—	—	—
100-499 workers	18.72	11.5	36.2	18.74	11.8	36.2	18.10	8.0	35.9
500 workers or more	23.48	3.6	36.0	23.20	5.9	35.5	23.88	2.4	36.8

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$20.91	3.2	\$20.18	4.1	\$23.61	2.2
All excluding sales	21.24	3.3	20.53	4.3	23.63	2.2
White collar	25.12	2.6	24.74	3.4	26.43	2.1
White collar excluding sales	26.34	2.4	26.29	3.2	26.48	2.2
Professional specialty and technical	30.75	2.5	31.00	3.6	30.21	1.6
Professional specialty	32.11	2.6	32.51	3.8	31.32	2.0
Engineers, architects, and surveyors	32.37	5.1	32.65	6.2	30.68	6.8
Electrical and electronic engineers	39.20	3.2	39.20	3.2	—	—
Mechanical engineers	33.50	7.7	—	—	—	—
Engineers, n.e.c.	34.20	12.5	33.90	15.6	—	—
Mathematical and computer scientists	34.09	5.1	34.11	5.2	—	—
Computer systems analysts and scientists	34.59	4.7	34.62	4.7	—	—
Operations and systems researchers and analysts	22.83	6.0	22.83	6.0	—	—
Natural scientists	26.13	8.2	27.39	7.3	—	—
Medical scientists	18.28	9.1	—	—	—	—
Health related	29.53	6.9	29.88	7.4	27.10	13.6
Physicians	47.18	30.1	46.34	32.5	—	—
Registered nurses	27.05	1.4	27.05	1.5	27.10	4.4
Respiratory therapists	23.38	7.6	23.38	7.6	—	—
Speech therapists	31.30	12.1	—	—	—	—
Therapists, n.e.c.	23.28	1.9	—	—	—	—
Teachers, college and university	37.86	7.7	40.51	20.3	35.94	2.7
Social science teachers, n.e.c.	42.48	9.3	—	—	—	—
Other post-secondary teachers	35.52	2.5	—	—	35.39	3.5
Teachers, except college and university	32.43	1.7	25.88	9.4	33.39	1.1
Prekindergarten and kindergarten	25.99	14.1	—	—	—	—
Elementary school teachers	32.30	3.0	28.49	2.7	32.83	3.0
Secondary school teachers	34.18	2.9	33.90	6.4	34.20	3.1
Teachers, special education	36.71	2.6	—	—	37.67	.7
Teachers, n.e.c.	31.93	7.2	22.95	11.4	33.64	4.5
Vocational and educational counselors	27.98	11.6	—	—	32.81	7.0
Librarians, archivists, and curators	23.63	6.2	24.18	8.3	22.66	9.9
Librarians	23.59	6.2	24.13	8.3	22.66	9.9
Social scientists and urban planners	25.89	12.0	26.11	15.2	—	—
Psychologists	28.27	13.3	—	—	—	—
Social, recreation, and religious workers	20.47	8.1	—	—	20.38	9.8
Social workers	21.12	7.4	—	—	20.77	9.1
Lawyers and judges	62.44	3.8	63.65	2.5	—	—
Lawyers	63.65	2.5	63.65	2.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.28	6.2	30.59	6.7	—	—
Editors and reporters	27.99	6.7	27.99	6.7	—	—
Technical	21.94	6.1	22.72	7.3	19.02	7.7
Clinical laboratory technologists and technicians	20.25	11.6	20.27	11.6	—	—
Radiological technicians	24.46	5.0	24.46	5.0	—	—
Licensed practical nurses	19.33	4.7	20.42	4.5	17.03	5.4
Health technologists and technicians, n.e.c.	17.81	7.6	16.27	4.7	—	—
Electrical and electronic technicians	24.85	9.7	24.85	9.7	—	—
Technical and related, n.e.c.	18.74	7.4	20.09	11.8	—	—
Executive, administrative, and managerial	32.32	4.5	33.74	5.6	27.42	5.9
Executives, administrators, and managers	37.16	5.9	38.61	6.5	31.83	7.7
Administrators and officials, public administration	27.17	3.3	—	—	27.17	3.3
Financial managers	58.87	17.3	58.87	17.3	—	—
Managers, marketing, advertising, and public relations	39.04	7.8	39.04	7.8	—	—
Administrators, education and related fields	40.26	7.3	40.62	13.2	39.91	6.3
Managers, medicine and health	31.61	7.5	32.44	7.6	—	—
Managers, service organizations, n.e.c.	31.58	10.0	32.86	8.7	—	—
Managers and administrators, n.e.c.	42.36	9.3	42.66	9.8	37.72	14.9
Management related	25.13	4.2	26.24	3.4	21.62	11.3
Accountants and auditors	25.30	9.5	27.06	8.2	21.06	12.9
Other financial officers	30.78	9.8	31.10	10.3	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Management analysts	\$31.74	5.3	\$31.74	5.3	–	–
Personnel, training, and labor relations specialists	20.03	8.8	–	–	–	–
Purchasing agents and buyers, n.e.c.	27.53	9.6	–	–	–	–
Inspectors and compliance officers, except construction	19.31	9.0	–	–	\$19.31	9.0
Management related, n.e.c.	23.18	6.0	23.08	7.7	23.39	9.4
Sales	17.09	10.5	17.05	10.7	–	–
Supervisors, sales	21.66	3.2	21.71	3.3	–	–
Sales, other business services	23.16	26.2	23.16	26.2	–	–
Sales workers, other commodities	11.71	9.5	11.71	9.5	–	–
Cashiers	9.88	6.9	9.86	7.2	–	–
Administrative support, including clerical	15.54	2.7	15.57	3.3	15.38	1.7
Supervisors, general office	20.45	6.0	20.27	6.6	21.91	10.0
Secretaries	18.13	5.0	18.69	5.6	15.95	5.5
Interviewers	13.94	5.7	13.94	5.7	–	–
Hotel clerks	9.67	2.3	9.67	2.3	–	–
Transportation ticket and reservation agents	18.64	2.7	18.64	2.7	–	–
Receptionists	9.98	3.3	9.97	3.4	–	–
Order clerks	13.92	9.7	13.92	9.7	–	–
Library clerks	11.40	6.9	–	–	10.78	8.6
Records clerks, n.e.c.	14.63	5.7	15.13	6.7	12.83	4.8
Bookkeepers, accounting and auditing clerks	13.12	5.1	12.97	5.7	14.01	6.6
Billing clerks	17.94	10.1	17.94	10.1	–	–
Telephone operators	11.06	15.6	10.57	17.1	–	–
Dispatchers	17.18	23.9	–	–	–	–
Stock and inventory clerks	13.43	11.5	–	–	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	12.57	9.6	12.57	9.6	–	–
Insurance adjusters, examiners, and investigators	14.53	1.0	14.53	1.0	–	–
Investigators and adjusters, except insurance	14.32	4.5	14.32	4.5	–	–
General office clerks	14.62	3.5	14.58	3.7	14.70	8.1
Bank tellers	10.24	1.0	10.24	1.0	–	–
Data entry keyers	12.39	4.8	12.39	4.8	–	–
Teachers' aides	13.74	1.5	–	–	13.94	4
Administrative support, n.e.c.	14.63	8.9	14.45	10.7	15.45	11.5
Blue collar	16.59	2.5	16.39	2.8	18.31	4.0
Precision production, craft, and repair	21.59	2.8	21.75	2.8	20.01	8.1
Industrial machinery repairers	18.14	7.2	18.50	8.8	–	–
Mechanics and repairers, n.e.c.	20.54	6.2	19.91	7.2	–	–
Electricians	26.85	6.3	27.61	4.9	–	–
Electrician apprentices	17.36	12.5	17.36	12.5	–	–
Supervisors, production	22.93	7.7	22.82	8.4	–	–
Machine operators, assemblers, and inspectors	13.77	3.6	13.77	3.6	–	–
Printing press operators	19.85	14.1	20.08	14.9	–	–
Laundering and dry cleaning machine operators	9.56	11.0	9.56	11.0	–	–
Assemblers	16.92	5.9	16.92	5.9	–	–
Production inspectors, checkers and examiners ..	10.27	5.6	10.27	5.6	–	–
Transportation and material moving	15.42	5.7	14.57	7.7	18.57	2.9
Truck drivers	13.85	8.6	13.66	9.0	–	–
Driver-sales workers	11.89	40.5	11.89	40.5	–	–
Bus drivers	15.27	7.6	–	–	18.20	6.0
Handlers, equipment cleaners, helpers, and laborers	12.37	4.5	12.32	4.8	13.25	3.7

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Groundskeepers and gardeners, except farm	\$11.65	7.0	—	—	—	—
Stock handlers and baggers	9.64	4.5	\$9.32	4.7	—	—
Freight, stock, and material handlers, n.e.c.	13.28	3.8	13.28	3.8	—	—
Hand packers and packagers	10.00	13.2	10.00	13.2	—	—
Laborers, except construction, n.e.c.	13.82	11.5	13.89	11.9	—	—
Service	12.17	3.9	9.62	2.6	\$18.60	2.4
Protective service	18.99	6.4	11.03	11.8	22.12	3.3
Firefighting	20.59	1.1	—	—	20.59	1.1
Police and detectives, public service	22.74	3.2	—	—	23.01	3.0
Sheriffs, bailiffs, and other law enforcement officers	20.18	3.1	—	—	20.18	3.1
Correctional institution officers	17.59	1.5	—	—	17.59	1.5
Guards and police, except public service	10.81	12.7	10.46	13.4	—	—
Food service	8.83	5.6	8.77	5.9	10.81	1.4
Waiters, waitresses, and bartenders	5.30	10.7	5.30	10.7	—	—
Waiters and waitresses	4.39	24.0	4.39	24.0	—	—
Waiters'/Waitresses' assistants	8.28	7.4	8.28	7.4	—	—
Other food service	11.14	5.3	11.15	5.6	10.81	1.4
Supervisors, food preparation and service	16.03	10.0	16.03	10.0	—	—
Cooks	10.92	1.5	10.89	1.6	—	—
Food counter, fountain, and related	8.00	23.0	8.00	23.0	—	—
Food preparation, n.e.c.	9.76	6.1	9.74	6.7	—	—
Health service	11.22	2.0	11.06	2.1	12.70	3.1
Health aides, except nursing	11.94	4.9	11.50	4.8	—	—
Nursing aides, orderlies and attendants	11.05	1.9	10.95	2.0	12.29	3.1
Cleaning and building service	9.66	5.1	8.99	5.7	12.64	4.0
Supervisors, cleaning and building service workers	14.62	16.5	—	—	—	—
Maids and housemen	9.83	13.2	9.83	13.2	—	—
Janitors and cleaners	9.24	3.3	8.09	3.6	12.33	2.1
Personal service	11.44	6.1	10.90	7.7	12.39	12.4
Attendants, amusement, and recreation facilities	6.53	3.6	—	—	—	—
Child care workers, n.e.c.	11.13	3.6	11.19	3.9	—	—
Service, n.e.c.	10.70	5.4	10.61	4.2	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$22.14	3.6	\$21.61	4.6	\$23.93	2.2
All excluding sales	22.38	3.7	21.88	4.9	23.93	2.2
White collar	25.81	2.6	25.55	3.4	26.65	2.0
White collar excluding sales	26.68	2.5	26.69	3.3	26.67	2.1
Professional specialty and technical	30.89	2.7	31.15	3.9	30.32	1.7
Professional specialty	32.22	2.8	32.59	4.1	31.47	2.1
Engineers, architects, and surveyors	32.57	5.4	32.65	6.2	32.03	6.8
Electrical and electronic engineers	39.20	3.2	39.20	3.2	—	—
Engineers, n.e.c.	34.20	12.5	33.90	15.6	—	—
Mathematical and computer scientists	33.97	5.6	34.00	5.6	—	—
Computer systems analysts and scientists	34.39	5.4	34.42	5.4	—	—
Operations and systems researchers and analysts	21.12	9.6	21.12	9.6	—	—
Natural scientists	26.13	8.2	27.39	7.3	—	—
Medical scientists	18.28	9.1	—	—	—	—
Health related	29.58	7.9	30.03	8.7	26.66	14.2
Physicians	47.11	30.3	46.34	32.5	—	—
Registered nurses	26.84	1.9	26.81	2.0	27.21	4.3
Therapists, n.e.c.	23.33	2.0	—	—	—	—
Teachers, college and university	37.87	7.2	41.03	19.7	35.58	.8
Other post-secondary teachers	36.14	1.2	—	—	36.24	1.8
Teachers, except college and university	32.68	1.8	26.20	9.7	33.61	1.1
Elementary school teachers	32.30	3.0	28.49	2.7	32.82	3.0
Secondary school teachers	34.19	2.8	33.77	6.6	34.22	3.0
Teachers, special education	36.71	2.6	—	—	37.67	.7
Teachers, n.e.c.	34.34	6.3	—	—	35.49	4.4
Vocational and educational counselors	28.11	11.8	—	—	33.08	7.2
Librarians, archivists, and curators	23.81	6.5	24.23	8.5	23.06	10.2
Librarians	23.78	6.5	24.17	8.6	23.06	10.2
Social scientists and urban planners	25.85	12.0	26.06	15.2	—	—
Social, recreation, and religious workers	20.71	7.4	—	—	20.52	8.8
Social workers	21.05	7.5	—	—	20.67	9.2
Lawyers and judges	62.05	4.5	63.30	2.9	—	—
Lawyers	63.30	2.9	63.30	2.9	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.31	6.3	30.62	6.7	—	—
Editors and reporters	27.99	6.7	27.99	6.7	—	—
Technical	22.03	6.7	22.90	8.1	19.07	7.7
Clinical laboratory technologists and technicians	19.93	11.8	19.95	11.9	—	—
Radiological technicians	24.57	4.6	24.57	4.6	—	—
Licensed practical nurses	19.01	4.9	20.38	5.4	17.00	5.5
Health technologists and technicians, n.e.c.	17.81	8.5	15.99	5.1	—	—
Electrical and electronic technicians	24.85	9.7	24.85	9.7	—	—
Technical and related, n.e.c.	18.83	7.6	20.09	11.8	—	—
Executive, administrative, and managerial	32.45	4.6	33.91	5.6	27.41	5.9
Executives, administrators, and managers	37.36	5.9	38.85	6.6	31.87	7.8
Administrators and officials, public administration	27.12	3.4	—	—	27.12	3.4
Financial managers	58.87	17.3	58.87	17.3	—	—
Managers, marketing, advertising, and public relations	39.04	7.8	39.04	7.8	—	—
Administrators, education and related fields	40.26	7.3	40.62	13.2	39.91	6.3
Managers, medicine and health	31.60	7.8	32.46	8.0	—	—
Managers, service organizations, n.e.c.	31.58	10.0	32.86	8.7	—	—
Managers and administrators, n.e.c.	42.36	9.3	42.66	9.8	37.72	14.9
Management related	25.19	4.1	26.33	3.3	21.62	11.3
Accountants and auditors	25.30	9.5	27.06	8.2	21.06	12.9
Other financial officers	30.78	9.8	31.10	10.3	—	—
Management analysts	31.74	5.3	31.74	5.3	—	—
Personnel, training, and labor relations specialists	20.03	8.8	—	—	—	—
Purchasing agents and buyers, n.e.c.	27.53	9.6	—	—	—	—
Inspectors and compliance officers, except construction	19.31	9.0	—	—	19.31	9.0

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Management related, n.e.c.	\$23.39	6.2	\$23.39	8.1	\$23.39	9.4
Sales	19.02	10.9	18.97	11.1	–	–
Supervisors, sales	21.66	3.2	21.71	3.3	–	–
Sales, other business services	23.16	26.2	23.16	26.2	–	–
Sales workers, hardware and building supplies ...	11.30	7.9	11.30	7.9	–	–
Sales workers, other commodities	13.01	9.9	13.01	9.9	–	–
Cashiers	10.40	9.3	10.40	9.3	–	–
Administrative support, including clerical	15.86	2.6	15.92	3.2	15.59	1.4
Supervisors, general office	20.47	6.0	20.27	6.6	22.19	9.1
Secretaries	18.15	5.2	18.74	5.8	15.95	5.5
Hotel clerks	9.94	2.4	9.94	2.4	–	–
Receptionists	10.43	2.1	10.44	2.3	–	–
Order clerks	14.82	6.1	14.82	6.1	–	–
Library clerks	14.01	6.5	–	–	13.79	8.0
Records clerks, n.e.c.	14.64	5.9	15.13	6.7	–	–
Bookkeepers, accounting and auditing clerks	13.27	4.7	13.14	5.3	14.01	6.6
Billing clerks	17.94	10.1	17.94	10.1	–	–
Telephone operators	11.06	15.7	–	–	–	–
Dispatchers	17.18	23.9	–	–	–	–
Stock and inventory clerks	13.43	11.5	–	–	–	–
Insurance adjusters, examiners, and						
investigators	14.53	1.0	14.53	1.0	–	–
Investigators and adjusters, except insurance	14.23	4.3	14.23	4.3	–	–
General office clerks	14.71	3.7	14.69	3.8	14.76	9.0
Bank tellers	10.43	3.0	10.43	3.0	–	–
Teachers' aides	13.10	1.9	–	–	13.30	1.3
Administrative support, n.e.c.	15.42	7.9	15.41	9.8	15.45	11.5
Blue collar	17.25	2.3	17.13	2.7	18.29	4.4
Precision production, craft, and repair	21.59	2.8	21.75	2.8	20.01	8.1
Industrial machinery repairers	18.14	7.2	18.50	8.8	–	–
Mechanics and repairers, n.e.c.	20.54	6.2	19.91	7.2	–	–
Electricians	26.85	6.3	27.61	4.9	–	–
Electrician apprentices	17.36	12.5	17.36	12.5	–	–
Supervisors, production	22.93	7.7	22.82	8.4	–	–
Machine operators, assemblers, and inspectors	13.87	3.6	13.87	3.6	–	–
Printing press operators	20.08	14.9	20.08	14.9	–	–
Laundering and dry cleaning machine operators						
.....	9.59	11.3	9.59	11.3	–	–
Assemblers	16.92	5.9	16.92	5.9	–	–
Transportation and material moving	16.42	5.1	15.77	7.1	18.49	2.9
Truck drivers	14.68	4.9	14.52	5.3	–	–
Bus drivers	15.15	7.7	–	–	17.97	5.5
Handlers, equipment cleaners, helpers, and laborers						
.....	13.05	4.3	13.03	4.7	13.25	3.7
Groundskeepers and gardeners, except farm	11.65	7.0	–	–	–	–
Stock handlers and baggers	10.98	6.4	10.60	6.9	–	–
Freight, stock, and material handlers, n.e.c.	14.12	4.1	14.12	4.1	–	–
Laborers, except construction, n.e.c.	13.82	11.5	13.89	12.0	–	–
Service	13.78	6.9	10.65	5.9	19.19	3.5
Protective service	19.91	5.2	11.03	9.7	22.27	3.7
Firefighting	20.76	1.3	–	–	20.76	1.3
Police and detectives, public service	22.81	3.0	–	–	23.08	2.9
Sheriffs, bailiffs, and other law enforcement						
officers	20.02	3.5	–	–	20.02	3.5
Correctional institution officers	17.59	1.5	–	–	17.59	1.5

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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						
Protective service—Continued						
Guards and police, except public service	\$10.43	8.7	\$9.80	7.1	—	—
Food service	10.16	7.6	10.13	7.9	—	—
Waiters, waitresses, and bartenders	6.29	8.1	6.29	8.1	—	—
Waiters and waitresses	5.11	23.2	5.11	23.2	—	—
Other food service	12.18	6.7	12.23	7.0	—	—
Supervisors, food preparation and service	16.50	12.4	16.50	12.4	—	—
Cooks	11.25	1.4	11.24	1.6	—	—
Food preparation, n.e.c.	10.44	6.5	10.45	6.7	—	—
Health service	11.55	1.6	11.39	1.7	\$12.73	3.1
Health aides, except nursing	11.93	4.9	—	—	—	—
Nursing aides, orderlies and attendants	11.43	1.5	11.34	1.6	12.33	3.2
Cleaning and building service	10.99	9.3	10.27	11.8	12.65	4.0
Supervisors, cleaning and building service workers	14.62	16.5	—	—	—	—
Maids and housemen	9.83	13.4	9.83	13.4	—	—
Janitors and cleaners	11.90	3.1	10.88	8.0	12.34	2.1
Personal service	12.93	11.1	11.84	13.9	14.82	21.6
Service, n.e.c.	11.12	5.8	10.66	4.1	—	—

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

² 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, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$11.09	3.5	\$10.61	3.8	\$16.62	9.0
All excluding sales	11.41	3.7	10.87	4.1	16.78	9.5
White collar	15.84	5.4	15.09	6.1	20.97	7.7
White collar excluding sales	19.82	4.8	19.42	5.8	21.51	7.7
Professional specialty and technical	28.04	4.9	28.29	5.6	27.23	10.0
Professional specialty	29.85	5.0	30.77	5.5	27.50	9.4
Engineers, architects, and surveyors	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-
Health related	29.23	2.4	28.90	2.5	36.23	5.2
Registered nurses	28.10	2.2	28.15	2.2	-	-
Teachers, college and university	37.68	31.0	30.18	25.7	-	-
Teachers, except college and university	25.74	8.9	21.01	4.7	27.04	10.1
Teachers, n.e.c.	18.36	12.9	-	-	-	-
Librarians, archivists, and curators	18.75	10.6	-	-	16.27	10.9
Librarians	18.75	10.6	-	-	16.27	10.9
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	20.71	2.9	20.89	2.7	-	-
Licensed practical nurses	20.50	3.7	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	9.17	3.4	9.12	3.4	-	-
Sales workers, other commodities	8.78	5.4	8.78	5.4	-	-
Cashiers	9.10	6.0	9.00	6.8	-	-
Administrative support, including clerical	11.72	7.0	11.61	8.1	12.34	8.7
Receptionists	9.13	3.5	9.14	3.6	-	-
Library clerks	8.29	6.7	-	-	8.29	6.7
General office clerks	12.66	10.4	-	-	-	-
Bank tellers	9.39	10.0	9.39	10.0	-	-
Administrative support, n.e.c.	8.56	8.5	8.56	8.5	-	-
Blue collar	9.51	11.1	9.27	11.6	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	8.79	11.5	8.21	11.7	-	-
Truck drivers	9.15	31.6	9.15	31.6	-	-
Handlers, equipment cleaners, helpers, and laborers	9.97	14.4	9.97	14.4	-	-
Stock handlers and baggers	7.99	2.5	7.99	2.5	-	-
Freight, stock, and material handlers, n.e.c.	10.18	10.9	10.18	10.9	-	-
Service	7.83	3.6	7.72	4.0	9.33	5.7
Protective service	11.30	20.3	11.04	23.2	-	-
Guards and police, except public service	11.58	26.3	11.58	26.3	-	-
Food service	5.93	6.9	5.79	7.6	-	-
Waiters, waitresses, and bartenders	3.84	15.2	3.84	15.2	-	-
Waiters and waitresses	3.48	20.1	3.48	20.1	-	-
Waiters/Waitresses' assistants	6.06	8.3	6.06	8.3	-	-
Other food service	8.09	5.3	7.96	5.9	-	-
Food preparation, n.e.c.	8.60	9.5	8.36	11.3	-	-
Health service	9.78	6.2	9.77	6.3	-	-
Nursing aides, orderlies and attendants	9.67	7.0	9.66	7.2	-	-

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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	\$7.58	2.6	\$7.58	2.6	—	—
Janitors and cleaners	7.55	2.5	7.55	2.5	—	—
Personal service	8.87	4.2	—	—	\$8.11	7.1
Attendants, amusement, and recreation facilities	6.53	3.6	—	—	—	—

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 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$875	3.7	39.5	\$858	4.9	39.7	\$932	1.9	38.9
All excluding sales	884	3.9	39.5	868	5.2	39.7	932	1.9	38.9
White collar	1,018	2.8	39.5	1,018	3.6	39.8	1,021	2.0	38.3
White collar excluding sales	1,051	2.7	39.4	1,061	3.6	39.8	1,022	2.1	38.3
Professional specialty and technical	1,212	3.0	39.2	1,245	4.4	39.9	1,147	1.5	37.8
Professional specialty	1,265	3.1	39.3	1,307	4.6	40.1	1,186	2.0	37.7
Engineers, architects, and surveyors	1,300	5.3	39.9	1,306	6.2	40.0	1,261	6.1	39.4
Electrical and electronic engineers	1,568	3.2	40.0	1,568	3.2	40.0	-	-	-
Engineers, n.e.c.	1,356	12.2	39.7	1,356	15.6	40.0	-	-	-
Mathematical and computer scientists	1,354	5.6	39.8	1,355	5.6	39.8	-	-	-
Computer systems analysts and scientists	1,370	5.4	39.8	1,371	5.4	39.8	-	-	-
Operations and systems researchers and analysts	845	9.6	40.0	845	9.6	40.0	-	-	-
Natural scientists	1,133	14.4	43.4	1,208	13.9	44.1	-	-	-
Medical scientists	705	6.3	38.6	-	-	-	-	-	-
Health related	1,180	7.4	39.9	1,200	8.0	40.0	1,050	13.6	39.4
Physicians	2,180	20.2	46.3	2,168	21.9	46.8	-	-	-
Registered nurses	1,039	2.1	38.7	1,035	2.3	38.6	1,088	4.3	40.0
Therapists, n.e.c.	933	2.0	40.0	-	-	-	-	-	-
Teachers, college and university Other post-secondary teachers	1,521	6.7	40.2	1,629	18.1	39.7	1,441	.9	40.5
Teachers, except college and university	1,446	1.2	40.0	-	-	-	1,450	1.8	40.0
Elementary school teachers	1,205	1.5	36.9	1,023	10.5	39.1	1,230	1.1	36.6
Secondary school teachers	1,190	2.8	36.8	1,121	1.0	39.4	1,199	3.1	36.5
Teachers, special education	1,227	3.4	35.9	1,296	11.2	38.4	1,222	3.5	35.7
Teachers, n.e.c.	1,344	3.0	36.6	-	-	-	1,375	1.3	36.5
Vocational and educational counselors	1,356	7.4	39.5	-	-	-	1,419	4.4	40.0
Librarians, archivists, and curators	1,046	10.4	37.2	-	-	-	1,195	6.9	36.1
Librarians	924	6.3	38.8	933	8.3	38.5	907	9.7	39.4
Social scientists and urban planners	923	6.4	38.8	931	8.4	38.5	907	9.7	39.4
Social, recreation, and religious workers	1,088	8.7	42.1	1,112	11.6	42.7	-	-	-
Social workers	824	7.7	39.8	-	-	-	817	9.3	39.8
Lawyers and judges	838	7.9	39.8	-	-	-	822	9.7	39.8
Lawyers	2,572	5.6	41.5	2,629	3.9	41.5	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	2,629	3.9	41.5	2,629	3.9	41.5	-	-	-
Editors and reporters	1,202	6.7	39.7	1,213	7.2	39.6	-	-	-
Technical	1,105	6.9	39.5	1,105	6.9	39.5	-	-	-
Clinical laboratory technologists and technicians	863	6.2	39.2	895	7.3	39.1	752	9.5	39.4
Radiological technicians	793	12.2	39.8	794	12.2	39.8	-	-	-
Licensed practical nurses	975	5.7	39.7	975	5.7	39.7	-	-	-
Health technologists and technicians, n.e.c.	730	6.6	38.4	777	8.2	38.1	660	7.3	38.8
Electrical and electronic technicians	709	10.5	39.8	637	5.0	39.9	-	-	-
Technical and related, n.e.c. ...	994	9.7	40.0	994	9.7	40.0	-	-	-
	752	7.5	39.9	801	11.8	39.8	-	-	-

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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									
Executives, administrators, and managers	\$1,292	4.6	39.8	\$1,356	5.7	40.0	\$1,074	6.2	39.2
Administrators and officials, public administration	1,500	6.0	40.1	1,574	6.6	40.5	1,238	7.8	38.8
Financial managers	1,047	3.7	38.6	—	—	—	1,047	3.7	38.6
Managers, marketing, advertising, and public relations	2,355	17.3	40.0	2,355	17.3	40.0	—	—	—
Administrators, education and related fields	1,586	9.8	40.6	1,586	9.8	40.6	—	—	—
Managers, medicine and health	1,576	7.0	39.2	1,601	12.2	39.4	1,553	6.4	38.9
Managers, service organizations, n.e.c.	1,264	7.8	40.0	1,298	8.0	40.0	—	—	—
Managers and administrators, n.e.c.	1,237	9.8	39.2	1,288	8.4	39.2	—	—	—
Management related	1,733	10.1	40.9	1,750	10.7	41.0	1,487	14.2	39.4
Accountants and auditors	991	4.2	39.3	1,033	3.6	39.2	857	11.0	39.7
Other financial officers	993	9.2	39.2	1,060	8.0	39.2	830	12.2	39.4
Management analysts	1,217	9.6	39.5	1,229	10.1	39.5	—	—	—
Personnel, training, and labor relations specialists	1,249	4.9	39.4	1,249	4.9	39.4	—	—	—
Purchasing agents and buyers, n.e.c.	784	7.5	39.1	—	—	—	—	—	—
Inspectors and compliance officers, except construction	1,101	9.6	40.0	—	—	—	—	—	—
Management related, n.e.c.	772	9.0	40.0	—	—	—	772	9.0	40.0
	919	6.7	39.3	911	8.8	39.0	936	9.4	40.0
Sales	763	11.3	40.1	762	11.5	40.2	—	—	—
Supervisors, sales	854	3.2	39.4	858	3.1	39.5	—	—	—
Sales, other business services	964	27.4	41.6	964	27.4	41.6	—	—	—
Sales workers, hardware and building supplies	452	7.9	40.0	452	7.9	40.0	—	—	—
Sales workers, other commodities	508	9.8	39.0	508	9.8	39.0	—	—	—
Cashiers	416	9.3	40.0	416	9.3	40.0	—	—	—
Administrative support, including clerical	623	2.7	39.3	627	3.3	39.4	608	1.9	39.0
Supervisors, general office	812	5.8	39.6	804	6.4	39.7	873	9.1	39.3
Secretaries	712	5.4	39.2	732	6.1	39.1	635	5.5	39.8
Hotel clerks	398	2.4	40.0	398	2.4	40.0	—	—	—
Receptionists	416	2.1	39.8	417	2.3	40.0	—	—	—
Order clerks	593	6.1	40.0	593	6.1	40.0	—	—	—
Library clerks	542	6.3	38.7	—	—	—	525	7.9	38.1
Records clerks, n.e.c.	573	5.8	39.1	590	6.6	39.0	—	—	—
Bookkeepers, accounting and auditing clerks	522	4.5	39.4	520	4.9	39.6	533	9.3	38.0
Billing clerks	708	8.9	39.5	708	8.9	39.5	—	—	—
Telephone operators	442	15.6	39.9	—	—	—	—	—	—
Dispatchers	687	23.9	40.0	—	—	—	—	—	—
Stock and inventory clerks	535	11.4	39.8	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	562	1.1	38.7	562	1.1	38.7	—	—	—
Investigators and adjusters, except insurance	568	4.2	39.9	568	4.2	39.9	—	—	—
General office clerks	575	3.4	39.1	578	3.8	39.3	567	8.4	38.4

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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									
Administrative support, including clerical —Continued									
Bank tellers	\$417	3.0	40.0	\$417	3.0	40.0	—	—	—
Teachers' aides	482	1.2	36.8	—	—	—	\$487	0.7	36.6
Administrative support, n.e.c.	609	8.3	39.5	610	10.1	39.6	602	13.6	39.0
Blue collar	687	2.4	39.8	683	2.7	39.9	723	4.2	39.5
Precision production, craft, and repair	868	2.9	40.2	876	2.9	40.2	800	8.1	40.0
Industrial machinery repairers	725	7.2	40.0	740	8.8	40.0	—	—	—
Mechanics and repairers, n.e.c.	822	6.2	40.0	796	7.2	40.0	—	—	—
Electricians	1,074	6.3	40.0	1,104	4.9	40.0	—	—	—
Electrician apprentices	694	12.5	40.0	694	12.5	40.0	—	—	—
Supervisors, production	962	9.0	41.9	960	9.7	42.1	—	—	—
Machine operators, assemblers, and inspectors	551	3.8	39.7	551	3.8	39.7	—	—	—
Printing press operators	756	11.9	37.6	756	11.9	37.6	—	—	—
Laundering and dry cleaning machine operators	382	11.6	39.9	382	11.6	39.9	—	—	—
Assemblers	677	5.9	40.0	677	5.9	40.0	—	—	—
Transportation and material moving	646	5.4	39.4	622	7.5	39.4	724	3.5	39.2
Truck drivers	590	4.9	40.2	584	5.2	40.2	—	—	—
Bus drivers	557	9.2	36.7	—	—	—	683	5.5	38.0
Handlers, equipment cleaners, helpers, and laborers	520	4.4	39.8	519	4.8	39.8	530	3.7	40.0
Groundskeepers and gardeners, except farm	458	7.2	39.3	—	—	—	—	—	—
Stock handlers and baggers	431	8.0	39.3	415	8.9	39.1	—	—	—
Freight, stock, and material handlers, n.e.c.	565	4.1	40.0	565	4.1	40.0	—	—	—
Laborers, except construction, n.e.c.	553	11.5	40.0	556	12.0	40.0	—	—	—
Service	543	7.3	39.4	414	6.0	38.8	775	3.5	40.4
Protective service	810	5.2	40.7	432	10.0	39.2	915	3.5	41.1
Firefighting	935	3.0	45.0	—	—	—	935	3.0	45.0
Police and detectives, public service	921	3.3	40.4	—	—	—	932	3.2	40.4
Sheriffs, bailiffs, and other law enforcement officers	776	1.8	38.8	—	—	—	776	1.8	38.8
Correctional institution officers	705	1.4	40.1	—	—	—	705	1.4	40.1
Guards and police, except public service	416	8.7	39.9	391	7.1	39.9	—	—	—
Food service	398	7.4	39.2	397	7.7	39.2	—	—	—
Waiters, waitresses, and bartenders	243	7.6	38.6	243	7.6	38.6	—	—	—
Waiters and waitresses	196	22.4	38.4	196	22.4	38.4	—	—	—
Other food service	481	6.0	39.5	483	6.3	39.5	—	—	—
Supervisors, food preparation and service	666	11.7	40.4	666	11.7	40.4	—	—	—
Cooks	437	2.7	38.8	435	2.9	38.7	—	—	—
Food preparation, n.e.c.	416	6.7	39.9	417	6.9	39.9	—	—	—
Health service	453	1.7	39.2	447	1.7	39.3	491	3.1	38.6
Health aides, except nursing ..	468	4.0	39.2	—	—	—	—	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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 —Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$448	1.7	39.2	\$443	1.7	39.1	\$490	3.7	39.7
Cleaning and building service	429	9.6	39.0	397	11.6	38.6	505	4.1	40.0
Supervisors, cleaning and building service workers ...	585	16.5	40.0	—	—	—	—	—	—
Maids and housemen	377	12.4	38.4	377	12.4	38.4	—	—	—
Janitors and cleaners	472	3.5	39.7	425	9.1	39.1	493	2.2	40.0
Personal service	475	9.9	36.8	434	8.0	36.6	548	26.1	37.0
Service, n.e.c.	433	7.2	39.0	416	6.0	39.0	—	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$44,237	3.7	1,998	\$44,243	4.9	2,047	\$44,219	1.9	1,848
All excluding sales	44,580	3.9	1,992	44,709	5.2	2,043	44,221	1.9	1,848
White collar	51,146	2.8	1,982	52,575	3.6	2,058	47,080	2.0	1,767
White collar excluding sales	52,544	2.7	1,969	54,770	3.6	2,052	47,099	2.1	1,766
Professional specialty and technical	58,694	3.0	1,900	63,743	4.4	2,046	50,024	1.5	1,650
Professional specialty	60,611	3.1	1,881	66,762	4.6	2,048	50,905	2.0	1,618
Engineers, architects, and surveyors	67,604	5.3	2,076	67,918	6.2	2,080	65,597	6.1	2,048
Electrical and electronic engineers	81,526	3.2	2,080	81,526	3.2	2,080	-	-	-
Engineers, n.e.c.	70,532	12.2	2,062	70,509	15.6	2,080	-	-	-
Mathematical and computer scientists	70,382	5.6	2,072	70,436	5.6	2,072	-	-	-
Computer systems analysts and scientists	71,254	5.4	2,072	71,314	5.4	2,072	-	-	-
Operations and systems researchers and analysts	43,927	9.6	2,080	43,927	9.6	2,080	-	-	-
Natural scientists	58,931	14.4	2,255	62,805	13.9	2,293	-	-	-
Medical scientists	36,679	6.3	2,006	-	-	-	-	-	-
Health related	60,921	7.4	2,060	62,322	8.0	2,075	52,436	13.6	1,967
Physicians	113,356	20.2	2,406	112,722	21.9	2,433	-	-	-
Registered nurses	54,005	2.1	2,012	53,806	2.3	2,007	56,595	4.3	2,080
Therapists, n.e.c.	48,522	2.0	2,080	-	-	-	-	-	-
Teachers, college and university	64,395	6.7	1,700	72,334	18.1	1,763	58,976	.9	1,657
Other post-secondary teachers	63,169	1.2	1,748	-	-	-	59,774	1.8	1,649
Teachers, except college and university	49,386	1.5	1,511	43,795	10.5	1,672	50,102	1.1	1,490
Elementary school teachers ...	47,492	2.8	1,470	46,674	1.0	1,638	47,591	3.1	1,450
Secondary school teachers ...	49,296	3.4	1,442	48,069	11.2	1,423	49,393	3.5	1,443
Teachers, special education ...	53,567	3.0	1,459	-	-	-	54,852	1.3	1,456
Teachers, n.e.c.	61,255	7.4	1,784	-	-	-	63,026	4.4	1,776
Vocational and educational counselors	49,539	10.4	1,762	-	-	-	54,750	6.9	1,655
Librarians, archivists, and curators	46,610	6.3	1,957	46,313	8.3	1,911	47,186	9.7	2,047
Librarians	46,520	6.4	1,957	46,175	8.4	1,910	47,186	9.7	2,047
Social scientists and urban planners	56,568	8.7	2,188	57,821	11.6	2,219	-	-	-
Social, recreation, and religious workers	42,805	7.7	2,067	-	-	-	42,481	9.3	2,070
Social workers	43,559	7.9	2,069	-	-	-	42,758	9.7	2,069
Lawyers and judges	133,741	5.6	2,155	136,710	3.9	2,160	-	-	-
Lawyers	136,710	3.9	2,160	136,710	3.9	2,160	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	62,487	6.7	2,062	63,089	7.2	2,061	-	-	-
Editors and reporters	57,471	6.9	2,053	57,471	6.9	2,053	-	-	-
Technical	44,883	6.2	2,037	46,563	7.3	2,033	39,109	9.5	2,051
Clinical laboratory technologists and technicians	41,236	12.2	2,069	41,283	12.2	2,069	-	-	-
Radiological technicians	50,680	5.7	2,062	50,680	5.7	2,062	-	-	-
Licensed practical nurses	37,946	6.6	1,996	40,387	8.2	1,981	34,299	7.3	2,017
Health technologists and technicians, n.e.c.	36,883	10.5	2,071	33,144	5.0	2,073	-	-	-
Electrical and electronic technicians	51,696	9.7	2,080	51,696	9.7	2,080	-	-	-
Technical and related, n.e.c. ...	39,092	7.5	2,076	41,627	11.8	2,072	-	-	-

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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									
Executives, administrators, and managers	\$66,847	4.6	2,060	\$70,299	5.7	2,073	\$55,300	6.2	2,017
Administrators and officials, public administration	77,345	6.0	2,070	81,394	6.6	2,095	63,227	7.8	1,984
Financial managers	54,441	3.7	2,007	—	—	—	54,441	3.7	2,007
Managers, marketing, advertising, and public relations	122,451	17.3	2,080	122,451	17.3	2,080	—	—	—
Administrators, education and related fields	82,468	9.8	2,112	82,468	9.8	2,112	—	—	—
Managers, medicine and health	78,042	7.0	1,939	80,184	12.2	1,974	76,020	6.4	1,905
Managers, service organizations, n.e.c.	65,734	7.8	2,080	67,521	8.0	2,080	—	—	—
Managers and administrators, n.e.c.	64,328	9.8	2,037	66,999	8.4	2,039	—	—	—
Management related	89,516	10.1	2,113	90,403	10.7	2,119	76,614	14.2	2,031
Accountants and auditors	51,523	4.2	2,046	53,722	3.6	2,041	44,580	11.0	2,062
Other financial officers	51,630	9.2	2,040	55,129	8.0	2,037	43,138	12.2	2,048
Management analysts	63,270	9.6	2,055	63,894	10.1	2,054	—	—	—
Personnel, training, and labor relations specialists	64,972	4.9	2,047	64,972	4.9	2,047	—	—	—
Purchasing agents and buyers, n.e.c.	40,743	7.5	2,035	—	—	—	—	—	—
Inspectors and compliance officers, except construction	57,271	9.6	2,080	—	—	—	—	—	—
Management related, n.e.c.	40,167	9.0	2,080	—	—	—	40,167	9.0	2,080
	47,777	6.7	2,043	47,391	8.8	2,026	48,654	9.4	2,080
Sales	39,653	11.3	2,085	39,599	11.5	2,088	—	—	—
Supervisors, sales	44,386	3.2	2,049	44,616	3.1	2,055	—	—	—
Sales, other business services	50,109	27.4	2,163	50,109	27.4	2,163	—	—	—
Sales workers, hardware and building supplies	23,505	7.9	2,080	23,505	7.9	2,080	—	—	—
Sales workers, other commodities	26,391	9.8	2,028	26,391	9.8	2,028	—	—	—
Cashiers	21,633	9.3	2,080	21,633	9.3	2,080	—	—	—
Administrative support, including clerical	32,223	2.7	2,032	32,602	3.3	2,048	30,621	1.9	1,964
Supervisors, general office	42,204	5.8	2,061	41,819	6.4	2,063	45,382	9.1	2,045
Secretaries	37,003	5.4	2,039	38,049	6.1	2,031	33,005	5.5	2,069
Hotel clerks	20,683	2.4	2,080	20,683	2.4	2,080	—	—	—
Receptionists	21,612	2.1	2,072	21,705	2.3	2,080	—	—	—
Order clerks	30,817	6.1	2,080	30,817	6.1	2,080	—	—	—
Library clerks	28,163	6.3	2,010	—	—	—	27,325	7.9	1,981
Records clerks, n.e.c.	29,787	5.8	2,034	30,695	6.6	2,028	—	—	—
Bookkeepers, accounting and auditing clerks	27,122	4.5	2,044	27,059	4.9	2,060	27,457	9.3	1,960
Billing clerks	36,817	8.9	2,053	36,817	8.9	2,053	—	—	—
Telephone operators	22,959	15.6	2,076	—	—	—	—	—	—
Dispatchers	35,727	23.9	2,080	—	—	—	—	—	—
Stock and inventory clerks	27,804	11.4	2,070	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	29,222	1.1	2,011	29,222	1.1	2,011	—	—	—
Investigators and adjusters, except insurance	29,558	4.2	2,077	29,558	4.2	2,077	—	—	—
General office clerks	29,883	3.4	2,031	30,044	3.8	2,045	29,481	8.4	1,998

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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									
Administrative support, including clerical —Continued									
Bank tellers	\$21,698	3.0	2,080	\$21,698	3.0	2,080	—	—	—
Teachers' aides	19,356	1.2	1,478	—	—	—	\$19,304	0.7	1,451
Administrative support, n.e.c.	31,652	8.3	2,053	31,744	10.1	2,060	31,306	13.6	2,026
Blue collar	35,433	2.4	2,054	35,352	2.7	2,064	36,080	4.2	1,973
Precision production, craft, and repair	45,147	2.9	2,091	45,528	2.9	2,093	41,533	8.1	2,076
Industrial machinery repairers	37,722	7.2	2,080	38,477	8.8	2,080	—	—	—
Mechanics and repairers, n.e.c.	42,721	6.2	2,080	41,407	7.2	2,080	—	—	—
Electricians	55,838	6.3	2,080	57,428	4.9	2,080	—	—	—
Electrician apprentices	36,102	12.5	2,080	36,102	12.5	2,080	—	—	—
Supervisors, production	50,021	9.0	2,181	49,913	9.7	2,188	—	—	—
Machine operators, assemblers, and inspectors	28,634	3.8	2,064	28,634	3.8	2,064	—	—	—
Printing press operators	39,315	11.9	1,958	39,315	11.9	1,958	—	—	—
Laundering and dry cleaning machine operators	19,874	11.6	2,072	19,874	11.6	2,072	—	—	—
Assemblers	35,201	5.9	2,080	35,201	5.9	2,080	—	—	—
Transportation and material moving	32,907	5.4	2,004	32,218	7.5	2,043	34,949	3.5	1,890
Truck drivers	30,517	4.9	2,079	30,202	5.2	2,079	—	—	—
Bus drivers	26,114	9.2	1,724	—	—	—	29,332	5.5	1,632
Handlers, equipment cleaners, helpers, and laborers	26,538	4.4	2,034	26,454	4.8	2,030	27,568	3.7	2,080
Groundskeepers and gardeners, except farm	22,107	7.2	1,898	—	—	—	—	—	—
Stock handlers and baggers ...	22,414	8.0	2,041	21,555	8.9	2,034	—	—	—
Freight, stock, and material handlers, n.e.c.	29,367	4.1	2,080	29,367	4.1	2,080	—	—	—
Laborers, except construction, n.e.c.	27,480	11.5	1,988	27,579	12.0	1,986	—	—	—
Service	27,483	7.3	1,995	20,998	6.0	1,972	39,070	3.5	2,036
Protective service	40,046	5.2	2,012	18,151	10.0	1,646	47,598	3.5	2,138
Firefighting	48,600	3.0	2,341	—	—	—	48,600	3.0	2,341
Police and detectives, public service	47,879	3.3	2,099	—	—	—	48,469	3.2	2,100
Sheriffs, bailiffs, and other law enforcement officers	40,367	1.8	2,016	—	—	—	40,367	1.8	2,016
Correctional institution officers	36,637	1.4	2,083	—	—	—	36,637	1.4	2,083
Guards and police, except public service	21,652	8.7	2,077	20,339	7.1	2,076	—	—	—
Food service	20,630	7.4	2,030	20,635	7.7	2,037	—	—	—
Waiters, waitresses, and bartenders	12,634	7.6	2,008	12,634	7.6	2,008	—	—	—
Waiters and waitresses	10,212	22.4	1,997	10,212	22.4	1,997	—	—	—
Other food service	24,872	6.0	2,042	25,114	6.3	2,054	—	—	—
Supervisors, food preparation and service	34,631	11.7	2,098	34,631	11.7	2,098	—	—	—
Cooks	22,396	2.7	1,990	22,639	2.9	2,013	—	—	—
Food preparation, n.e.c.	21,653	6.7	2,074	21,663	6.9	2,073	—	—	—
Health service	23,509	1.7	2,036	23,256	1.7	2,042	25,349	3.1	1,992
Health aides, except nursing ..	24,202	4.0	2,028	—	—	—	—	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — 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 —Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$23,271	1.7	2,036	\$23,059	1.7	2,034	\$25,458	3.7	2,065
Cleaning and building service	22,244	9.6	2,024	20,586	11.6	2,004	26,216	4.1	2,072
Supervisors, cleaning and building service workers ...	30,402	16.5	2,080	—	—	—	—	—	—
Maids and housemen	19,618	12.4	1,996	19,618	12.4	1,996	—	—	—
Janitors and cleaners	24,415	3.5	2,053	21,869	9.1	2,010	25,559	2.2	2,072
Personal service	21,930	9.9	1,697	22,548	8.0	1,904	21,119	26.1	1,425
Service, n.e.c.	22,085	7.2	1,987	21,652	6.0	2,030	—	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$20.91	3.2	\$20.18	4.1	\$23.61	2.2
All excluding sales	21.24	3.3	20.53	4.3	23.63	2.2
White collar	25.12	2.6	24.74	3.4	26.43	2.1
1	8.72	4.5	8.78	4.6	6.83	2.0
2	10.91	6.1	10.71	6.2	15.23	7.0
3	12.03	2.6	11.94	2.9	13.08	3.5
4	13.79	2.0	13.56	2.2	15.10	4.3
5	17.82	4.9	18.44	5.8	15.62	4.5
6	18.17	4.3	18.31	5.1	17.60	4.3
7	23.75	3.3	24.30	3.9	21.77	3.1
8	26.34	2.9	25.77	2.5	27.56	7.1
9	29.88	2.0	28.27	3.0	32.30	1.4
10	30.44	4.9	30.58	6.0	29.82	4.8
11	36.52	3.7	39.92	4.8	29.90	2.6
12	47.65	6.9	49.10	6.9	34.64	11.7
13	52.01	5.5	57.13	5.9	38.68	7.3
14	46.16	15.7	62.61	8.7	-	-
Not able to be leveled	25.18	5.8	24.82	6.5	28.46	5.2
White collar excluding sales	26.34	2.4	26.29	3.2	26.48	2.2
1	9.80	9.2	10.09	9.6	6.83	2.0
2	11.73	6.5	11.50	6.8	15.23	7.0
3	12.73	3.2	12.68	3.6	13.24	3.7
4	14.67	2.2	14.53	2.5	15.10	4.3
5	17.18	3.3	17.67	3.9	15.62	4.5
6	17.91	4.9	18.00	6.2	17.60	4.3
7	23.33	3.2	23.80	3.9	21.77	3.1
8	26.57	3.2	26.02	2.7	27.63	7.1
9	29.99	1.9	28.39	2.9	32.30	1.4
10	29.71	5.0	29.68	6.2	29.82	4.8
11	35.59	2.9	38.55	4.2	30.11	2.3
12	47.65	6.9	49.10	6.9	34.64	11.7
13	52.01	5.5	57.13	5.9	38.68	7.3
14	46.16	15.7	62.61	8.7	-	-
Not able to be leveled	26.18	4.4	25.90	5.0	28.46	5.2
Professional specialty and technical	30.75	2.5	31.00	3.6	30.21	1.6
Professional specialty	32.11	2.6	32.51	3.8	31.32	2.0
5	19.71	13.5	19.80	14.0	17.75	29.4
6	18.10	5.0	18.00	5.5	18.32	9.8
7	25.92	4.9	26.11	5.5	25.35	9.7
8	28.07	4.5	26.60	2.8	30.85	10.0
9	31.41	1.9	29.19	3.7	33.77	1.1
10	29.22	8.1	28.09	10.7	32.77	4.7
11	34.64	3.6	38.22	4.3	28.84	4.8
12	48.71	8.7	50.73	8.8	32.45	16.3
13	49.08	5.9	53.85	7.6	38.94	1.5
Not able to be leveled	30.45	4.3	31.15	4.8	27.47	6.6
Engineers, architects, and surveyors	32.37	5.1	32.65	6.2	30.68	6.8
9	27.76	8.3	27.76	8.3	-	-
11	36.82	1.6	36.31	1.8	-	-
12	41.10	13.9	45.57	9.6	-	-
Electrical and electronic engineers	39.20	3.2	39.20	3.2	-	-
Mechanical engineers	33.50	7.7	-	-	-	-
Engineers, n.e.c.	34.20	12.5	33.90	15.6	-	-
Mathematical and computer scientists	34.09	5.1	34.11	5.2	-	-
7	26.00	7.0	26.00	7.0	-	-
8	25.76	6.8	25.76	6.8	-	-
9	31.91	5.0	31.91	5.0	-	-
10	32.77	6.9	32.77	6.9	-	-
11	38.24	5.1	38.24	5.1	-	-
12	52.17	12.9	52.17	12.9	-	-
Not able to be leveled	32.87	6.0	32.87	6.0	-	-
Computer systems analysts and scientists	34.59	4.7	34.62	4.7	-	-
7	26.00	7.0	26.00	7.0	-	-

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 —**
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						
Mathematical and computer scientists —Continued						
Computer systems analysts and scientists —Continued						
8	\$25.76	6.8	\$25.76	6.8	—	—
9	32.29	4.7	32.29	4.7	—	—
10	33.41	6.4	33.41	6.4	—	—
11	38.38	5.2	38.38	5.2	—	—
12	52.17	12.9	52.17	12.9	—	—
Not able to be leveled	32.87	6.0	32.87	6.0	—	—
Operations and systems researchers and analysts						
22.83	6.0	22.83	6.0	—	—	
Natural scientists						
26.13	8.2	27.39	7.3	—	—	
9	21.50	15.7	—	—	—	—
Medical scientists						
18.28	9.1	—	—	—	—	
Health related						
29.53	6.9	29.88	7.4	\$27.10	13.6	
7	23.53	6.2	24.84	4.8	20.14	12.4
8	26.51	1.9	26.44	1.7	27.53	13.5
9	29.66	3.8	29.44	3.7	—	—
10	20.43	25.0	17.02	26.0	—	—
11	31.55	2.4	31.08	2.4	—	—
12	74.35	29.6	75.43	32.1	—	—
Not able to be leveled	28.58	7.8	28.41	7.9	—	—
Physicians						
47.18	30.1	46.34	32.5	—	—	
12	75.48	30.1	—	—	—	—
Registered nurses						
27.05	1.4	27.05	1.5	27.10	4.4	
7	24.92	4.8	25.02	5.1	—	—
8	26.98	.9	26.99	.9	—	—
9	28.94	4.8	29.08	5.2	—	—
11	31.09	2.3	31.08	2.4	—	—
Not able to be leveled	25.28	8.1	25.28	8.1	—	—
Respiratory therapists						
23.38	7.6	23.38	7.6	—	—	
Speech therapists						
31.30	12.1	—	—	—	—	
Therapists, n.e.c.						
23.28	1.9	—	—	—	—	
7	21.82	2.4	—	—	—	—
Teachers, college and university						
37.86	7.7	40.51	20.3	35.94	2.7	
10	32.78	3.2	—	—	—	—
11	30.66	6.2	—	—	30.21	6.2
13	41.23	5.0	48.74	21.9	38.71	1.4
Social science teachers, n.e.c.						
42.48	9.3	—	—	—	—	
Other post-secondary teachers						
35.52	2.5	—	—	35.39	3.5	
Teachers, except college and university						
32.43	1.7	25.88	9.4	33.39	1.1	
6	14.81	3.2	—	—	—	
7	32.76	8.2	—	—	33.49	8.4
8	32.84	7.3	26.24	12.4	33.81	6.5
9	33.60	1.5	28.39	5.1	34.48	1.2
11	30.67	1.9	—	—	30.67	1.9
Prekindergarten and kindergarten						
25.99	14.1	—	—	—	—	
Elementary school teachers						
32.30	3.0	28.49	2.7	32.83	3.0	
8	33.17	3.5	—	—	32.83	3.6
9	32.80	3.9	28.11	.0	33.64	3.7
Secondary school teachers						
34.18	2.9	33.90	6.4	34.20	3.1	
8	34.35	12.3	—	—	34.35	12.4
9	35.34	.4	33.89	6.7	35.51	.2
Teachers, special education						
36.71	2.6	—	—	37.67	.7	
Teachers, n.e.c.						
31.93	7.2	22.95	11.4	33.64	4.5	
Vocational and educational counselors						
27.98	11.6	—	—	32.81	7.0	
9	31.55	13.8	—	—	—	
Librarians, archivists, and curators						
23.63	6.2	24.18	8.3	22.66	9.9	
9	23.79	4.7	—	—	21.93	10.5
Librarians	23.59	6.2	24.13	8.3	22.66	9.9

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 —**
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						
Librarians, archivists, and curators –Continued						
Librarians –Continued						
9	\$23.79	4.7	–	–	\$21.93	10.5
Social scientists and urban planners	25.89	12.0	\$26.11	15.2	–	–
Psychologists	28.27	13.3	–	–	–	–
Social, recreation, and religious workers	20.47	8.1	–	–	20.38	9.8
7	18.38	5.9	–	–	–	–
Social workers	21.12	7.4	–	–	20.77	9.1
Lawyers and judges	62.44	3.8	63.65	2.5	–	–
Lawyers	63.65	2.5	63.65	2.5	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.28	6.2	30.59	6.7	–	–
7	28.28	7.4	28.28	7.4	–	–
9	24.44	8.1	–	–	–	–
Not able to be leveled	29.61	3.3	30.33	3.2	–	–
Editors and reporters	27.99	6.7	27.99	6.7	–	–
Technical	21.94	6.1	22.72	7.3	19.02	7.7
4	16.32	5.3	15.38	4.3	–	–
5	17.83	5.6	17.53	4.8	–	–
6	18.45	9.5	18.63	10.0	–	–
7	22.39	5.3	23.70	4.1	–	–
8	20.69	5.6	20.68	5.9	20.70	9.5
9	24.32	9.3	27.10	3.7	–	–
Not able to be leveled	29.08	16.3	29.08	16.3	–	–
Clinical laboratory technologists and technicians	20.25	11.6	20.27	11.6	–	–
Radiological technicians	24.46	5.0	24.46	5.0	–	–
Licensed practical nurses	19.33	4.7	20.42	4.5	17.03	5.4
5	19.92	10.0	–	–	–	–
Health technologists and technicians, n.e.c.	17.81	7.6	16.27	4.7	–	–
5	18.77	14.3	–	–	–	–
Electrical and electronic technicians	24.85	9.7	24.85	9.7	–	–
Technical and related, n.e.c.	18.74	7.4	20.09	11.8	–	–
Executive, administrative, and managerial						
5	32.32	4.5	33.74	5.6	27.42	5.9
6	16.33	6.7	17.46	8.8	–	–
7	17.53	5.1	17.26	5.4	–	–
8	21.81	6.8	21.88	7.7	21.31	5.1
9	25.81	8.6	27.83	9.1	21.68	14.8
10	25.89	4.4	26.90	5.1	21.87	11.1
11	30.50	3.2	32.04	2.3	–	–
12	35.73	6.5	36.95	7.2	32.93	12.0
13	45.34	6.5	45.69	6.8	–	–
14	56.18	8.4	61.20	7.3	–	–
Not able to be leveled	44.92	16.9	63.25	10.5	–	–
Executives, administrators, and managers	30.50	11.0	30.40	12.7	–	–
7	37.16	5.9	38.61	6.5	31.83	7.7
8	18.96	11.7	–	–	–	–
9	28.09	11.8	28.80	12.1	–	–
10	26.50	7.4	26.93	8.0	–	–
11	31.06	1.9	31.33	1.6	–	–
12	37.09	6.9	40.30	4.4	32.93	12.5
13	44.85	7.8	45.21	8.4	–	–
14	56.10	8.6	61.21	7.4	–	–
Not able to be leveled	44.92	16.9	63.25	10.5	–	–
Administrators and officials, public administration	33.77	17.1	34.16	18.7	–	–
Financial managers	27.17	3.3	–	–	27.17	3.3
Managers, marketing, advertising, and public relations	58.87	17.3	58.87	17.3	–	–
Administrators, education and related fields	39.04	7.8	39.04	7.8	–	–
	40.26	7.3	40.62	13.2	39.91	6.3

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Administrators, education and related fields –Continued						
11	\$37.30	5.1	–	–	\$39.13	5.1
Managers, medicine and health	31.61	7.5	\$32.44	7.6	–	–
11	34.90	4.9	34.90	4.9	–	–
Managers, service organizations, n.e.c.	31.58	10.0	32.86	8.7	–	–
Managers and administrators, n.e.c.	42.36	9.3	42.66	9.8	37.72	14.9
11	48.11	5.2	50.19	6.6	–	–
12	46.49	9.9	46.49	10.3	–	–
13	60.39	9.0	60.39	9.0	–	–
Not able to be leveled	27.06	29.0	27.06	29.0	–	–
Management related	25.13	4.2	26.24	3.4	21.62	11.3
5	15.79	5.4	–	–	–	–
6	17.08	3.0	16.71	1.5	–	–
7	22.84	6.0	23.10	6.0	–	–
8	23.52	10.2	25.80	9.8	21.79	15.4
9	25.26	6.6	26.86	6.5	22.13	11.9
10	28.98	10.0	35.68	6.6	–	–
11	32.92	11.2	32.92	11.6	–	–
Not able to be leveled	25.87	7.9	24.55	6.6	–	–
Accountants and auditors	25.30	9.5	27.06	8.2	21.06	12.9
9	24.72	11.8	22.73	10.1	–	–
Other financial officers	30.78	9.8	31.10	10.3	–	–
Management analysts	31.74	5.3	31.74	5.3	–	–
Personnel, training, and labor relations specialists	20.03	8.8	–	–	–	–
Purchasing agents and buyers, n.e.c.	27.53	9.6	–	–	–	–
Inspectors and compliance officers, except construction	19.31	9.0	–	–	19.31	9.0
Management related, n.e.c.	23.18	6.0	23.08	7.7	23.39	9.4
8	23.07	15.6	–	–	–	–
9	25.65	14.7	30.22	10.3	–	–
Sales	17.09	10.5	17.05	10.7	–	–
2	8.82	5.8	8.82	5.8	–	–
3	10.55	5.0	10.53	5.2	–	–
4	12.28	2.7	12.28	2.7	–	–
5	25.14	28.8	25.14	28.8	–	–
6	19.75	4.6	19.75	4.6	–	–
8	24.02	7.9	–	–	–	–
Not able to be leveled	15.64	26.0	15.64	26.0	–	–
Supervisors, sales	21.66	3.2	21.71	3.3	–	–
Sales, other business services	23.16	26.2	23.16	26.2	–	–
Sales workers, other commodities	11.71	9.5	11.71	9.5	–	–
4	11.04	5.4	11.04	5.4	–	–
Cashiers	9.88	6.9	9.86	7.2	–	–
1	8.11	3.0	8.11	3.0	–	–
3	9.60	7.9	9.47	8.7	–	–
Administrative support, including clerical	15.54	2.7	15.57	3.3	15.38	1.7
1	9.80	9.2	10.09	9.6	6.83	2.0
2	11.73	6.5	11.50	6.8	15.23	7.0
3	12.75	3.2	12.69	3.6	13.24	3.7
4	14.49	2.2	14.46	2.8	14.60	2.8
5	16.50	2.5	17.05	3.1	15.09	2.5
6	17.82	8.0	18.06	10.6	17.22	5.7
7	20.52	5.7	21.60	6.3	17.34	3.6
8	23.22	5.7	23.33	6.0	–	–
9	26.21	7.7	26.21	7.7	–	–

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 —**
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						
Not able to be leveled	\$15.04	4.9	\$15.04	4.9	—	—
Supervisors, general office	20.45	6.0	20.27	6.6	\$21.91	10.0
Secretaries	18.13	5.0	18.69	5.6	15.95	5.5
3	14.20	4.7	14.21	4.8	—	—
4	16.53	3.5	16.31	4.4	—	—
5	16.79	5.7	18.31	4.5	14.24	4.4
6	19.58	13.9	19.98	19.5	—	—
7	21.80	6.7	22.56	6.0	—	—
Not able to be leveled	17.72	5.3	17.72	5.3	—	—
Interviewers	13.94	5.7	13.94	5.7	—	—
Hotel clerks	9.67	2.3	9.67	2.3	—	—
3	9.84	5.3	9.84	5.3	—	—
Transportation ticket and reservation agents	18.64	2.7	18.64	2.7	—	—
Receptionists	9.98	3.3	9.97	3.4	—	—
2	9.89	6.1	9.89	6.1	—	—
Order clerks	13.92	9.7	13.92	9.7	—	—
Library clerks	11.40	6.9	—	—	10.78	8.6
1	6.80	2.1	—	—	6.80	2.1
2	12.16	5.7	—	—	—	—
4	14.24	11.5	—	—	14.24	11.5
Records clerks, n.e.c.	14.63	5.7	15.13	6.7	12.83	4.8
4	12.89	9.8	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.12	5.1	12.97	5.7	14.01	6.6
4	12.72	7.2	12.77	8.9	—	—
6	13.74	7.6	—	—	—	—
Billing clerks	17.94	10.1	17.94	10.1	—	—
Telephone operators	11.06	15.6	10.57	17.1	—	—
Dispatchers	17.18	23.9	—	—	—	—
Stock and inventory clerks	13.43	11.5	—	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	12.57	9.6	12.57	9.6	—	—
Insurance adjusters, examiners, and investigators	14.53	1.0	14.53	1.0	—	—
Investigators and adjusters, except insurance	14.32	4.5	14.32	4.5	—	—
General office clerks	14.62	3.5	14.58	3.7	14.70	8.1
2	16.43	6.3	16.23	7.9	—	—
3	12.80	6.9	12.59	11.9	—	—
4	15.55	3.2	15.17	3.2	—	—
5	14.06	7.8	—	—	—	—
Not able to be leveled	13.14	9.5	13.14	9.5	—	—
Bank tellers	10.24	1.0	10.24	1.0	—	—
3	10.34	.9	10.34	.9	—	—
Data entry keyers	12.39	4.8	12.39	4.8	—	—
2	12.32	4.5	12.32	4.5	—	—
Teachers' aides	13.74	1.5	—	—	13.94	.4
Administrative support, n.e.c.	14.63	8.9	14.45	10.7	15.45	11.5
4	11.20	13.8	9.88	3.5	—	—
6	20.67	5.1	—	—	—	—
Blue collar	16.59	2.5	16.39	2.8	18.31	4.0
1	10.29	8.2	10.25	8.7	—	—
2	11.77	4.7	11.71	5.1	12.50	7.8
3	11.84	5.2	11.78	5.3	—	—
4	15.72	6.3	15.80	6.7	—	—
5	16.47	5.5	16.46	6.1	16.52	2.1
6	19.09	2.8	19.45	2.9	—	—
7	22.03	3.8	22.41	4.1	20.63	7.0
9	28.01	3.4	29.06	2.2	24.25	7.4
Not able to be leveled	18.64	14.2	18.93	14.2	—	—
Precision production, craft, and repair	21.59	2.8	21.75	2.8	20.01	8.1

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 —**
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						
4	\$14.87	9.8	\$14.87	9.8	—	—
5	18.11	10.4	18.33	10.9	—	—
6	21.00	2.6	20.97	2.7	—	—
7	22.39	4.2	22.82	4.3	\$20.35	11.5
9	28.53	3.7	29.37	2.4	—	—
Industrial machinery repairers	18.14	7.2	18.50	8.8	—	—
Mechanics and repairers, n.e.c.	20.54	6.2	19.91	7.2	—	—
Electricians	26.85	6.3	27.61	4.9	—	—
Electrician apprentices	17.36	12.5	17.36	12.5	—	—
Supervisors, production	22.93	7.7	22.82	8.4	—	—
Machine operators, assemblers, and inspectors						
1	9.76	13.7	9.76	13.7	—	—
2	10.10	2.3	10.10	2.3	—	—
3	12.97	4.1	12.97	4.1	—	—
4	14.81	8.9	14.81	9.1	—	—
5	14.67	6.7	14.67	6.7	—	—
6	15.94	7.4	15.94	7.4	—	—
7	21.73	9.4	21.73	9.4	—	—
Printing press operators	19.85	14.1	20.08	14.9	—	—
Laundering and dry cleaning machine operators	9.56	11.0	9.56	11.0	—	—
1	9.50	17.8	9.50	17.8	—	—
Assemblers	16.92	5.9	16.92	5.9	—	—
Production inspectors, checkers and examiners ..	10.27	5.6	10.27	5.6	—	—
Transportation and material moving						
2	9.44	16.0	8.22	16.8	—	—
3	10.82	19.3	10.43	21.3	—	—
4	16.28	10.5	16.32	11.2	—	—
5	16.48	3.4	16.36	4.4	16.89	3.7
6	16.03	5.9	—	—	—	—
7	19.89	4.9	—	—	—	—
Not able to be leveled	19.17	22.1	—	—	—	—
Truck drivers	13.85	8.6	13.66	9.0	—	—
4	13.84	6.2	13.84	6.2	—	—
5	17.01	3.0	16.97	3.6	—	—
Driver-sales workers	11.89	40.5	11.89	40.5	—	—
Bus drivers	15.27	7.6	—	—	18.20	6.0
Handlers, equipment cleaners, helpers, and laborers						
1	10.89	10.9	10.88	11.8	—	—
2	12.28	11.0	12.42	12.0	—	—
3	11.59	4.3	11.59	4.3	—	—
4	15.83	5.4	—	—	—	—
Groundskeepers and gardeners, except farm	11.65	7.0	—	—	—	—
Stock handlers and baggers	9.64	4.5	9.32	4.7	—	—
3	9.61	5.4	9.61	5.4	—	—
Freight, stock, and material handlers, n.e.c.	13.28	3.8	13.28	3.8	—	—
1	11.86	10.4	11.86	10.4	—	—
Hand packers and packagers	10.00	13.2	10.00	13.2	—	—
Laborers, except construction, n.e.c.	13.82	11.5	13.89	11.9	—	—
1	14.18	6.1	14.39	5.3	—	—
Service						
1	8.27	6.5	8.09	6.5	11.21	3.8
2	9.34	4.1	9.04	4.7	12.23	12.4
3	9.43	2.6	8.58	4.6	12.14	2.2
4	12.12	3.8	11.55	4.0	14.13	5.9
5	16.21	4.3	14.79	8.9	17.39	2.5
6	17.18	6.8	15.68	13.4	18.27	2.8

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 —**
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						
7	\$22.32	3.2	—	—	\$22.65	2.5
8	18.81	3.5	—	—	20.17	6.3
9	24.22	12.3	—	—	24.43	14.2
Protective service	18.99	6.4	\$11.03	11.8	22.12	3.3
3	9.27	6.6	9.25	6.6	—	—
4	18.62	16.0	—	—	—	—
5	17.49	4.8	—	—	17.30	3.7
6	18.62	5.1	—	—	19.27	2.8
7	22.91	2.2	—	—	22.92	2.2
8	20.10	6.0	—	—	20.17	6.3
9	24.43	14.2	—	—	24.43	14.2
Firefighting	20.59	1.1	—	—	20.59	1.1
Police and detectives, public service	22.74	3.2	—	—	23.01	3.0
7	24.12	2.8	—	—	24.12	2.8
Sheriffs, bailiffs, and other law enforcement officers	20.18	3.1	—	—	20.18	3.1
Correctional institution officers	17.59	1.5	—	—	17.59	1.5
5	17.25	.9	—	—	17.25	.9
Guards and police, except public service	10.81	12.7	10.46	13.4	—	—
3	9.33	7.8	9.33	7.8	—	—
Food service	8.83	5.6	8.77	5.9	10.81	1.4
1	7.32	16.6	7.29	16.8	—	—
2	7.78	13.7	7.77	13.8	—	—
3	6.46	11.2	6.25	12.9	—	—
4	11.06	5.4	10.98	6.3	—	—
Waiters, waitresses, and bartenders	5.30	10.7	5.30	10.7	—	—
1	6.26	13.0	6.26	13.0	—	—
2	6.65	25.3	6.65	25.3	—	—
3	2.95	16.2	2.95	16.2	—	—
Waiters and waitresses	4.39	24.0	4.39	24.0	—	—
1	5.33	24.0	5.33	24.0	—	—
2	5.72	23.4	5.72	23.4	—	—
Waiters/Waitresses' assistants	8.28	7.4	8.28	7.4	—	—
1	7.62	16.0	7.62	16.0	—	—
Other food service	11.14	5.3	11.15	5.6	10.81	1.4
1	8.83	16.7	8.79	17.3	—	—
2	8.71	11.4	8.71	11.5	—	—
3	10.14	3.0	10.10	3.4	—	—
4	11.25	4.4	11.21	5.1	—	—
Supervisors, food preparation and service	16.03	10.0	16.03	10.0	—	—
Cooks	10.92	1.5	10.89	1.6	—	—
3	10.75	6.5	10.78	7.4	—	—
4	11.25	4.4	11.21	5.1	—	—
Food counter, fountain, and related	8.00	23.0	8.00	23.0	—	—
1	8.61	31.3	8.61	31.3	—	—
Food preparation, n.e.c.	9.76	6.1	9.74	6.7	—	—
1	9.38	7.5	9.34	7.9	—	—
Health service	11.22	2.0	11.06	2.1	12.70	3.1
2	10.60	1.8	10.60	1.8	—	—
3	11.41	4.2	10.87	3.0	12.49	2.3
4	11.52	2.4	11.47	2.2	—	—
5	11.77	5.6	11.77	5.6	—	—
Health aides, except nursing	11.94	4.9	11.50	4.8	—	—
Nursing aides, orderlies and attendants	11.05	1.9	10.95	2.0	12.29	3.1
2	10.48	1.4	10.47	1.3	—	—
3	11.20	4.2	—	—	—	—
4	11.34	2.4	11.28	2.3	—	—
Cleaning and building service	9.66	5.1	8.99	5.7	12.64	4.0
1	8.37	3.4	8.21	3.1	11.63	.9
2	11.58	10.1	10.99	15.8	—	—
3	11.63	3.9	—	—	12.83	2.7
4	12.33	5.9	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Cleaning and building service—Continued						
Supervisors, cleaning and building service workers	\$14.62	16.5	—	—	—	—
Maids and housemen	9.83	13.2	\$9.83	13.2	—	—
1	9.19	12.0	9.19	12.0	—	—
Janitors and cleaners	9.24	3.3	8.09	3.6	\$12.33	2.1
1	7.95	3.3	7.67	2.5	11.63	.9
2	11.53	10.9	10.82	17.8	—	—
3	12.49	2.7	—	—	12.83	2.7
Personal service	11.44	6.1	10.90	7.7	12.39	12.4
1	9.16	8.4	—	—	10.97	9.2
2	11.03	11.8	—	—	—	—
3	10.96	13.4	—	—	11.01	13.7
4	11.02	2.3	—	—	—	—
Attendants, amusement, and recreation facilities	6.53	3.6	—	—	—	—
Child care workers, n.e.c.	11.13	3.6	11.19	3.9	—	—
Service, n.e.c.	10.70	5.4	10.61	4.2	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$22.14	3.6	\$21.61	4.6	\$23.93	2.2
All excluding sales	22.38	3.7	21.88	4.9	23.93	2.2
White collar	25.81	2.6	25.55	3.4	26.65	2.0
1	9.85	6.5	9.85	6.5	—	—
2	11.87	6.3	11.69	6.5	—	—
3	12.25	2.8	12.16	3.1	13.51	5.2
4	14.19	2.1	13.97	2.4	15.34	3.8
5	17.88	5.1	18.54	5.9	15.62	5.2
6	18.27	4.2	18.37	5.0	17.84	4.9
7	23.80	3.4	24.33	4.1	21.91	3.2
8	26.33	3.1	25.81	2.7	27.41	7.2
9	29.88	2.1	28.20	3.2	32.34	1.4
10	30.37	5.1	30.50	6.2	29.82	4.8
11	36.59	3.7	39.97	4.9	29.99	2.9
12	47.67	6.9	49.14	6.9	34.16	11.6
13	51.86	5.6	57.12	5.9	37.91	7.8
14	46.16	15.7	62.61	8.7	—	—
Not able to be leveled	25.12	5.9	24.73	6.5	28.91	8.8
White collar excluding sales	26.68	2.5	26.69	3.3	26.67	2.1
1	10.97	7.3	—	—	—	—
2	12.02	6.4	11.83	6.7	—	—
3	13.14	2.9	13.10	3.3	13.51	5.2
4	14.87	2.0	14.72	2.3	15.34	3.8
5	17.10	3.6	17.57	4.2	15.62	5.2
6	18.02	4.9	18.07	6.1	17.84	4.9
7	23.37	3.3	23.82	4.0	21.91	3.2
8	26.58	3.3	26.08	3.0	27.48	7.2
9	30.00	2.0	28.33	3.2	32.34	1.4
10	29.61	5.1	29.55	6.4	29.82	4.8
11	35.66	3.0	38.60	4.2	30.20	2.6
12	47.67	6.9	49.14	6.9	34.16	11.6
13	51.86	5.6	57.12	5.9	37.91	7.8
14	46.16	15.7	62.61	8.7	—	—
Not able to be leveled	25.94	4.5	25.61	5.0	28.91	8.8
Professional specialty and technical	30.89	2.7	31.15	3.9	30.32	1.7
Professional specialty	32.22	2.8	32.59	4.1	31.47	2.1
5	19.89	13.6	19.81	14.0	—	—
6	18.41	5.1	18.00	5.5	19.43	12.2
7	26.15	5.1	26.28	5.8	25.76	10.6
8	28.08	4.9	26.57	3.2	30.74	10.2
9	31.49	2.0	29.18	4.0	33.87	1.3
10	29.02	8.7	27.74	11.7	32.77	4.7
11	34.75	3.8	38.30	4.3	28.97	5.2
12	48.75	8.7	50.79	8.8	31.73	16.5
13	48.79	5.8	53.81	7.5	37.79	2.3
Not able to be leveled	29.74	5.3	30.13	5.9	—	—
Engineers, architects, and surveyors	32.57	5.4	32.65	6.2	32.03	6.8
9	27.76	8.3	27.76	8.3	—	—
11	36.82	1.6	36.31	1.8	—	—
12	41.10	13.9	45.57	9.6	—	—
Electrical and electronic engineers	39.20	3.2	39.20	3.2	—	—
Engineers, n.e.c.	34.20	12.5	33.90	15.6	—	—
Mathematical and computer scientists	33.97	5.6	34.00	5.6	—	—
7	26.00	7.0	26.00	7.0	—	—
8	25.76	6.8	25.76	6.8	—	—
9	32.14	4.6	32.14	4.6	—	—
10	32.77	6.9	32.77	6.9	—	—
11	38.24	5.1	38.24	5.1	—	—
12	52.17	12.9	52.17	12.9	—	—
Not able to be leveled	30.38	5.6	30.38	5.6	—	—
Computer systems analysts and scientists	34.39	5.4	34.42	5.4	—	—
7	26.00	7.0	26.00	7.0	—	—
8	25.76	6.8	25.76	6.8	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — 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						
Mathematical and computer scientists —Continued						
Computer systems analysts and scientists —Continued						
9	\$32.29	4.7	\$32.29	4.7	—	—
10	33.41	6.4	33.41	6.4	—	—
11	38.38	5.2	38.38	5.2	—	—
12	52.17	12.9	52.17	12.9	—	—
Not able to be leveled	30.38	5.6	30.38	5.6	—	—
Operations and systems researchers and analysts						
	21.12	9.6	21.12	9.6	—	—
Natural scientists						
	26.13	8.2	27.39	7.3	—	—
9	21.50	15.7	—	—	—	—
Medical scientists						
	18.28	9.1	—	—	—	—
Health related						
7	29.58	7.9	30.03	8.7	\$26.66	14.2
	23.32	6.6	24.63	5.5	20.12	12.6
8	26.24	1.3	26.39	1.9	—	—
9	29.47	5.2	29.17	5.4	—	—
10	17.77	31.2	—	—	—	—
11	31.97	1.8	—	—	—	—
12	75.76	30.0	—	—	—	—
Not able to be leveled	28.53	8.5	28.53	8.5	—	—
Physicians						
	47.11	30.3	46.34	32.5	—	—
12	75.76	30.0	—	—	—	—
Registered nurses						
	26.84	1.9	26.81	2.0	27.21	4.3
7	24.66	5.5	24.75	5.8	—	—
8	27.14	1.5	27.15	1.5	—	—
9	28.84	5.8	29.01	6.3	—	—
11	31.45	1.5	—	—	—	—
Therapists, n.e.c.	23.33	2.0	—	—	—	—
Teachers, college and university						
	37.87	7.2	41.03	19.7	35.58	.8
11	31.40	5.0	—	—	—	—
13	40.29	4.5	48.42	21.6	—	—
Other post-secondary teachers						
	36.14	1.2	—	—	36.24	1.8
Teachers, except college and university						
	32.68	1.8	26.20	9.7	33.61	1.1
7	34.48	7.2	—	—	34.97	7.3
8	32.88	7.4	—	—	33.89	6.4
9	33.65	1.6	28.55	5.0	34.49	1.3
11	30.67	1.9	—	—	30.67	1.9
Elementary school teachers						
	32.30	3.0	28.49	2.7	32.82	3.0
8	33.14	3.7	—	—	32.79	3.9
9	32.80	3.9	28.11	.0	33.64	3.7
Secondary school teachers						
	34.19	2.8	33.77	6.6	34.22	3.0
8	34.75	12.1	—	—	34.75	12.1
9	35.35	.3	33.77	6.6	35.55	.2
Teachers, special education	36.71	2.6	—	—	37.67	.7
Teachers, n.e.c.	34.34	6.3	—	—	35.49	4.4
Vocational and educational counselors						
	28.11	11.8	—	—	33.08	7.2
9	31.55	13.8	—	—	—	—
Librarians, archivists, and curators						
	23.81	6.5	24.23	8.5	23.06	10.2
9	—	—	—	—	23.43	9.0
Librarians						
	23.78	6.5	24.17	8.6	23.06	10.2
9	—	—	—	—	23.43	9.0
Social scientists and urban planners						
	25.85	12.0	26.06	15.2	—	—
Social, recreation, and religious workers						
	20.71	7.4	—	—	20.52	8.8
Social workers						
	21.05	7.5	—	—	20.67	9.2
Lawyers and judges						
	62.05	4.5	63.30	2.9	—	—
Lawyers	63.30	2.9	63.30	2.9	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
	30.31	6.3	30.62	6.7	—	—
7	28.28	7.4	28.28	7.4	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Writers, authors, entertainers, athletes, and professionals, n.e.c. —Continued						
9	\$24.44	8.1	—	—	—	—
Not able to be leveled	29.61	3.3	\$30.33	3.2	—	—
Editors and reporters	27.99	6.7	27.99	6.7	—	—
Technical	22.03	6.7	22.90	8.1	\$19.07	7.7
4	16.29	5.5	15.29	4.2	—	—
5	17.34	5.7	16.90	4.2	—	—
6	18.58	9.7	18.70	10.1	—	—
7	22.24	5.5	23.55	4.3	—	—
8	20.83	6.2	21.02	6.4	20.70	9.5
9	24.15	9.5	—	—	—	—
Not able to be leveled	29.21	16.9	29.21	16.9	—	—
Clinical laboratory technologists and technicians	19.93	11.8	19.95	11.9	—	—
Radiological technicians	24.57	4.6	24.57	4.6	—	—
Licensed practical nurses	19.01	4.9	20.38	5.4	17.00	5.5
Health technologists and technicians, n.e.c.	17.81	8.5	15.99	5.1	—	—
5	18.77	14.3	—	—	—	—
Electrical and electronic technicians	24.85	9.7	24.85	9.7	—	—
Technical and related, n.e.c.	18.83	7.6	20.09	11.8	—	—
Executive, administrative, and managerial	32.45	4.6	33.91	5.6	27.41	5.9
5	16.67	6.7	18.24	6.9	—	—
6	17.81	4.6	17.56	4.8	—	—
7	21.81	6.8	21.88	7.7	21.31	5.1
8	25.81	8.6	27.83	9.1	21.68	14.8
9	25.82	4.5	26.83	5.2	21.87	11.1
10	30.50	3.2	32.04	2.3	—	—
11	35.73	6.5	36.95	7.2	32.93	12.0
12	45.34	6.5	45.69	6.8	—	—
13	56.18	8.4	61.20	7.3	—	—
14	44.92	16.9	63.25	10.5	—	—
Not able to be leveled	30.52	11.1	30.40	12.7	—	—
Executives, administrators, and managers	37.36	5.9	38.85	6.6	31.87	7.8
7	18.96	11.7	—	—	—	—
8	28.09	11.8	28.80	12.1	—	—
9	26.37	7.6	26.81	8.2	—	—
10	31.06	1.9	31.33	1.6	—	—
11	37.09	6.9	40.30	4.4	32.93	12.5
12	44.85	7.8	45.21	8.4	—	—
13	56.10	8.6	61.21	7.4	—	—
14	44.92	16.9	63.25	10.5	—	—
Not able to be leveled	33.89	17.5	34.16	18.7	—	—
Administrators and officials, public administration	27.12	3.4	—	—	27.12	3.4
Financial managers	58.87	17.3	58.87	17.3	—	—
Managers, marketing, advertising, and public relations	39.04	7.8	39.04	7.8	—	—
Administrators, education and related fields	40.26	7.3	40.62	13.2	39.91	6.3
11	37.30	5.1	—	—	39.13	5.1
Managers, medicine and health	31.60	7.8	32.46	8.0	—	—
11	34.90	4.9	34.90	4.9	—	—
Managers, service organizations, n.e.c.	31.58	10.0	32.86	8.7	—	—
Managers and administrators, n.e.c.	42.36	9.3	42.66	9.8	37.72	14.9
11	48.11	5.2	50.19	6.6	—	—
12	46.49	9.9	46.49	10.3	—	—
13	60.39	9.0	60.39	9.0	—	—
Not able to be leveled	27.06	29.0	27.06	29.0	—	—
Management related	25.19	4.1	26.33	3.3	21.62	11.3
5	15.79	5.4	—	—	—	—
6	17.19	3.1	16.83	1.5	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related —Continued						
7	\$22.84	6.0	\$23.10	6.0	—	—
8	23.52	10.2	25.80	9.8	\$21.79	15.4
9	25.26	6.6	26.86	6.5	22.13	11.9
10	28.98	10.0	35.68	6.6	—	—
11	32.92	11.2	32.92	11.6	—	—
Not able to be leveled	25.87	7.9	24.55	6.6	—	—
Accountants and auditors	25.30	9.5	27.06	8.2	21.06	12.9
9	24.72	11.8	22.73	10.1	—	—
Other financial officers	30.78	9.8	31.10	10.3	—	—
Management analysts	31.74	5.3	31.74	5.3	—	—
Personnel, training, and labor relations specialists	20.03	8.8	—	—	—	—
Purchasing agents and buyers, n.e.c.	27.53	9.6	—	—	—	—
Inspectors and compliance officers, except construction	19.31	9.0	—	—	19.31	9.0
Management related, n.e.c.	23.39	6.2	23.39	8.1	23.39	9.4
8	23.07	15.6	—	—	—	—
9	25.65	14.7	30.22	10.3	—	—
Sales	19.02	10.9	18.97	11.1	—	—
3	10.48	7.3	10.48	7.3	—	—
4	12.82	4.2	12.82	4.2	—	—
5	28.16	25.4	28.16	25.4	—	—
6	19.75	4.6	19.75	4.6	—	—
8	24.02	7.9	—	—	—	—
Not able to be leveled	16.62	30.9	16.62	30.9	—	—
Supervisors, sales	21.66	3.2	21.71	3.3	—	—
Sales, other business services	23.16	26.2	23.16	26.2	—	—
Sales workers, hardware and building supplies ...	11.30	7.9	11.30	7.9	—	—
Sales workers, other commodities	13.01	9.9	13.01	9.9	—	—
4	11.75	8.4	11.75	8.4	—	—
Cashiers	10.40	9.3	10.40	9.3	—	—
3	9.39	9.2	9.39	9.2	—	—
Administrative support, including clerical	15.86	2.6	15.92	3.2	15.59	1.4
1	10.97	7.3	—	—	—	—
2	12.02	6.4	11.83	6.7	—	—
3	13.14	2.9	13.10	3.3	13.51	5.2
4	14.71	2.0	14.67	2.5	14.83	2.1
5	16.37	2.6	16.92	3.3	14.97	2.8
6	17.82	8.0	18.06	10.6	17.23	5.7
7	20.53	5.7	21.61	6.3	17.34	3.6
8	23.22	5.7	23.33	6.0	—	—
9	26.21	7.7	26.21	7.7	—	—
Not able to be leveled	15.23	4.8	15.23	4.8	—	—
Supervisors, general office	20.47	6.0	20.27	6.6	22.19	9.1
Secretaries	18.15	5.2	18.74	5.8	15.95	5.5
3	14.20	4.7	14.21	4.8	—	—
4	16.69	3.3	16.49	4.2	—	—
5	16.42	6.1	17.99	5.9	14.24	4.4
6	19.58	13.9	19.98	19.5	—	—
7	21.82	6.8	22.59	6.0	—	—
Not able to be leveled	17.72	5.3	17.72	5.3	—	—
Hotel clerks	9.94	2.4	9.94	2.4	—	—
Receptionists	10.43	2.1	10.44	2.3	—	—
Order clerks	14.82	6.1	14.82	6.1	—	—
Library clerks	14.01	6.5	—	—	13.79	8.0
Records clerks, n.e.c.	14.64	5.9	15.13	6.7	—	—
Bookkeepers, accounting and auditing clerks	13.27	4.7	13.14	5.3	14.01	6.6
4	13.11	5.5	13.29	6.9	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — 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						
Bookkeepers, accounting and auditing clerks						
—Continued						
6	\$13.74	7.6	—	—	—	—
Billing clerks	17.94	10.1	\$17.94	10.1	—	—
Telephone operators	11.06	15.7	—	—	—	—
Dispatchers	17.18	23.9	—	—	—	—
Stock and inventory clerks	13.43	11.5	—	—	—	—
Insurance adjusters, examiners, and						
investigators	14.53	1.0	14.53	1.0	—	—
Investigators and adjusters, except insurance	14.23	4.3	14.23	4.3	—	—
General office clerks	14.71	3.7	14.69	3.8	\$14.76	9.0
3	12.87	8.4	12.69	13.0	—	—
4	15.57	3.2	15.15	3.2	—	—
5	14.06	7.8	—	—	—	—
Not able to be leveled	13.14	9.5	13.14	9.5	—	—
Bank tellers	10.43	3.0	10.43	3.0	—	—
Teachers' aides	13.10	1.9	—	—	13.30	1.3
Administrative support, n.e.c.	15.42	7.9	15.41	9.8	15.45	11.5
4	12.77	13.4	—	—	—	—
6	20.67	5.1	—	—	—	—
Blue collar	17.25	2.3	17.13	2.7	18.29	4.4
1	11.00	8.9	11.00	9.5	—	—
2	12.88	6.2	12.92	7.2	12.50	7.8
3	12.17	3.8	12.11	3.8	—	—
4	15.93	6.7	16.01	7.1	—	—
5	16.53	5.4	16.54	6.0	16.52	2.1
6	19.12	2.8	19.49	2.9	—	—
7	22.02	3.8	22.41	4.1	20.54	7.6
9	28.01	3.4	29.06	2.2	24.25	7.4
Not able to be leveled	18.64	14.2	18.93	14.2	—	—
Precision production, craft, and repair	21.59	2.8	21.75	2.8	20.01	8.1
4	14.87	9.8	14.87	9.8	—	—
5	18.11	10.4	18.33	10.9	—	—
6	21.00	2.6	20.97	2.7	—	—
7	22.39	4.2	22.82	4.3	20.35	11.5
9	28.53	3.7	29.37	2.4	—	—
Industrial machinery repairers	18.14	7.2	18.50	8.8	—	—
Mechanics and repairers, n.e.c.	20.54	6.2	19.91	7.2	—	—
Electricians	26.85	6.3	27.61	4.9	—	—
Electrician apprentices	17.36	12.5	17.36	12.5	—	—
Supervisors, production	22.93	7.7	22.82	8.4	—	—
Machine operators, assemblers, and inspectors	13.87	3.6	13.87	3.6	—	—
1	9.78	14.0	9.78	14.0	—	—
2	10.10	2.3	10.10	2.3	—	—
3	13.00	4.1	13.00	4.1	—	—
4	15.35	10.8	15.35	10.8	—	—
5	14.67	6.7	14.67	6.7	—	—
6	15.94	7.4	15.94	7.4	—	—
7	21.73	9.4	21.73	9.4	—	—
Printing press operators	20.08	14.9	20.08	14.9	—	—
Laundering and dry cleaning machine operators	9.59	11.3	9.59	11.3	—	—
1	9.53	18.3	9.53	18.3	—	—
Assemblers	16.92	5.9	16.92	5.9	—	—
Transportation and material moving	16.42	5.1	15.77	7.1	18.49	2.9
2	12.78	4.3	—	—	—	—
3	12.98	12.1	12.69	14.1	—	—
4	16.44	11.5	16.48	12.2	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
5	\$16.48	3.4	\$16.36	4.4	\$16.89	3.7
6	16.09	6.2	—	—	—	—
7	19.65	4.5	—	—	—	—
Not able to be leveled	19.17	22.1	—	—	—	—
Truck drivers	14.68	4.9	14.52	5.3	—	—
4	13.64	6.3	13.64	6.3	—	—
5	17.01	3.0	16.97	3.6	—	—
Bus drivers	15.15	7.7	—	—	17.97	5.5
Handlers, equipment cleaners, helpers, and laborers						
1	13.05	4.3	13.03	4.7	13.25	3.7
2	12.34	10.9	12.51	11.7	—	—
3	12.94	11.7	13.16	12.9	—	—
4	11.25	3.0	11.25	3.0	—	—
4	15.83	5.4	—	—	—	—
Groundskeepers and gardeners, except farm	11.65	7.0	—	—	—	—
Stock handlers and baggers	10.98	6.4	10.60	6.9	—	—
Freight, stock, and material handlers, n.e.c.	14.12	4.1	14.12	4.1	—	—
Laborers, except construction, n.e.c.	13.82	11.5	13.89	12.0	—	—
1	14.18	6.1	14.39	5.3	—	—
Service						
1	13.78	6.9	10.65	5.9	19.19	3.5
2	8.73	12.1	8.46	12.3	11.72	2.3
3	10.84	5.1	10.48	5.1	13.53	5.1
4	10.56	5.2	9.63	6.5	12.64	1.5
5	12.39	4.2	11.77	4.3	14.52	6.5
6	15.95	3.6	13.81	6.5	17.60	2.6
7	17.57	7.4	15.73	13.4	19.01	2.2
8	22.32	3.2	—	—	22.65	2.5
9	18.81	3.5	—	—	20.17	6.3
9	24.22	12.3	—	—	24.43	14.2
Protective service	19.91	5.2	11.03	9.7	22.27	3.7
3	9.70	9.0	9.70	9.0	—	—
4	18.62	16.0	—	—	—	—
5	16.90	3.7	—	—	17.30	3.7
6	18.75	5.0	—	—	19.49	1.6
7	22.92	2.2	—	—	22.92	2.2
8	20.10	6.0	—	—	20.17	6.3
9	24.43	14.2	—	—	24.43	14.2
Firefighting	20.76	1.3	—	—	20.76	1.3
Police and detectives, public service	22.81	3.0	—	—	23.08	2.9
7	24.12	2.8	—	—	24.12	2.8
Sheriffs, bailiffs, and other law enforcement officers						
officers	20.02	3.5	—	—	20.02	3.5
Correctional institution officers						
5	17.59	1.5	—	—	17.59	1.5
5	17.25	.9	—	—	17.25	.9
Guards and police, except public service						
3	10.43	8.7	9.80	7.1	—	—
3	9.70	9.0	9.70	9.0	—	—
Food service						
1	10.16	7.6	10.13	7.9	—	—
1	7.41	22.0	7.38	22.3	—	—
2	9.56	10.7	9.56	10.7	—	—
3	8.06	14.9	7.95	15.2	—	—
4	11.25	4.4	11.21	5.1	—	—
Waiters, waitresses, and bartenders						
1	6.29	8.1	6.29	8.1	—	—
1	6.23	18.2	6.23	18.2	—	—
1	5.11	23.2	5.11	23.2	—	—
1	5.03	25.4	5.03	25.4	—	—
Other food service						
1	12.18	6.7	12.23	7.0	—	—
1	9.33	23.0	9.30	23.8	—	—
3	10.71	3.8	10.71	4.1	—	—
4	11.25	4.4	11.21	5.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Supervisors, food preparation and service	\$16.50	12.4	\$16.50	12.4	—	—
Cooks	11.25	1.4	11.24	1.6	—	—
4	11.25	4.4	11.21	5.1	—	—
Food preparation, n.e.c.	10.44	6.5	10.45	6.7	—	—
1	9.85	10.5	—	—	—	—
Health service	11.55	1.6	11.39	1.7	\$12.73	3.1
2	11.14	1.8	11.14	1.8	—	—
3	11.65	4.6	10.99	5.0	—	—
4	11.79	3.4	11.74	3.3	—	—
5	11.77	5.6	11.77	5.6	—	—
Health aides, except nursing	11.93	4.9	—	—	—	—
Nursing aides, orderlies and attendants	11.43	1.5	11.34	1.6	12.33	3.2
2	11.02	2.1	—	—	—	—
3	11.39	4.8	—	—	—	—
4	11.69	3.6	11.63	3.6	—	—
Cleaning and building service	10.99	9.3	10.27	11.8	12.65	4.0
1	9.40	10.9	9.12	10.9	—	—
2	12.61	7.6	—	—	—	—
3	11.63	3.9	—	—	12.83	2.7
4	12.33	5.9	—	—	—	—
Supervisors, cleaning and building service workers	14.62	16.5	—	—	—	—
Maids and housemen	9.83	13.4	9.83	13.4	—	—
1	9.18	12.4	9.18	12.4	—	—
Janitors and cleaners	11.90	3.1	10.88	8.0	12.34	2.1
1	10.13	6.2	8.81	3.3	—	—
2	12.69	8.4	—	—	—	—
3	12.49	2.7	—	—	12.83	2.7
Personal service	12.93	11.1	11.84	13.9	14.82	21.6
1	9.00	17.9	—	—	—	—
Service, n.e.c.	11.12	5.8	10.66	4.1	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$11.09	3.5	\$10.61	3.8	\$16.62	9.0
All excluding sales	11.41	3.7	10.87	4.1	16.78	9.5
White collar	15.84	5.4	15.09	6.1	20.97	7.7
1	7.50	1.9	7.55	2.1	6.80	2.1
2	8.70	4.5	8.50	3.0	—	—
3	10.79	6.0	10.70	6.7	—	—
4	10.79	5.8	10.82	6.0	10.20	16.7
5	17.15	6.6	17.44	7.6	15.72	7.4
6	13.82	7.5	—	—	—	—
7	21.44	8.2	22.97	7.4	14.83	17.4
8	26.45	4.0	25.41	3.9	—	—
9	29.88	2.4	29.43	3.2	31.02	4.1
10	32.62	5.0	32.62	5.0	—	—
Not able to be leveled	26.65	29.6	27.34	37.0	—	—
White collar excluding sales	19.82	4.8	19.42	5.8	21.51	7.7
1	7.02	5.3	—	—	6.80	2.1
2	9.81	7.0	9.26	3.4	—	—
3	10.70	6.6	10.61	7.3	—	—
4	11.80	12.5	12.12	13.9	10.20	16.7
5	18.26	5.0	18.90	5.3	15.72	7.4
6	13.82	7.5	—	—	—	—
7	21.44	8.2	22.97	7.4	14.83	17.4
8	26.45	4.0	25.41	3.9	—	—
9	29.88	2.4	29.43	3.2	31.02	4.1
10	32.62	5.0	32.62	5.0	—	—
Not able to be leveled	32.53	28.3	35.98	33.6	—	—
Professional specialty and technical	28.04	4.9	28.29	5.6	27.23	10.0
Professional specialty	29.85	5.0	30.77	5.5	27.50	9.4
7	20.98	9.2	22.70	8.2	—	—
8	27.92	1.6	26.88	1.3	—	—
9	29.88	2.7	29.38	3.5	31.02	4.1
10	32.62	5.0	32.62	5.0	—	—
Not able to be leveled	42.77	24.6	52.92	16.6	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	29.23	2.4	28.90	2.5	36.23	5.2
7	27.04	2.0	—	—	—	—
8	27.32	2.8	26.59	.9	—	—
9	30.57	2.7	30.57	2.7	—	—
Registered nurses	28.10	2.2	28.15	2.2	—	—
7	27.33	2.0	—	—	—	—
8	26.57	.9	26.59	.9	—	—
9	29.41	1.4	29.41	1.4	—	—
Teachers, college and university	37.68	31.0	30.18	25.7	—	—
Teachers, except college and university	25.74	8.9	21.01	4.7	27.04	10.1
Teachers, n.e.c.	18.36	12.9	—	—	—	—
Librarians, archivists, and curators	18.75	10.6	—	—	16.27	10.9
Librarians	18.75	10.6	—	—	16.27	10.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.71	2.9	20.89	2.7	—	—
Licensed practical nurses	20.50	3.7	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.17	3.4	9.12	3.4	—	—
1	7.65	1.3	7.65	1.3	—	—
2	8.19	2.7	8.19	2.7	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
4	\$10.21	5.1	\$10.21	5.1	—	—
Sales workers, other commodities	8.78	5.4	8.78	5.4	—	—
Cashiers	9.10	6.0	9.00	6.8	—	—
Administrative support, including clerical						
1	11.72	7.0	11.61	8.1	\$12.34	8.7
2	7.02	5.3	—	—	6.80	2.1
3	9.81	7.0	9.26	3.4	—	—
4	10.76	6.8	10.67	7.5	—	—
5	11.62	13.3	11.86	14.9	10.34	18.2
Receptionists	18.06	4.8	—	—	—	—
Library clerks	9.13	3.5	9.14	3.6	—	—
1	8.29	6.7	—	—	8.29	6.7
General office clerks	6.80	2.1	—	—	6.80	2.1
Bank tellers	12.66	10.4	—	—	—	—
Administrative support, n.e.c.	9.39	10.0	9.39	10.0	—	—
	8.56	8.5	8.56	8.5	—	—
Blue collar						
1	9.51	11.1	9.27	11.6	—	—
2	7.89	2.7	7.89	2.7	—	—
4	7.17	10.1	7.17	10.1	—	—
	13.23	10.3	13.10	11.3	—	—
Machine operators, assemblers, and inspectors						
	—	—	—	—	—	—
Transportation and material moving						
4	8.79	11.5	8.21	11.7	—	—
Truck drivers	14.75	2.9	14.75	3.0	—	—
	9.15	31.6	9.15	31.6	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	9.97	14.4	9.97	14.4	—	—
Stock handlers and baggers	8.04	2.9	8.04	2.9	—	—
Freight, stock, and material handlers, n.e.c.	7.99	2.5	7.99	2.5	—	—
	10.18	10.9	10.18	10.9	—	—
Service						
1	7.83	3.6	7.72	4.0	9.33	5.7
2	7.76	3.1	7.71	3.2	9.58	3.2
3	7.38	8.5	7.27	9.4	—	—
4	6.98	7.1	6.83	8.2	8.44	12.2
Protective service	8.90	8.2	9.05	9.8	—	—
3	11.30	20.3	11.04	23.2	—	—
Guards and police, except public service	8.65	5.2	8.57	4.9	—	—
3	11.58	26.3	11.58	26.3	—	—
Food service	8.72	5.5	8.72	5.5	—	—
1	5.93	6.9	5.79	7.6	—	—
2	7.12	5.0	7.06	5.1	—	—
Waiters, waitresses, and bartenders	6.02	8.5	5.99	8.8	—	—
1	3.84	15.2	3.84	15.2	—	—
Waiters and waitresses	6.33	3.5	6.33	3.5	—	—
Waiters'/Waitresses' assistants	3.48	20.1	3.48	20.1	—	—
1	6.06	8.3	6.06	8.3	—	—
Other food service	6.06	8.3	6.06	8.3	—	—
1	8.09	5.3	7.96	5.9	—	—
2	7.91	11.0	7.83	11.6	—	—
3	7.15	8.0	7.12	8.3	—	—
Food preparation, n.e.c.	9.38	3.4	—	—	—	—
1	8.60	9.5	8.36	11.3	—	—
Health service	8.82	13.8	—	—	—	—
4	9.78	6.2	9.77	6.3	—	—
Nursing aides, orderlies and attendants	9.93	6.7	9.89	7.0	—	—
4	9.67	7.0	9.66	7.2	—	—
	9.29	5.6	—	—	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Cleaning and building service	\$7.58	2.6	\$7.58	2.6	—	—
1	7.59	2.6	7.59	2.6	—	—
Janitors and cleaners	7.55	2.5	7.55	2.5	—	—
1	7.56	2.5	7.56	2.5	—	—
Personal service	8.87	4.2	—	—	\$8.11	7.1
2	9.37	12.9	—	—	—	—
Attendants, amusement, and recreation facilities	6.53	3.6	—	—	—	—

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, Washington-Baltimore, DC-MD-VA-WV, April 2003**

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	\$22.14	\$11.09	\$21.48	\$20.75	\$20.97	\$19.23
All excluding sales	22.38	11.41	21.65	21.12	21.36	15.98
White collar	25.81	15.84	27.15	24.80	25.21	22.31
White-collar excluding sales	26.68	19.82	28.00	26.06	26.37	–
Professional specialty and technical	30.89	28.04	32.40	30.36	30.75	–
Professional specialty	32.22	29.85	32.89	31.92	32.11	–
Technical	22.03	20.71	27.17	21.21	21.94	–
Executive, administrative, and managerial	32.45	–	27.89	32.58	32.31	–
Sales	19.02	9.17	–	17.25	15.40	22.72
Administrative support, including clerical	15.86	11.72	17.52	15.24	15.54	–
Blue collar	17.25	9.51	19.11	14.93	16.59	16.54
Precision production, craft, and repair	21.59	–	23.47	19.84	21.58	21.66
Machine operators, assemblers, and inspectors	13.87	–	15.93	12.74	14.17	12.01
Transportation and material moving	16.42	8.79	16.63	14.57	15.12	20.17
Handlers, equipment cleaners, helpers, and laborers	13.05	9.97	14.85	11.31	12.37	12.46
Service	13.78	7.83	16.03	10.80	12.18	–
	Relative error ⁶ (percent)					
All occupations	3.6	3.5	3.1	3.9	3.3	10.0
All excluding sales	3.7	3.7	3.0	4.1	3.4	10.0
White collar	2.6	5.4	4.3	2.7	2.7	9.0
White-collar excluding sales	2.5	4.8	3.8	2.6	2.5	–
Professional specialty and technical	2.7	4.9	2.4	2.9	2.5	–
Professional specialty	2.8	5.0	.8	3.2	2.6	–
Technical	6.7	2.9	29.3	5.1	6.1	–
Executive, administrative, and managerial	4.6	–	18.5	4.4	4.6	–
Sales	10.9	3.4	–	11.1	13.4	9.7
Administrative support, including clerical	2.6	7.0	6.1	2.2	2.8	–
Blue collar	2.3	11.1	5.1	3.1	2.9	11.8
Precision production, craft, and repair	2.8	–	4.9	3.8	3.8	25.3
Machine operators, assemblers, and inspectors	3.6	–	11.4	4.8	3.2	9.9
Transportation and material moving	5.1	11.5	9.4	5.0	5.9	5.2
Handlers, equipment cleaners, helpers, and laborers	4.3	14.4	8.7	6.4	4.8	13.6
Service	6.9	3.6	1.9	4.4	4.0	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$20.18	-	-	-	-	-	-	-	-	-
All excluding sales	20.53	-	-	-	-	-	-	-	-	-
White collar	24.74	-	-	-	-	-	-	-	-	-
White-collar excluding sales	26.29	-	-	-	-	-	-	-	-	-
Professional specialty and technical	31.00	-	-	-	-	-	-	-	-	-
Professional specialty	32.51	-	-	-	-	-	-	-	-	-
Technical	22.72	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	33.74	-	-	-	-	-	-	-	-	-
Sales	17.05	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.57	-	-	-	-	-	-	-	-	-
Blue collar	16.39	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	21.75	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	13.77	-	-	-	-	-	-	-	-	-
Transportation and material moving	14.57	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.32	-	-	-	-	-	-	-	-	-
Service	9.62	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	4.1	-	-	-	-	-	-	-	-	-
All excluding sales	4.3	-	-	-	-	-	-	-	-	-
White collar	3.4	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.2	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.6	-	-	-	-	-	-	-	-	-
Professional specialty	3.8	-	-	-	-	-	-	-	-	-
Technical	7.3	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	5.6	-	-	-	-	-	-	-	-	-
Sales	10.7	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.3	-	-	-	-	-	-	-	-	-
Blue collar	2.8	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	2.8	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	3.6	-	-	-	-	-	-	-	-	-
Transportation and material moving	7.7	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.8	-	-	-	-	-	-	-	-	-
Service	2.6	-	-	-	-	-	-	-	-	-

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003

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	\$20.18	\$17.82	\$20.88	\$18.74	\$23.20
All excluding sales	20.53	17.25	21.52	19.34	23.64
White collar	24.74	23.74	24.94	23.20	26.49
White-collar excluding sales	26.29	23.66	26.80	25.97	27.39
Professional specialty and technical	31.00	28.12	31.38	31.79	31.16
Professional specialty	32.51	30.36	32.77	33.52	32.37
Technical	22.72	19.06	23.37	21.31	24.39
Executive, administrative, and managerial	33.74	32.91	33.97	31.20	36.78
Sales	17.05	24.08	15.40	15.44	15.28
Administrative support, including clerical	15.57	14.12	15.92	16.33	15.57
Blue collar	16.39	16.35	16.42	14.88	18.95
Precision production, craft, and repair	21.75	21.51	21.92	20.98	23.41
Machine operators, assemblers, and inspectors	13.77	12.94	14.07	11.79	17.03
Transportation and material moving	14.57	14.39	14.67	12.84	18.76
Handlers, equipment cleaners, helpers, and laborers	12.32	10.90	12.96	11.69	15.10
Service	9.62	8.33	10.12	9.58	10.92
	Relative error ⁴ (percent)				
All occupations	4.1	4.3	4.8	11.8	5.9
All excluding sales	4.3	4.7	5.1	13.2	5.9
White collar	3.4	4.0	4.0	10.3	5.4
White-collar excluding sales	3.2	4.9	3.6	9.6	5.0
Professional specialty and technical	3.6	3.4	3.5	8.4	4.4
Professional specialty	3.8	4.4	4.0	9.1	4.6
Technical	7.3	7.7	8.4	17.7	10.1
Executive, administrative, and managerial	5.6	6.7	7.6	12.2	9.2
Sales	10.7	13.4	14.8	19.2	10.1
Administrative support, including clerical	3.3	4.6	3.7	7.8	2.4
Blue collar	2.8	4.3	4.2	6.3	4.9
Precision production, craft, and repair	2.8	4.0	5.3	8.1	5.4
Machine operators, assemblers, and inspectors	3.6	19.6	3.9	4.7	8.6
Transportation and material moving	7.7	14.3	11.0	7.9	15.3
Handlers, equipment cleaners, helpers, and laborers	4.8	7.6	4.8	7.8	9.6
Service	2.6	6.6	3.2	4.8	6.6

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

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

³ 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, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$11.85	\$17.43	\$26.76	\$37.14
All excluding sales	8.64	12.05	18.00	27.22	37.47
White collar	10.80	14.95	21.83	31.47	43.27
White collar excluding sales	12.35	16.32	23.52	32.80	43.98
Professional specialty and technical	17.25	21.70	28.51	36.52	45.84
Professional specialty	18.84	23.74	29.78	38.27	46.88
Engineers, architects, and surveyors	17.95	22.42	32.64	41.13	45.52
Electrical and electronic engineers	30.77	34.72	39.48	41.92	46.44
Mechanical engineers	22.07	28.85	35.07	35.07	44.99
Engineers, n.e.c.	19.25	20.75	37.79	43.30	46.20
Mathematical and computer scientists	21.15	26.43	32.28	40.90	48.32
Computer systems analysts and scientists	21.83	26.92	33.13	41.01	48.32
Operations and systems researchers and analysts	17.41	18.04	18.91	25.96	31.25
Natural scientists	16.51	18.77	24.30	31.87	40.04
Medical scientists	14.08	15.48	17.84	19.17	22.32
Health related	18.29	21.63	27.02	31.71	38.51
Physicians	9.50	9.50	43.58	70.18	93.02
Registered nurses	20.00	22.88	27.53	30.00	33.48
Respiratory therapists	18.87	20.66	23.07	26.31	27.61
Speech therapists	21.42	25.49	28.07	36.06	44.09
Therapists, n.e.c.	16.90	20.51	22.70	25.29	30.56
Teachers, college and university	26.86	28.98	34.06	43.31	50.02
Social science teachers, n.e.c.	29.89	32.71	42.56	47.53	57.28
Other post-secondary teachers	27.31	30.69	35.10	43.08	45.19
Teachers, except college and university	22.40	25.03	30.74	40.02	45.77
Prekindergarten and kindergarten	13.43	16.83	24.36	32.01	40.24
Elementary school teachers	23.42	25.36	30.08	38.74	45.32
Secondary school teachers	24.01	25.81	32.54	41.56	47.38
Teachers, special education	24.86	31.03	37.63	42.90	45.84
Teachers, n.e.c.	18.18	24.97	31.26	40.49	45.84
Vocational and educational counselors	14.78	17.69	25.21	39.77	42.90
Librarians, archivists, and curators	16.81	19.23	22.77	25.87	32.27
Librarians	16.81	19.20	22.77	25.87	32.27
Social scientists and urban planners	13.47	19.02	23.66	33.49	38.06
Psychologists	20.88	21.31	21.64	36.14	46.10
Social, recreation, and religious workers	16.23	16.96	19.32	22.26	27.13
Social workers	16.33	17.61	19.41	23.88	30.86
Lawyers and judges	51.92	57.69	61.54	71.15	76.92
Lawyers	51.92	57.69	61.54	71.15	76.92
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.65	23.08	29.81	34.99	41.47
Editors and reporters	17.00	22.60	28.37	32.47	36.16
Technical	14.25	16.00	19.23	25.00	28.02
Clinical laboratory technologists and technicians	12.50	14.33	19.00	24.42	31.10
Radiological technicians	19.73	22.00	25.23	26.39	28.30
Licensed practical nurses	15.02	17.60	19.20	21.00	24.00
Health technologists and technicians, n.e.c.	10.42	13.71	17.10	20.18	26.13
Electrical and electronic technicians	17.18	19.15	27.79	27.79	27.79
Technical and related, n.e.c.	15.50	15.50	18.14	19.58	24.83
Executive, administrative, and managerial	16.32	20.88	28.94	40.41	53.03
Executives, administrators, and managers	19.23	25.03	33.65	47.29	57.69
Administrators and officials, public administration	19.36	20.90	29.08	32.89	33.65
Financial managers	25.00	26.72	48.77	102.88	102.88
Managers, marketing, advertising, and public relations	28.77	29.28	37.46	44.30	59.00
Administrators, education and related fields	23.34	28.08	38.76	47.04	54.18
Managers, medicine and health	21.29	27.40	31.43	35.37	38.69
Managers, service organizations, n.e.c.	17.79	19.50	22.40	48.24	57.45
Managers and administrators, n.e.c.	22.79	29.83	42.09	54.59	62.86
Management related	15.22	17.61	21.97	30.68	40.14
Accountants and auditors	15.09	19.71	22.60	27.97	41.35
Other financial officers	16.32	20.67	25.64	36.78	49.20
Management analysts	26.70	28.49	29.52	33.98	40.17
Personnel, training, and labor relations specialists	16.51	17.57	19.50	19.52	31.05
Purchasing agents and buyers, n.e.c.	21.64	21.64	22.72	33.17	40.00

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related—Continued					
Inspectors and compliance officers, except construction	\$14.41	\$15.13	\$17.94	\$22.57	\$26.41
Management related, n.e.c.	15.18	16.70	20.74	28.46	32.50
Sales	7.75	9.40	12.60	19.69	28.85
Supervisors, sales	14.00	18.00	22.03	25.33	28.85
Sales, other business services	12.00	12.60	17.31	27.78	38.51
Sales workers, other commodities	7.00	8.00	10.51	13.62	17.95
Cashiers	7.30	7.95	9.38	10.50	13.80
Administrative support, including clerical	9.83	11.77	14.64	18.23	22.51
Supervisors, general office	15.00	15.90	22.00	24.11	24.90
Secretaries	12.51	14.37	17.40	20.93	26.41
Interviewers	11.19	12.30	14.00	15.03	16.75
Hotel clerks	7.54	8.65	9.27	10.50	11.33
Transportation ticket and reservation agents	12.29	13.94	20.30	23.40	23.67
Receptionists	8.50	9.00	9.97	11.00	11.37
Order clerks	8.50	11.76	14.42	15.95	17.97
Library clerks	6.67	7.62	11.65	12.94	17.05
Records clerks, n.e.c.	10.73	12.50	13.95	16.79	19.91
Bookkeepers, accounting and auditing clerks	10.25	11.13	12.36	14.60	16.25
Billing clerks	12.76	14.75	16.71	19.95	27.23
Telephone operators	7.90	7.90	9.25	12.94	16.21
Dispatchers	12.55	13.50	13.53	21.55	28.10
Stock and inventory clerks	10.30	10.30	10.77	16.77	18.21
Material recording, scheduling, and distribution clerks, n.e.c.	7.72	9.16	12.36	15.90	17.04
Insurance adjusters, examiners, and investigators	11.54	12.41	14.14	16.66	17.77
Investigators and adjusters, except insurance	10.40	11.44	14.31	16.27	18.43
General office clerks	10.50	11.70	13.98	16.90	20.05
Bank tellers	8.70	9.25	10.15	11.01	11.98
Data entry keyers	10.00	11.45	12.10	13.28	14.27
Teachers' aides	9.82	11.47	14.03	15.44	18.15
Administrative support, n.e.c.	6.55	10.36	13.52	17.95	23.29
Blue collar	8.50	11.69	15.00	21.87	26.25
Precision production, craft, and repair	13.85	16.90	22.00	26.41	28.35
Industrial machinery repairers	13.85	14.47	18.50	22.19	23.43
Mechanics and repairers, n.e.c.	13.62	16.97	21.28	23.85	26.94
Electricians	18.77	26.00	28.35	28.35	29.34
Electrician apprentices	12.00	14.30	16.56	19.20	27.15
Supervisors, production	17.40	17.68	24.87	25.92	28.70
Machine operators, assemblers, and inspectors	8.39	10.25	12.40	15.42	22.91
Printing press operators	14.36	15.05	16.32	26.00	27.37
Laundering and dry cleaning machine operators	7.60	8.05	8.75	10.70	12.60
Assemblers	11.27	12.89	13.70	25.88	25.88
Production inspectors, checkers and examiners ..	8.00	8.57	10.19	11.69	12.89
Transportation and material moving	7.00	12.06	15.00	19.43	24.51
Truck drivers	7.25	12.00	14.00	16.48	19.86
Driver-sales workers	4.75	5.50	6.50	22.02	23.86
Bus drivers	9.09	12.59	14.46	17.14	22.91
Handlers, equipment cleaners, helpers, and laborers	7.95	9.00	11.57	14.27	17.24
Groundskeepers and gardeners, except farm	8.50	8.84	9.86	14.20	16.41
Stock handlers and baggers	7.50	8.00	8.90	11.50	13.09
Freight, stock, and material handlers, n.e.c.	9.00	11.48	14.00	15.25	16.50
Hand packers and packagers	7.00	7.50	8.77	14.70	14.70
Laborers, except construction, n.e.c.	8.25	10.25	11.80	14.87	21.87
Service	6.50	8.00	10.50	14.25	21.62
Protective service	8.50	13.25	18.34	24.59	28.45

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service—Continued					
Firefighting	\$14.88	\$18.64	\$20.99	\$22.39	\$25.31
Police and detectives, public service	15.80	18.23	23.50	26.11	28.38
Sheriffs, bailiffs, and other law enforcement officers	10.57	14.42	17.31	20.00	24.14
Correctional institution officers	13.82	15.47	17.99	19.35	20.37
Guards and police, except public service	8.00	8.00	9.35	11.89	15.63
Food service	2.38	5.82	9.16	11.50	14.30
Waiters, waitresses, and bartenders	2.13	2.37	4.75	7.21	10.07
Waiters and waitresses	2.13	2.37	2.38	5.82	9.40
Waiters/Waitresses' assistants	5.50	7.21	7.50	10.07	11.82
Other food service	6.25	8.50	10.96	12.86	15.87
Supervisors, food preparation and service	7.50	12.86	15.86	18.53	24.40
Cooks	9.00	10.00	11.00	11.84	13.00
Food counter, fountain, and related	5.15	6.00	6.25	13.17	13.17
Food preparation, n.e.c.	7.00	8.25	9.82	11.15	12.47
Health service	9.00	10.00	10.67	12.71	13.95
Health aides, except nursing	9.00	10.00	12.00	13.27	14.53
Nursing aides, orderlies and attendants	8.59	9.80	10.57	12.50	13.95
Cleaning and building service	6.96	7.50	8.65	11.21	13.17
Supervisors, cleaning and building service workers	8.50	10.00	14.04	18.81	21.71
Maids and housemen	7.05	7.91	9.26	12.04	12.66
Janitors and cleaners	6.50	7.00	8.00	10.67	13.30
Personal service	6.90	8.60	10.00	12.76	16.71
Attendants, amusement, and recreation facilities	5.15	5.75	6.44	7.04	7.97
Child care workers, n.e.c.	9.27	9.58	11.24	11.90	13.82
Service, n.e.c.	6.91	9.12	10.78	12.05	12.65

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, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.00	\$10.95	\$16.30	\$26.00	\$36.06
All excluding sales	8.00	11.13	16.85	26.48	36.37
White collar	10.30	14.00	21.05	30.60	43.21
White collar excluding sales	11.74	15.90	22.95	32.31	44.30
Professional specialty and technical	17.00	21.52	28.51	36.06	47.14
Professional specialty	18.80	23.52	29.81	37.82	48.32
Engineers, architects, and surveyors	17.85	21.33	33.53	41.57	45.52
Electrical and electronic engineers	30.77	34.72	39.48	41.92	46.44
Engineers, n.e.c.	19.25	20.20	37.79	43.50	46.20
Mathematical and computer scientists	20.92	26.44	32.31	40.90	48.32
Computer systems analysts and scientists	21.83	26.93	33.18	41.01	48.32
Operations and systems researchers and analysts	17.41	18.04	18.91	25.96	31.25
Natural scientists	16.92	19.03	24.30	33.57	40.80
Health related	19.50	22.30	27.41	31.76	37.91
Physicians	9.50	9.50	40.07	71.80	94.55
Registered nurses	20.00	22.65	27.67	30.00	33.48
Respiratory therapists	18.87	20.66	23.07	26.31	27.61
Teachers, college and university	26.70	31.15	36.06	44.34	57.72
Teachers, except college and university	15.51	20.25	26.38	30.08	34.03
Elementary school teachers	22.06	25.64	29.04	30.08	33.15
Secondary school teachers	24.95	27.84	32.07	44.79	45.59
Teachers, n.e.c.	14.00	18.18	24.97	26.07	29.68
Librarians, archivists, and curators	18.13	19.23	23.55	30.47	32.27
Librarians	16.88	19.23	23.55	25.87	32.27
Social scientists and urban planners	13.47	17.80	23.91	33.49	43.56
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	51.92	57.69	61.54	71.15	76.92
Lawyers	51.92	57.69	61.54	71.15	76.92
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.23	23.30	29.81	34.99	41.39
Editors and reporters	17.00	22.60	28.37	32.47	36.16
Technical	13.89	16.00	20.00	26.39	28.55
Clinical laboratory technologists and technicians	12.50	14.42	19.00	24.42	31.10
Radiological technicians	19.73	22.00	25.23	26.39	28.30
Licensed practical nurses	17.55	18.82	20.00	21.38	25.00
Health technologists and technicians, n.e.c.	10.42	13.18	16.69	18.00	20.78
Electrical and electronic technicians	17.18	19.15	27.79	27.79	27.79
Technical and related, n.e.c.	15.50	15.50	18.99	24.83	24.83
Executive, administrative, and managerial	16.42	21.64	29.72	41.83	57.07
Executives, administrators, and managers	18.75	26.70	34.62	48.08	60.10
Financial managers	25.00	26.72	48.77	102.88	102.88
Managers, marketing, advertising, and public relations	28.77	29.28	37.46	44.30	59.00
Administrators, education and related fields	22.95	26.74	36.06	48.98	77.89
Managers, medicine and health	24.46	28.72	32.50	38.69	39.12
Managers, service organizations, n.e.c.	17.79	19.50	22.40	48.98	60.10
Managers and administrators, n.e.c.	22.60	30.24	42.64	54.69	62.88
Management related	16.32	19.23	22.72	31.25	41.35
Accountants and auditors	18.17	21.15	24.09	34.07	41.35
Other financial officers	16.32	20.67	25.64	36.78	49.20
Management analysts	26.70	28.49	29.52	33.98	40.17
Management related, n.e.c.	15.22	16.70	21.20	26.90	35.48
Sales	7.75	9.38	12.60	19.43	28.85
Supervisors, sales	14.00	18.00	22.03	25.94	28.85
Sales, other business services	12.00	12.60	17.31	27.78	38.51
Sales workers, other commodities	7.00	8.00	10.51	13.62	17.95
Cashiers	7.25	7.95	9.35	10.40	13.89
Administrative support, including clerical	9.67	11.45	14.58	18.67	23.49
Supervisors, general office	15.00	15.90	22.00	23.46	24.38
Secretaries	12.61	14.50	17.93	21.72	27.08
Interviewers	11.19	12.30	14.00	15.03	16.75
Hotel clerks	7.54	8.65	9.27	10.50	11.33

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Transportation ticket and reservation agents	\$12.29	\$13.94	\$20.30	\$23.40	\$23.67
Receptionists	8.50	9.00	9.95	11.00	11.44
Order clerks	8.50	11.76	14.42	15.95	17.97
Records clerks, n.e.c.	8.96	13.00	14.60	18.00	19.91
Bookkeepers, accounting and auditing clerks	10.00	11.01	12.36	14.43	15.60
Billing clerks	12.76	14.75	16.71	19.95	27.23
Telephone operators	7.90	7.90	9.25	12.94	12.94
Material recording, scheduling, and distribution clerks, n.e.c.	7.72	9.16	12.36	15.90	17.04
Insurance adjusters, examiners, and investigators	11.54	12.41	14.14	16.66	17.77
Investigators and adjusters, except insurance	10.40	11.44	14.31	16.27	18.43
General office clerks	10.50	11.52	14.14	17.02	20.00
Bank tellers	8.70	9.25	10.15	11.01	11.98
Data entry keyers	10.00	11.45	12.10	13.28	14.27
Administrative support, n.e.c.	6.50	10.00	12.92	18.56	23.81
Blue collar	8.25	11.27	14.90	21.60	26.30
Precision production, craft, and repair					
Industrial machinery repairers	13.62	16.90	22.08	26.72	28.35
Mechanics and repairers, n.e.c.	13.85	15.12	18.50	22.19	23.43
Electricians	13.62	16.15	21.28	23.33	23.85
Electrician apprentices	25.60	26.00	28.35	28.35	29.34
Supervisors, production	12.00	14.30	16.56	19.20	27.15
Supervisors, production	17.40	17.68	24.38	25.92	29.04
Machine operators, assemblers, and inspectors					
Printing press operators	8.33	10.23	12.40	15.42	22.91
Laundry and dry cleaning machine operators	14.56	15.30	22.33	26.00	27.37
Assemblers	7.60	8.05	8.75	10.70	12.60
Production inspectors, checkers and examiners ..	11.27	12.89	13.70	25.88	25.88
Production inspectors, checkers and examiners ..	8.00	8.57	10.19	11.69	12.89
Transportation and material moving					
Truck drivers	6.45	11.20	14.39	17.89	23.16
Driver-sales workers	7.25	12.00	14.00	16.28	19.86
Driver-sales workers	4.75	5.50	6.50	22.02	23.86
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.88	9.00	11.57	14.27	17.24
Freight, stock, and material handlers, n.e.c.	7.50	8.00	8.50	10.60	12.00
Hand packers and packagers	9.00	11.48	14.00	15.25	16.50
Laborers, except construction, n.e.c.	7.00	7.50	8.77	14.70	14.70
Laborers, except construction, n.e.c.	8.25	10.25	11.85	15.81	21.87
Service					
Protective service	6.00	7.25	9.16	11.38	13.77
Guards and police, except public service	7.50	8.00	9.35	12.26	20.00
Food service	7.87	8.00	9.00	10.87	13.50
Waiters, waitresses, and bartenders	2.37	5.59	9.00	11.29	14.42
Waiters and waitresses	2.13	2.37	4.75	7.21	10.07
Waiters/waitresses' assistants	2.13	2.37	2.38	5.82	9.40
Other food service	5.50	7.21	7.50	10.07	11.82
Supervisors, food preparation and service	6.25	8.50	10.87	13.00	16.95
Cooks	7.50	12.86	15.86	18.53	24.40
Food counter, fountain, and related	9.00	10.00	11.00	11.50	13.39
Food preparation, n.e.c.	5.15	6.00	6.25	13.17	13.17
Food preparation, n.e.c.	7.00	8.03	10.00	11.15	12.02
Health service	8.80	9.85	10.57	12.45	13.95
Health aides, except nursing	9.00	10.00	11.50	12.99	14.28
Nursing aides, orderlies and attendants	8.50	9.73	10.50	12.36	13.95

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.75	\$7.05	\$8.00	\$10.00	\$12.60
Maids and housemen	7.05	7.91	9.26	12.04	12.66
Janitors and cleaners	6.50	7.00	7.70	8.50	10.00
Personal service	6.96	8.60	9.86	11.57	13.68
Child care workers, n.e.c.	9.50	9.50	11.32	11.90	13.47
Service, n.e.c.	7.69	10.00	10.96	12.05	12.51

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, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.42	\$15.63	\$21.31	\$29.33	\$39.93
All excluding sales	12.43	15.63	21.31	29.40	39.97
White collar	14.15	17.18	24.29	33.65	43.31
White collar excluding sales	14.15	17.18	24.38	33.65	43.39
Professional specialty and technical	17.99	22.51	28.46	37.50	44.96
Professional specialty	19.05	23.97	29.43	38.87	45.34
Engineers, architects, and surveyors	23.86	26.92	28.45	37.82	42.05
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.29	18.29	24.02	31.04	42.20
Registered nurses	22.07	24.02	26.56	31.04	32.39
Teachers, college and university	27.40	28.68	33.40	42.60	47.53
Other post-secondary teachers	25.51	28.94	32.23	43.70	45.89
Teachers, except college and university	23.18	25.69	32.39	41.21	46.16
Elementary school teachers	23.60	25.36	30.49	39.93	45.63
Secondary school teachers	23.97	25.69	32.55	41.45	47.65
Teachers, special education	27.00	31.79	39.03	42.90	46.24
Teachers, n.e.c.	22.50	28.04	33.63	41.45	46.88
Vocational and educational counselors	17.69	21.61	34.20	42.31	44.63
Librarians, archivists, and curators	16.20	19.20	20.95	25.67	33.30
Librarians	16.20	19.20	20.95	25.67	33.30
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	16.33	16.96	19.21	19.95	31.39
Social workers	16.33	17.24	19.21	19.95	32.24
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.74	16.51	18.49	20.08	24.57
Licensed practical nurses	14.65	15.02	17.32	19.58	19.58
Executive, administrative, and managerial	15.13	19.07	24.64	33.65	44.00
Executives, administrators, and managers	19.58	22.22	32.04	39.98	46.80
Administrators and officials, public administration	19.36	20.90	29.08	32.89	33.65
Administrators, education and related fields	24.44	34.67	42.35	45.70	49.18
Managers and administrators, n.e.c.	24.49	24.84	40.41	46.80	48.05
Management related	14.81	15.18	19.16	26.59	31.94
Accountants and auditors	14.81	15.09	19.83	22.42	32.81
Inspectors and compliance officers, except construction	14.41	15.13	17.94	22.57	26.41
Management related, n.e.c.	15.18	16.76	19.91	31.94	31.94
Sales	—	—	—	—	—
Administrative support, including clerical	11.11	13.08	15.04	17.18	20.32
Supervisors, general office	13.43	16.91	23.92	25.32	28.44
Secretaries	12.41	13.71	15.19	17.77	20.91
Library clerks	6.26	7.48	10.16	12.61	16.36
Records clerks, n.e.c.	11.03	11.69	13.03	13.85	13.85
Bookkeepers, accounting and auditing clerks	10.53	12.42	14.01	15.59	17.24
General office clerks	10.55	12.29	13.79	16.76	21.29
Teachers' aides	10.24	12.00	14.25	15.59	18.17
Administrative support, n.e.c.	11.67	13.36	16.20	16.20	20.27
Blue collar	11.77	13.76	16.97	23.00	25.06
Precision production, craft, and repair	14.15	16.18	19.14	24.48	26.30
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	12.64	14.29	16.78	22.91	24.51
Bus drivers	13.24	14.82	17.33	21.89	24.51
Handlers, equipment cleaners, helpers, and laborers	9.84	10.59	13.09	13.09	23.98

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued**

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service	\$10.39	\$12.83	\$17.57	\$23.00	\$27.94
Protective service	14.63	17.26	20.97	25.68	30.90
Firefighting	14.88	18.64	20.99	22.39	25.31
Police and detectives, public service	16.10	18.78	23.88	26.20	28.38
Sheriffs, bailiffs, and other law enforcement officers	10.57	14.42	17.31	20.00	24.14
Correctional institution officers	13.82	15.47	17.99	19.35	20.37
Food service	8.85	10.01	10.96	11.89	11.89
Other food service	8.85	10.01	10.96	11.89	11.89
Health service	10.42	11.76	12.98	13.60	13.99
Nursing aides, orderlies and attendants	10.05	11.04	12.54	13.27	13.27
Cleaning and building service	9.67	10.68	11.81	14.35	17.10
Janitors and cleaners	9.61	10.61	11.52	13.75	16.00
Personal service	6.44	8.52	11.24	15.24	20.01

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, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation ³	10	25	Median 50	75	90
All	\$10.00	\$13.00	\$18.72	\$27.78	\$38.69
All excluding sales	10.15	13.36	19.21	27.97	38.88
White collar	11.78	15.60	22.51	32.27	43.81
White collar excluding sales	12.79	16.55	23.80	33.19	44.18
Professional specialty and technical	17.25	21.83	28.51	36.84	45.88
Professional specialty	18.92	23.80	29.81	38.58	46.88
Engineers, architects, and surveyors	17.95	22.95	32.75	41.18	45.52
Electrical and electronic engineers	30.77	34.72	39.48	41.92	46.44
Engineers, n.e.c.	19.25	20.75	37.79	43.30	46.20
Mathematical and computer scientists	20.74	26.52	32.31	40.80	48.12
Computer systems analysts and scientists	21.83	26.76	32.88	40.87	48.15
Operations and systems researchers and analysts	17.21	17.93	18.04	21.38	31.25
Natural scientists	16.51	18.77	24.30	31.87	40.04
Medical scientists	14.08	15.48	17.84	19.17	22.32
Health related	18.29	21.42	26.34	31.61	39.36
Physicians	9.50	9.50	43.27	70.18	93.02
Registered nurses	20.00	22.35	26.99	30.00	33.73
Therapists, n.e.c.	16.88	21.00	22.70	25.29	30.65
Teachers, college and university	27.59	29.51	34.06	43.29	49.78
Other post-secondary teachers	27.85	31.45	35.10	43.29	45.19
Teachers, except college and university	22.60	25.36	31.00	40.18	45.77
Elementary school teachers	23.42	25.36	30.08	38.74	45.32
Secondary school teachers	24.02	25.81	32.54	41.45	47.65
Teachers, special education	24.86	31.03	37.63	42.90	45.84
Teachers, n.e.c.	23.15	29.05	33.63	41.45	46.24
Vocational and educational counselors	14.78	17.69	25.46	39.89	42.90
Librarians, archivists, and curators	16.88	19.23	22.77	25.96	32.27
Librarians	16.88	19.23	22.77	25.96	32.27
Social scientists and urban planners	13.47	19.02	23.66	33.49	38.06
Social, recreation, and religious workers	16.33	17.61	19.32	22.37	27.13
Social workers	16.33	17.61	19.32	23.88	31.06
Lawyers and judges	51.92	57.69	60.10	71.15	76.92
Lawyers	51.92	57.69	61.54	71.15	76.92
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.60	23.08	29.81	34.99	41.47
Editors and reporters	17.00	22.60	28.37	32.47	36.16
Technical	14.00	15.76	19.21	25.63	28.23
Clinical laboratory technologists and technicians	12.36	14.03	17.90	24.01	31.10
Radiological technicians	19.48	22.00	25.89	26.40	28.30
Licensed practical nurses	15.02	17.28	18.92	20.93	23.60
Health technologists and technicians, n.e.c.	10.42	13.46	16.72	20.32	27.08
Electrical and electronic technicians	17.18	19.15	27.79	27.79	27.79
Technical and related, n.e.c.	15.50	15.50	18.14	19.58	24.83
Executive, administrative, and managerial	16.32	20.90	29.00	40.78	53.27
Executives, administrators, and managers	19.36	25.48	33.99	47.40	57.69
Administrators and officials, public administration	19.36	20.90	28.54	32.89	33.65
Financial managers	25.00	26.72	48.77	102.88	102.88
Managers, marketing, advertising, and public relations	28.77	29.28	37.46	44.30	59.00
Administrators, education and related fields	23.34	28.08	38.76	47.04	54.18
Managers, medicine and health	21.29	26.97	30.60	37.43	38.69
Managers, service organizations, n.e.c.	17.79	19.50	22.40	48.24	57.45
Managers and administrators, n.e.c.	22.79	29.83	42.09	54.59	62.86
Management related	15.38	17.79	22.12	30.75	40.14
Accountants and auditors	15.09	19.71	22.60	27.97	41.35
Other financial officers	16.32	20.67	25.64	36.78	49.20
Management analysts	26.70	28.49	29.52	33.98	40.17
Personnel, training, and labor relations specialists	16.51	17.57	19.50	19.52	31.05
Purchasing agents and buyers, n.e.c.	21.64	21.64	22.72	33.17	40.00
Inspectors and compliance officers, except construction	14.41	15.13	17.94	22.57	26.41
Management related, n.e.c.	15.47	16.85	21.27	28.72	33.41
Sales	8.50	10.70	13.42	21.79	34.16
Supervisors, sales	14.00	18.00	22.03	25.33	28.85

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales, other business services	\$12.00	\$12.60	\$17.31	\$27.78	\$38.51
Sales workers, hardware and building supplies ...	8.50	9.06	11.06	12.50	14.30
Sales workers, other commodities	7.50	9.30	11.61	16.50	18.84
Cashiers	7.40	8.00	9.67	11.16	16.28
Administrative support, including clerical					
Supervisors, general office	15.00	15.93	22.00	24.11	24.90
Secretaries	12.51	14.38	17.26	21.03	26.49
Hotel clerks	8.00	8.68	10.19	10.91	11.33
Receptionists	8.16	9.67	11.00	11.12	11.56
Order clerks	11.00	13.94	14.42	16.38	18.04
Library clerks	11.50	11.96	12.75	16.32	17.10
Records clerks, n.e.c.	9.75	12.22	13.95	16.79	19.91
Bookkeepers, accounting and auditing clerks	10.50	11.48	12.36	14.64	16.50
Billing clerks	12.76	14.75	16.71	19.95	27.23
Telephone operators	7.90	7.90	9.25	12.94	16.21
Dispatchers	12.55	13.50	13.53	21.55	28.10
Stock and inventory clerks	10.30	10.30	10.77	16.77	18.21
Insurance adjusters, examiners, and investigators	11.54	12.41	14.14	16.66	17.77
Investigators and adjusters, except insurance	10.40	11.44	14.20	16.27	18.22
General office clerks	10.55	11.74	14.13	16.98	20.05
Bank tellers	9.00	9.25	10.15	11.01	12.00
Teachers' aides	9.54	10.86	13.64	14.90	16.23
Administrative support, n.e.c.	9.05	11.67	15.00	18.59	23.66
Blue collar					
Precision production, craft, and repair					
Industrial machinery repairers	13.85	16.90	22.00	26.41	28.35
Mechanics and repairers, n.e.c.	13.62	16.97	21.28	23.85	26.94
Electricians	18.77	26.00	28.35	28.35	29.34
Electrician apprentices	12.00	14.30	16.56	19.20	27.15
Supervisors, production	17.40	17.68	24.87	25.92	28.70
Machine operators, assemblers, and inspectors					
Printing press operators	14.56	15.30	22.33	26.00	27.37
Laundering and dry cleaning machine operators	7.60	8.05	8.75	10.70	12.60
Assemblers	11.27	12.89	13.70	25.88	25.88
Transportation and material moving					
Truck drivers	10.92	12.95	14.47	16.65	19.86
Bus drivers	8.17	12.71	14.46	17.10	23.26
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.50	8.84	9.86	14.20	16.41
Stock handlers and baggers	8.24	10.00	10.90	12.00	13.09
Freight, stock, and material handlers, n.e.c.	10.82	13.00	14.00	15.50	16.51
Laborers, except construction, n.e.c.	8.25	10.25	11.80	14.99	21.87
Service					
Protective service	9.51	14.35	19.35	24.90	29.25
Firefighting	15.40	18.67	21.15	22.39	25.31
Police and detectives, public service	16.10	18.31	23.72	26.19	28.38
Sheriffs, bailiffs, and other law enforcement officers	10.57	14.26	17.31	20.00	50.81
Correctional institution officers	13.82	15.47	17.99	19.35	20.37
Guards and police, except public service	8.00	8.25	9.50	12.07	14.26
Food service	3.80	7.00	10.36	12.47	15.86
Waiters, waitresses, and bartenders	2.38	2.38	6.00	9.38	11.03
Waiters and waitresses	2.13	2.38	4.00	6.50	10.69
Other food service	7.66	10.00	11.24	13.79	18.42
Supervisors, food preparation and service	7.50	13.50	17.02	18.53	24.40
Cooks	9.65	10.23	11.00	11.89	13.50
Food preparation, n.e.c.	8.50	8.85	11.05	11.84	12.47

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, Washington-Baltimore, DC-MD-VA-WV, April 2003** — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Health service	\$9.25	\$10.10	\$11.22	\$13.00	\$14.16
Health aides, except nursing	9.00	10.00	12.00	13.27	14.28
Nursing aides, orderlies and attendants	9.25	10.05	10.85	12.82	14.09
Cleaning and building service	7.40	8.60	10.48	12.65	15.50
Supervisors, cleaning and building service workers	8.50	10.00	14.04	18.81	21.71
Maids and housemen	7.05	7.85	9.18	12.44	12.66
Janitors and cleaners	8.85	9.68	11.13	13.35	16.54
Personal service	7.21	9.28	11.41	14.64	20.01
Service, n.e.c.	7.69	10.06	11.10	12.05	12.65

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, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$7.00	\$8.50	\$11.67	\$20.44
All excluding sales	5.50	7.00	8.50	12.25	22.50
White collar	7.05	8.50	11.05	20.30	29.75
White collar excluding sales	8.50	10.00	18.50	26.60	33.00
Professional specialty and technical	17.05	20.44	26.16	31.25	40.54
Professional specialty	17.05	22.60	28.53	33.00	45.57
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Health related	21.45	26.30	29.00	32.83	35.00
Registered nurses	21.38	25.09	29.00	29.92	33.00
Teachers, college and university	18.87	20.44	20.44	52.38	77.02
Teachers, except college and university	10.00	15.00	24.97	32.61	44.58
Teachers, n.e.c.	7.86	10.00	15.32	24.97	26.17
Librarians, archivists, and curators	13.15	15.25	20.76	22.17	22.17
Librarians	13.15	15.25	20.76	22.17	22.17
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	17.66	18.00	20.00	23.79	25.00
Licensed practical nurses	18.50	18.50	20.00	21.00	25.00
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.90	7.45	8.50	10.35	12.70
Sales workers, other commodities	6.50	7.00	8.00	10.08	11.90
Cashiers	6.91	7.75	8.10	9.60	12.70
Administrative support, including clerical	7.50	8.50	10.00	13.80	20.00
Receptionists	8.50	8.50	9.00	9.00	10.30
Library clerks	6.00	6.67	7.48	9.19	10.61
General office clerks	8.14	10.00	12.71	12.71	18.67
Bank tellers	6.52	7.75	10.00	10.68	11.82
Administrative support, n.e.c.	5.15	6.55	9.00	10.00	10.42
Blue collar	5.25	7.00	8.00	12.50	14.36
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	5.15	5.25	7.00	13.00	16.01
Truck drivers	5.25	5.25	5.25	13.65	16.25
Handlers, equipment cleaners, helpers, and laborers	7.00	7.80	8.50	12.50	14.00
Stock handlers and baggers	7.25	7.75	8.00	8.50	8.50
Freight, stock, and material handlers, n.e.c.	6.15	8.50	9.75	11.48	13.28
Service	2.77	6.50	7.89	9.10	10.50
Protective service	7.20	8.00	9.00	10.66	25.00
Guards and police, except public service	7.50	8.00	8.50	10.00	25.00
Food service	2.13	2.38	6.23	8.50	9.70
Waiters, waitresses, and bartenders	2.13	2.13	2.38	5.50	7.75
Waiters and waitresses	2.13	2.13	2.37	2.77	7.50
Waiters/Waitresses' assistants	2.75	5.50	6.25	7.50	9.09
Other food service	6.00	6.25	7.99	9.55	10.27
Food preparation, n.e.c.	6.50	7.00	8.00	10.21	11.00
Health service	7.34	8.49	10.00	10.50	13.00
Nursing aides, orderlies and attendants	7.34	8.49	10.00	10.50	11.88

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, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.50	\$7.00	\$7.50	\$8.00	\$9.00
Janitors and cleaners	6.50	7.00	7.50	8.00	8.80
Personal service	6.21	8.00	9.10	9.50	10.50
Attendants, amusement, and recreation facilities	5.15	5.75	6.44	7.04	7.97

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 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 Washington–Baltimore, DC–MD–VA–WV, Metropolitan Statistical Area includes:

- The District of Columbia
- Baltimore City and the counties of Anne Arundel, Baltimore, Calvert, Carroll, Charles, Frederick, Harford, Howard, Montgomery, Prince George’s, Queen Anne’s, and Washington, MD
- The cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park, and the counties of Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren, VA
- The counties of Berkeley and Jefferson, WV

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 occupa-

tional 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 be-

yond 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	10,119
Total in sample	720
Responding	389
Out of business or not in survey scope	76
Unable or refused to provide data	255

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 sam-

pled 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, Washington-Baltimore, DC-MD-VA-WV, April 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,442,500	1,123,900	318,600
All excluding sales	1,325,800	1,008,900	316,900
White collar	855,400	639,900	215,500
White-collar excluding sales	738,700	524,900	213,800
Professional specialty and technical	382,900	243,100	139,900
Professional specialty	335,700	205,400	130,300
Technical	47,200	37,700	9,500
Executive, administrative, and managerial	128,900	99,300	29,600
Sales	116,600	115,000	–
Administrative support, including clerical	227,000	182,600	44,400
Blue collar	270,700	244,000	26,800
Precision production, craft, and repair	85,400	77,300	8,100
Machine operators, assemblers, and inspectors	45,800	45,500	–
Transportation and material moving	72,200	57,100	15,000
Handlers, equipment cleaners, helpers, and laborers	67,400	64,100	–
Service	316,400	240,000	76,400

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.