

Minneapolis–St. Paul, MN–WI National Compensation Survey May 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 Minneapolis–St. Paul, MN–WI, metropolitan area. Data were collected between December 2002 and January 2004; the average reference month is May 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, Minneapolis-St. Paul, MN-WI, May 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	\$21.58	1.7	35.2	\$21.01	2.0	34.6	\$23.87	1.7	37.5
Worker characteristics:⁴									
White-collar occupations ⁵	25.35	2.4	37.3	25.30	3.0	37.0	25.50	2.1	38.1
Professional specialty and technical	30.32	3.0	36.9	30.69	4.3	36.7	29.57	2.0	37.5
Executive, administrative, and managerial	32.53	4.2	40.1	32.55	5.0	40.0	32.39	7.0	40.6
Sales	23.36	20.6	32.3	23.39	20.6	32.3	—	—	—
Administrative support	15.72	4.1	38.1	15.65	5.4	38.1	15.94	1.4	38.0
Blue-collar occupations ⁵	17.80	1.8	36.7	17.50	1.9	36.5	20.77	2.8	39.0
Precision production, craft, and repair	20.67	4.0	40.0	20.54	4.6	40.0	21.50	3.8	40.0
Machine operators, assemblers, and inspectors	16.25	2.3	38.0	16.25	2.3	38.0	—	—	—
Transportation and material moving	17.56	6.7	34.1	17.42	7.8	33.9	18.60	4.7	35.9
Handlers, equipment cleaners, helpers, and laborers	14.57	3.7	32.4	13.78	3.1	31.7	21.02	5.4	40.0
Service occupations ⁵	11.75	4.9	26.8	9.62	1.9	25.1	18.81	5.8	34.3
Full time	23.30	1.8	39.9	22.99	2.2	40.0	24.44	2.1	39.5
Part time	11.61	3.1	20.9	11.07	3.2	20.7	16.52	4.9	22.6
Union	21.75	1.8	35.9	20.55	2.5	34.1	23.04	2.1	38.0
Nonunion	21.50	2.4	34.8	21.14	2.6	34.8	27.36	4.0	35.5
Time	20.99	1.7	35.0	20.24	2.0	34.4	23.87	1.7	37.5
Incentive	36.50	13.6	40.7	36.50	13.6	40.7	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	24.16	3.6	39.3	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	18.58	5.3	32.8	18.59	5.3	32.8	—	—	—
100-499 workers	19.30	5.0	34.8	19.16	5.2	34.8	21.73	3.4	34.5
500 workers or more	24.51	2.2	36.5	24.76	3.5	35.7	24.11	1.8	37.9

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, Minneapolis-St. Paul, MN-WI, May 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	\$21.58	1.7	\$21.01	2.0	\$23.87	1.7
All excluding sales	21.44	2.0	20.78	2.6	23.88	1.7
White collar	25.35	2.4	25.30	3.0	25.50	2.1
White collar excluding sales	25.61	2.9	25.64	3.9	25.52	2.0
Professional specialty and technical	30.32	3.0	30.69	4.3	29.57	2.0
Professional specialty	30.21	2.2	29.70	3.3	31.09	2.3
Engineers, architects, and surveyors	32.74	6.1	33.58	5.7	—	—
Mechanical engineers	30.97	5.0	30.97	5.0	—	—
Engineers, n.e.c.	32.14	7.7	34.10	6.3	—	—
Mathematical and computer scientists	32.43	3.9	33.56	3.9	24.12	4.7
Computer systems analysts and scientists	32.12	3.8	33.27	3.7	24.12	4.7
Natural scientists	26.20	19.7	—	—	20.98	14.8
Health related	28.62	2.2	28.03	2.6	30.61	3.5
Registered nurses	28.90	1.5	27.96	1.5	32.01	1.8
Teachers, college and university	37.77	8.9	35.24	18.5	—	—
Art, drama, and music teachers	43.27	6.3	—	—	—	—
Teachers, except college and university	31.25	3.6	19.82	11.8	33.24	2.7
Prekindergarten and kindergarten	24.14	13.5	—	—	—	—
Elementary school teachers	33.80	3.4	29.40	14.8	33.94	3.5
Secondary school teachers	33.94	2.0	—	—	33.49	2.7
Teachers, special education	33.40	2.3	—	—	33.40	2.3
Teachers, n.e.c.	27.89	9.3	—	—	—	—
Librarians, archivists, and curators	25.40	16.3	—	—	29.86	13.0
Librarians	28.99	12.5	—	—	29.86	13.0
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.60	1.6	21.02	4.1	24.98	1.4
Social workers	23.65	1.7	21.02	4.1	25.13	2.1
Lawyers and judges	31.36	6.9	—	—	—	—
Lawyers	31.36	6.9	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.90	9.1	20.14	9.7	—	—
Technical	30.69	10.0	33.35	11.5	20.14	2.7
Licensed practical nurses	17.56	2.3	17.31	1.8	—	—
Health technologists and technicians, n.e.c.	15.43	11.8	15.27	14.6	16.13	5.0
Engineering technicians, n.e.c.	22.89	4.7	—	—	—	—
Drafters	21.22	2.2	—	—	—	—
Computer programmers	25.19	2.3	—	—	—	—
Legal assistants	25.27	8.6	—	—	—	—
Technical and related, n.e.c.	18.09	3.2	—	—	—	—
Executive, administrative, and managerial	32.53	4.2	32.55	5.0	32.39	7.0
Executives, administrators, and managers	41.11	5.0	41.36	5.8	39.89	5.3
Administrators and officials, public administration	30.72	16.2	—	—	30.72	16.2
Financial managers	42.48	11.4	42.51	11.5	—	—
Managers, marketing, advertising, and public relations	34.79	8.2	34.79	8.2	—	—
Administrators, education and related fields	40.31	4.9	20.45	13.1	44.39	2.6
Managers and administrators, n.e.c.	49.22	7.4	49.55	7.6	—	—
Management related	24.80	4.7	24.41	5.6	26.45	2.4
Accountants and auditors	27.39	10.8	28.11	11.1	22.38	.2
Other financial officers	24.80	11.9	—	—	—	—
Management analysts	30.38	8.5	30.52	9.4	—	—
Personnel, training, and labor relations specialists	21.10	9.6	20.86	9.7	—	—
Management related, n.e.c.	19.65	9.4	17.94	9.8	—	—
Sales	23.36	20.6	23.39	20.6	—	—
Supervisors, sales	26.50	10.2	26.50	10.2	—	—
Sales representatives, mining, manufacturing, and wholesale	25.68	2.3	25.68	2.3	—	—
Sales workers, other commodities	13.02	10.3	13.02	10.3	—	—
Cashiers	9.19	2.6	9.13	2.6	—	—
Administrative support, including clerical	15.72	4.1	15.65	5.4	15.94	1.4

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, Minneapolis-St. Paul, MN-WI, May 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						
Administrative support, including clerical –Continued						
Secretaries	\$16.83	1.9	\$16.78	3.4	\$16.89	1.6
Typists	15.24	11.1	–	–	13.75	4.3
Transportation ticket and reservation agents	16.85	6.0	16.85	6.0	–	–
Receptionists	13.24	5.3	13.04	6.4	–	–
Information clerks, n.e.c.	13.34	6.6	13.34	6.6	–	–
Order clerks	18.20	12.1	18.20	12.1	–	–
Library clerks	12.61	5.8	–	–	12.66	5.9
Records clerks, n.e.c.	14.81	7.6	14.72	7.9	–	–
Bookkeepers, accounting and auditing clerks	16.18	10.6	15.84	12.2	–	–
Dispatchers	17.73	7.3	–	–	–	–
Production coordinators	16.41	13.7	16.41	13.7	–	–
Traffic, shipping and receiving clerks	16.40	3.9	16.40	3.9	–	–
Stock and inventory clerks	16.08	5.2	–	–	–	–
Investigators and adjusters, except insurance	15.40	2.2	15.34	2.0	–	–
General office clerks	13.83	6.4	12.34	9.3	15.76	3.9
Teachers' aides	14.15	2.5	–	–	14.38	1.2
Administrative support, n.e.c.	16.12	9.4	16.18	10.8	15.75	9.5
Blue collar	17.80	1.8	17.50	1.9	20.77	2.8
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	20.67	4.0	20.54	4.6	21.50	3.8
Heavy equipment mechanics	17.48	2.2	–	–	–	–
Industrial machinery repairers	20.50	1.6	–	–	–	–
Mechanics and repairers, n.e.c.	19.50	3.5	19.50	3.5	–	–
Carpenters	19.73	9.6	19.73	9.6	–	–
Supervisors, production	22.04	9.9	21.57	17.2	–	–
Supervisors, production	25.33	4.6	25.33	4.6	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	16.25	2.3	16.25	2.3	–	–
Printing press operators	15.01	12.4	15.01	12.4	–	–
Painting and paint spraying machine operators ...	20.03	6.0	20.03	6.0	–	–
Miscellaneous machine operators, n.e.c.	18.87	17.1	18.87	17.1	–	–
Welders and cutters	11.35	6.7	11.32	6.7	–	–
Assemblers	16.91	3.9	16.91	3.9	–	–
Assemblers	16.42	5.1	16.42	5.1	–	–
Transportation and material moving						
Truck drivers	17.56	6.7	17.42	7.8	18.60	4.7
Bus drivers	20.85	7.5	21.06	7.5	–	–
Industrial truck and tractor equipment operators ..	14.72	1.0	12.75	5.1	18.68	3.9
Industrial truck and tractor equipment operators ..	16.21	3.3	16.21	3.3	–	–
Handlers, equipment cleaners, helpers, and laborers						
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	14.57	3.7	13.78	3.1	21.02	5.4
Production helpers	20.55	9.0	–	–	–	–
Stock handlers and baggers	13.97	1.0	13.97	1.0	–	–
Freight, stock, and material handlers, n.e.c.	12.98	5.9	12.98	5.9	–	–
Hand packers and packagers	13.40	7.0	13.40	7.0	–	–
Laborers, except construction, n.e.c.	10.02	7.7	10.02	7.7	–	–
Laborers, except construction, n.e.c.	12.98	8.0	12.30	8.4	–	–
Service						
Protective service	11.75	4.9	9.62	1.9	18.81	5.8
Police and detectives, public service	21.63	7.5	–	–	22.11	7.4
Sheriffs, bailiffs, and other law enforcement officers	25.30	1.6	–	–	25.30	1.6
Correctional institution officers	21.37	5.6	–	–	21.37	5.6
Food service	18.40	18.7	–	–	18.40	18.7
Waiters, waitresses, and bartenders	8.52	2.1	8.37	2.2	11.88	4.1
Bartenders	6.13	5.6	6.13	5.6	–	–
Waiters and waitresses	6.90	13.2	6.90	13.2	–	–
Waiters/Waitresses' assistants	5.17	.7	5.17	.7	–	–
Waiters/Waitresses' assistants	8.62	12.0	8.62	12.0	–	–

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, Minneapolis-St. Paul, MN-WI, May 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						
Food service—Continued						
Other food service	\$9.76	4.2	\$9.61	4.5	\$11.88	4.1
Cooks	12.53	5.7	12.42	5.8	—	—
Kitchen workers, food preparation	11.12	6.2	11.08	6.6	—	—
Food preparation, n.e.c.	8.61	5.4	8.29	5.4	11.30	3.6
Health service	12.38	3.4	12.31	3.7	13.25	9.9
Nursing aides, orderlies and attendants	11.95	3.8	11.83	4.0	13.26	10.8
Cleaning and building service	11.83	2.9	10.53	2.5	15.62	5.1
Maids and housemen	10.00	5.1	10.02	5.2	—	—
Janitors and cleaners	12.09	2.8	10.56	2.6	15.63	5.1
Personal service	11.04	7.0	10.02	10.4	15.00	9.6
Attendants, amusement, and recreation facilities	8.68	.3	8.68	.3	—	—
Early childhood teachers' assistants	14.49	10.4	—	—	15.06	10.4

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Minneapolis-St. Paul, MN-WI, May 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	\$23.30	1.8	\$22.99	2.2	\$24.44	2.1
All excluding sales	22.89	2.2	22.42	2.8	24.45	2.1
White collar	26.33	2.5	26.44	3.2	25.96	2.5
White collar excluding sales	25.97	3.1	25.97	4.1	25.97	2.5
Professional specialty and technical	30.93	3.1	31.29	4.6	30.20	1.7
Professional specialty	30.51	2.3	29.91	3.5	31.48	2.4
Engineers, architects, and surveyors	32.74	6.1	33.58	5.7	—	—
Mechanical engineers	30.97	5.0	30.97	5.0	—	—
Engineers, n.e.c.	32.14	7.7	34.10	6.3	—	—
Mathematical and computer scientists	32.43	3.9	33.56	3.9	24.12	4.7
Computer systems analysts and scientists	32.12	3.8	33.27	3.7	24.12	4.7
Natural scientists	25.98	23.8	—	—	20.98	14.8
Health related	28.96	3.1	28.43	4.3	30.21	2.5
Registered nurses	29.31	3.0	28.10	3.8	31.71	2.5
Teachers, college and university	38.19	8.9	36.41	18.9	—	—
Teachers, except college and university	31.48	3.9	19.13	10.6	33.63	3.0
Prekindergarten and kindergarten	24.60	14.6	—	—	—	—
Elementary school teachers	34.12	2.5	29.40	14.8	34.28	2.6
Secondary school teachers	33.81	2.2	—	—	33.49	2.7
Teachers, special education	33.40	2.3	—	—	33.40	2.3
Teachers, n.e.c.	27.89	9.3	—	—	—	—
Librarians, archivists, and curators	26.15	17.5	—	—	30.25	12.9
Librarians	30.56	11.7	—	—	30.25	12.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.71	1.8	21.02	4.1	25.27	2.2
Social workers	23.71	1.8	21.02	4.1	25.27	2.2
Lawyers and judges	33.26	7.0	—	—	—	—
Lawyers	33.26	7.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.42	7.9	19.60	8.1	—	—
Technical	32.45	10.7	35.00	12.0	19.75	3.6
Licensed practical nurses	17.33	2.3	17.33	2.3	—	—
Engineering technicians, n.e.c.	22.89	4.7	—	—	—	—
Computer programmers	25.19	2.3	—	—	—	—
Legal assistants	25.27	8.6	—	—	—	—
Technical and related, n.e.c.	18.09	3.2	—	—	—	—
Executive, administrative, and managerial	32.60	4.3	32.64	5.0	32.41	7.0
Executives, administrators, and managers	41.23	5.0	41.51	5.9	39.89	5.3
Administrators and officials, public administration	30.72	16.2	—	—	30.72	16.2
Financial managers	42.48	11.4	42.51	11.5	—	—
Managers, marketing, advertising, and public relations	34.79	8.2	34.79	8.2	—	—
Administrators, education and related fields	41.32	5.5	—	—	44.39	2.6
Managers and administrators, n.e.c.	49.22	7.4	49.55	7.6	—	—
Management related	24.83	4.6	24.44	5.5	26.46	2.4
Accountants and auditors	27.38	10.8	28.10	11.1	22.38	1.2
Other financial officers	24.80	11.9	—	—	—	—
Management analysts	30.38	8.5	30.52	9.4	—	—
Personnel, training, and labor relations specialists	21.11	9.6	20.86	9.7	—	—
Management related, n.e.c.	19.74	9.5	17.98	10.1	—	—
Sales	30.08	22.0	30.11	22.0	—	—
Supervisors, sales	26.50	10.2	26.50	10.2	—	—
Sales representatives, mining, manufacturing, and wholesale	25.68	2.3	25.68	2.3	—	—
Administrative support, including clerical	15.93	4.3	15.87	5.6	16.13	1.4
Secretaries	16.86	1.9	16.82	3.4	16.89	1.6
Typists	15.32	11.0	—	—	13.75	4.3
Transportation ticket and reservation agents	16.85	6.0	16.85	6.0	—	—
Receptionists	13.88	4.9	13.81	6.3	—	—
Information clerks, n.e.c.	13.70	7.5	13.70	7.5	—	—

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, Minneapolis-St. Paul, MN-WI, May 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						
Administrative support, including clerical –Continued						
Order clerks	\$18.20	12.1	\$18.20	12.1	–	–
Library clerks	14.06	7.5	–	–	\$14.06	7.5
Records clerks, n.e.c.	14.81	7.6	14.72	7.9	–	–
Bookkeepers, accounting and auditing clerks	16.24	11.0	15.91	12.8	–	–
Dispatchers	17.73	7.9	–	–	–	–
Production coordinators	16.41	13.7	16.41	13.7	–	–
Traffic, shipping and receiving clerks	16.40	3.9	16.40	3.9	–	–
Stock and inventory clerks	16.10	5.3	–	–	–	–
Investigators and adjusters, except insurance	15.42	2.3	15.36	2.1	–	–
General office clerks	13.92	6.6	12.39	9.7	15.92	2.9
Administrative support, n.e.c.	16.75	8.2	16.90	9.2	15.85	10.6
Blue collar	18.66	1.7	18.40	1.9	20.98	2.6
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	20.67	4.0	20.54	4.6	21.50	3.8
Heavy equipment mechanics	17.48	2.2	–	–	–	–
Industrial machinery repairers	20.50	1.6	–	–	–	–
Mechanics and repairers, n.e.c.	19.50	3.5	19.50	3.5	–	–
Carpenters	19.73	9.6	19.73	9.6	–	–
Supervisors, production	22.04	9.9	21.57	17.2	–	–
Supervisors, production	25.33	4.6	25.33	4.6	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	16.74	1.8	16.74	1.8	–	–
Printing press operators	15.01	12.4	15.01	12.4	–	–
Painting and paint spraying machine operators ...	20.03	6.0	20.03	6.0	–	–
Miscellaneous machine operators, n.e.c.	18.87	17.1	18.87	17.1	–	–
Welders and cutters	11.92	8.9	11.92	8.9	–	–
Assemblers	16.91	3.9	16.91	3.9	–	–
Assemblers	16.99	4.9	16.99	4.9	–	–
Transportation and material moving						
Truck drivers	18.90	7.4	18.84	8.6	–	–
Bus drivers	21.30	6.3	21.55	6.0	–	–
Industrial truck and tractor equipment operators ..	16.80	8.7	–	–	–	–
Industrial truck and tractor equipment operators ..	16.37	3.0	16.37	3.0	–	–
Handlers, equipment cleaners, helpers, and laborers						
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.37	4.2	15.55	3.5	21.02	5.4
Production helpers	20.55	9.0	–	–	–	–
Stock handlers and baggers	13.97	1.0	13.97	1.0	–	–
Laborers, except construction, n.e.c.	16.08	9.4	16.08	9.4	–	–
Laborers, except construction, n.e.c.	15.41	4.9	14.82	4.3	–	–
Service						
Protective service	14.18	6.5	10.83	2.9	19.84	4.8
Police and detectives, public service	21.90	7.4	–	–	22.29	7.3
Sheriffs, bailiffs, and other law enforcement officers	25.30	1.6	–	–	25.30	1.6
Correctional institution officers	21.97	.6	–	–	21.97	.6
Food service	18.40	18.7	–	–	18.40	18.7
Waiters, waitresses, and bartenders	9.83	3.9	9.70	4.0	–	–
Other food service	7.44	10.1	7.44	10.1	–	–
Cooks	10.73	5.3	10.60	5.4	–	–
Food preparation, n.e.c.	12.94	7.9	12.82	8.0	–	–
Health service	8.88	8.7	–	–	–	–
Nursing aides, orderlies and attendants	13.25	4.2	13.10	4.6	–	–
Nursing aides, orderlies and attendants	12.67	2.6	12.36	1.0	–	–

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, Minneapolis-St. Paul, MN-WI, May 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	\$13.14	3.6	\$11.27	2.9	\$16.00	4.9
Maids and housemen	10.14	2.8	—	—	—	—
Janitors and cleaners	13.48	4.2	11.37	3.5	16.02	5.1
Personal service	11.52	9.6	10.67	13.4	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Minneapolis-St. Paul, MN-WI, May 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	\$11.61	3.1	\$11.07	3.2	\$16.52	4.9
All excluding sales	12.07	3.2	11.48	3.4	16.56	4.9
White collar	15.20	5.5	14.51	6.3	18.68	4.8
White collar excluding sales	19.73	3.2	20.12	4.0	18.78	4.8
Professional specialty and technical	24.00	2.8	24.84	2.9	21.94	5.2
Professional specialty	26.59	2.7	27.67	2.2	22.71	9.4
Natural scientists	—	—	—	—	—	—
Health related	27.90	2.9	27.37	2.5	33.71	13.8
Registered nurses	28.31	2.5	27.81	1.9	33.71	13.8
Teachers, college and university	28.03	19.7	28.03	19.7	—	—
Teachers, except college and university	23.69	18.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.90	5.0	17.22	3.6	21.16	2.6
Licensed practical nurses	18.23	5.3	—	—	—	—
Health technologists and technicians, n.e.c.	16.66	8.1	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.12	4.4	9.10	4.5	—	—
Cashiers	8.88	1.6	8.86	1.6	—	—
Administrative support, including clerical	12.18	3.3	11.72	4.0	13.26	7.2
Receptionists	10.91	6.3	10.91	6.3	—	—
Library clerks	10.94	1.9	—	—	—	—
General office clerks	11.46	9.8	—	—	—	—
Blue collar	10.93	3.6	10.78	3.8	—	—
Machine operators, assemblers, and inspectors	10.03	.7	—	—	—	—
Transportation and material moving	13.15	5.4	12.92	6.1	—	—
Bus drivers	13.23	5.9	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.73	3.7	9.73	3.7	—	—
Stock handlers and baggers	10.31	2.8	10.31	2.8	—	—
Freight, stock, and material handlers, n.e.c.	11.96	.7	11.96	.7	—	—
Service	8.93	1.7	8.67	1.7	12.43	3.9
Protective service	—	—	—	—	—	—
Food service	7.69	3.0	7.50	3.4	11.17	6.9
Waiters, waitresses, and bartenders	5.54	2.5	5.54	2.5	—	—
Waiters and waitresses	5.15	.5	5.15	.5	—	—
Other food service	9.03	5.9	8.84	6.6	11.17	6.9
Kitchen workers, food preparation	11.12	6.2	11.08	6.6	—	—
Food preparation, n.e.c.	8.50	7.0	8.20	7.7	10.96	7.7
Health service	11.57	5.0	11.54	5.5	—	—
Nursing aides, orderlies and attendants	11.55	5.1	11.54	5.5	—	—

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, Minneapolis-St. Paul, MN-WI, May 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	\$9.76	3.6	\$9.80	3.7	—	—
Janitors and cleaners	9.74	4.0	9.78	4.1	—	—
Personal service	10.64	9.8	9.55	7.6	—	—
Attendants, amusement, and recreation facilities	8.68	.3	8.68	.3	—	—

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

² 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, Minneapolis-St. Paul, MN-WI, May 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	\$930	1.9	39.9	\$920	2.4	40.0	\$966	1.8	39.5
All excluding sales	913	2.3	39.9	896	3.0	40.0	966	1.8	39.5
White collar	1,052	2.6	39.9	1,062	3.4	40.2	1,020	2.0	39.3
White collar excluding sales	1,035	3.2	39.9	1,041	4.3	40.1	1,020	2.0	39.3
Professional specialty and technical	1,233	4.0	39.9	1,260	5.9	40.3	1,180	1.8	39.1
Professional specialty	1,226	3.4	40.2	1,226	5.4	41.0	1,226	2.4	38.9
Engineers, architects, and surveyors	1,318	6.2	40.3	1,353	5.8	40.3	-	-	-
Mechanical engineers	1,262	5.9	40.7	1,262	5.9	40.7	-	-	-
Engineers, n.e.c.	1,292	7.8	40.2	1,373	6.2	40.3	-	-	-
Mathematical and computer scientists	1,366	8.2	42.1	1,425	8.7	42.4	965	4.7	40.0
Computer systems analysts and scientists	1,359	8.5	42.3	1,419	9.1	42.7	965	4.7	40.0
Natural scientists	1,039	23.8	40.0	-	-	-	839	14.8	40.0
Health related	1,143	3.1	39.5	1,116	4.2	39.2	1,208	2.5	40.0
Registered nurses	1,154	3.3	39.4	1,098	4.1	39.1	1,268	2.5	40.0
Teachers, college and university	1,508	8.5	39.5	1,387	16.6	38.1	-	-	-
Teachers, except college and university	1,201	3.8	38.1	760	10.4	39.8	1,274	3.1	37.9
Prekindergarten and kindergarten	935	13.9	38.0	-	-	-	-	-	-
Elementary school teachers ...	1,311	4.3	38.4	1,176	14.8	40.0	1,316	4.5	38.4
Secondary school teachers ...	1,304	3.0	38.6	-	-	-	1,289	3.6	38.5
Teachers, special education ...	1,306	1.9	39.1	-	-	-	1,306	1.9	39.1
Teachers, n.e.c.	989	7.1	35.5	-	-	-	-	-	-
Librarians, archivists, and curators	1,042	17.4	39.8	-	-	-	1,202	13.0	39.7
Librarians	1,215	11.8	39.8	-	-	-	1,202	13.0	39.7
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	949	1.9	40.0	840	4.2	40.0	1,012	2.2	40.1
Social workers	949	1.9	40.0	840	4.2	40.0	1,012	2.2	40.1
Lawyers and judges	1,427	8.2	42.9	-	-	-	-	-	-
Lawyers	1,427	8.2	42.9	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	777	7.9	40.0	784	8.1	40.0	-	-	-
Technical	1,256	11.6	38.7	1,347	13.2	38.5	790	3.6	40.0
Licensed practical nurses	687	2.3	39.6	687	2.3	39.6	-	-	-
Engineering technicians, n.e.c.	916	4.7	40.0	-	-	-	-	-	-
Computer programmers	1,045	3.2	41.5	-	-	-	-	-	-
Legal assistants	994	7.0	39.3	-	-	-	-	-	-
Technical and related, n.e.c. ...	724	3.2	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,310	4.3	40.2	1,308	5.0	40.1	1,315	7.5	40.6
Executives, administrators, and managers	1,681	5.3	40.8	1,688	6.3	40.7	1,648	5.4	41.3
Administrators and officials, public administration	1,229	16.2	40.0	-	-	-	1,229	16.2	40.0
Financial managers	1,746	10.7	41.1	1,748	10.7	41.1	-	-	-
Managers, marketing, advertising, and public relations	1,416	8.4	40.7	1,416	8.4	40.7	-	-	-
Administrators, education and related fields	1,732	5.5	41.9	-	-	-	1,874	2.4	42.2
Managers and administrators, n.e.c.	2,004	8.2	40.7	2,018	8.5	40.7	-	-	-
Management related	984	4.4	39.7	967	5.2	39.6	1,059	2.4	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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 —Continued									
Management related —Continued									
Accountants and auditors	\$1,060	9.7	38.7	\$1,083	10.1	38.5	\$895	0.2	40.0
Other financial officers	1,012	11.1	40.8	—	—	—	—	—	—
Management analysts	1,211	8.7	39.9	1,216	9.6	39.8	—	—	—
Personnel, training, and labor relations specialists	833	9.4	39.5	823	9.5	39.4	—	—	—
Management related, n.e.c.	790	9.5	40.0	719	10.1	40.0	—	—	—
Sales	1,225	23.8	40.7	1,226	23.9	40.7	—	—	—
Supervisors, sales	1,097	12.3	41.4	1,097	12.3	41.4	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,027	2.3	40.0	1,027	2.3	40.0	—	—	—
Administrative support, including clerical	632	4.2	39.7	633	5.5	39.9	630	2.1	39.0
Secretaries	649	3.1	38.5	662	2.9	39.3	635	5.5	37.6
Typists	604	11.2	39.4	—	—	—	540	4.4	39.3
Transportation ticket and reservation agents	674	6.0	40.0	674	6.0	40.0	—	—	—
Receptionists	555	4.9	40.0	552	6.3	40.0	—	—	—
Information clerks, n.e.c.	548	7.5	40.0	548	7.5	40.0	—	—	—
Order clerks	728	12.1	40.0	728	12.1	40.0	—	—	—
Library clerks	522	10.9	37.1	—	—	—	522	10.9	37.1
Records clerks, n.e.c.	592	7.6	40.0	589	7.9	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	645	10.6	39.7	632	12.3	39.8	—	—	—
Dispatchers	709	7.9	40.0	—	—	—	—	—	—
Production coordinators	657	13.7	40.0	657	13.7	40.0	—	—	—
Traffic, shipping and receiving clerks	656	3.9	40.0	656	3.9	40.0	—	—	—
Stock and inventory clerks	644	5.3	40.0	—	—	—	—	—	—
Investigators and adjusters, except insurance	617	2.3	40.0	614	2.1	40.0	—	—	—
General office clerks	556	6.5	39.9	495	9.7	40.0	634	2.6	39.8
Administrative support, n.e.c.	664	8.0	39.7	671	8.9	39.7	623	12.7	39.3
Blue collar	746	1.5	40.0	736	1.6	40.0	839	2.6	40.0
Precision production, craft, and repair	827	4.0	40.0	822	4.6	40.0	860	3.8	40.0
Bus, truck, and stationary engine mechanics	699	2.2	40.0	—	—	—	—	—	—
Heavy equipment mechanics	820	1.6	40.0	—	—	—	—	—	—
Industrial machinery repairers	780	3.5	40.0	780	3.5	40.0	—	—	—
Mechanics and repairers, n.e.c.	789	9.6	40.0	789	9.6	40.0	—	—	—
Carpenters	882	9.9	40.0	863	17.2	40.0	—	—	—
Supervisors, production	1,013	4.6	40.0	1,013	4.6	40.0	—	—	—
Machine operators, assemblers, and inspectors	663	2.0	39.6	663	2.0	39.6	—	—	—
Punching and stamping press operators	597	12.5	39.8	597	12.5	39.8	—	—	—
Printing press operators	767	6.8	38.3	767	6.8	38.3	—	—	—
Painting and paint spraying machine operators	755	17.1	40.0	755	17.1	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	474	8.4	39.8	474	8.4	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, Minneapolis-St. Paul, MN-WI, May 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)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Welders and cutters	\$676	3.9	40.0	\$676	3.9	40.0	—	—	—
Assemblers	680	4.9	40.0	680	4.9	40.0	—	—	—
Transportation and material moving	769	11.6	40.7	768	13.4	40.8	—	—	—
Truck drivers	941	10.5	44.2	960	10.0	44.6	—	—	—
Bus drivers	613	15.0	36.5	—	—	—	—	—	—
Industrial truck and tractor equipment operators	655	3.0	40.0	655	3.0	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	654	4.2	39.9	621	3.5	39.9	\$841	5.4	40.0
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	822	9.0	40.0	—	—	—	—	—	—
Production helpers	552	1.9	39.5	552	1.9	39.5	—	—	—
Stock handlers and baggers ...	643	9.4	40.0	643	9.4	40.0	—	—	—
Laborers, except construction, n.e.c.	616	4.9	40.0	593	4.3	40.0	—	—	—
Service	561	6.8	39.5	423	2.8	39.1	800	5.3	40.3
Protective service	901	7.3	41.1	—	—	—	919	7.1	41.2
Police and detectives, public service	1,027	.4	40.6	—	—	—	1,027	.4	40.6
Sheriffs, bailiffs, and other law enforcement officers	879	.6	40.0	—	—	—	879	.6	40.0
Correctional institution officers	736	18.7	40.0	—	—	—	736	18.7	40.0
Food service	384	4.2	39.1	379	4.2	39.0	—	—	—
Waiters, waitresses, and bartenders	295	9.9	39.6	295	9.9	39.6	—	—	—
Other food service	417	5.6	38.8	411	5.6	38.8	—	—	—
Cooks	496	10.7	38.4	491	10.9	38.3	—	—	—
Food preparation, n.e.c.	334	8.3	37.6	—	—	—	—	—	—
Health service	498	4.7	37.6	493	5.2	37.7	—	—	—
Nursing aides, orderlies and attendants	472	4.1	37.2	461	4.4	37.3	—	—	—
Cleaning and building service	523	3.6	39.8	448	2.9	39.7	640	4.9	40.0
Maids and housemen	397	3.9	39.2	—	—	—	—	—	—
Janitors and cleaners	539	4.2	40.0	454	3.5	39.9	641	5.1	40.0
Personal service	440	10.0	38.2	426	13.5	39.9	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 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	\$47,231	1.9	2,027	\$47,640	2.4	2,072	\$45,895	1.8	1,877
All excluding sales	46,270	2.3	2,021	46,392	3.0	2,069	45,900	1.8	1,877
White collar	52,970	2.6	2,012	55,015	3.4	2,080	47,326	2.0	1,823
White collar excluding sales	51,996	3.2	2,002	53,899	4.3	2,076	47,333	2.0	1,823
Professional specialty and technical	59,694	4.0	1,930	64,882	5.9	2,073	51,262	1.8	1,697
Professional specialty	58,211	3.4	1,908	62,862	5.4	2,102	52,254	2.4	1,660
Engineers, architects, and surveyors	68,535	6.2	2,093	70,356	5.8	2,095	—	—	—
Mechanical engineers	65,607	5.9	2,119	65,607	5.9	2,119	—	—	—
Engineers, n.e.c.	67,208	7.8	2,091	71,404	6.2	2,094	—	—	—
Mathematical and computer scientists	71,055	8.2	2,191	74,075	8.7	2,207	50,168	4.7	2,080
Computer systems analysts and scientists	70,655	8.5	2,200	73,803	9.1	2,218	50,168	4.7	2,080
Natural scientists	54,029	23.8	2,080	—	—	—	43,633	14.8	2,080
Health related	59,070	3.1	2,040	58,016	4.2	2,041	61,548	2.5	2,037
Registered nurses	59,470	3.3	2,029	57,109	4.1	2,032	64,142	2.5	2,023
Teachers, college and university	61,950	8.5	1,622	58,860	16.6	1,617	—	—	—
Teachers, except college and university	46,775	3.8	1,486	36,028	10.4	1,884	48,196	3.1	1,433
Prekindergarten and kindergarten	39,743	13.9	1,615	—	—	—	—	—	—
Elementary school teachers	48,518	4.3	1,422	44,677	14.8	1,520	48,636	4.5	1,419
Secondary school teachers	48,478	3.0	1,434	—	—	—	47,957	3.6	1,432
Teachers, special education	48,264	1.9	1,445	—	—	—	48,264	1.9	1,445
Teachers, n.e.c.	43,123	7.1	1,546	—	—	—	—	—	—
Librarians, archivists, and curators	49,679	17.4	1,900	—	—	—	56,351	13.0	1,863
Librarians	56,088	11.8	1,836	—	—	—	56,351	13.0	1,863
Social scientists and urban planners	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers	48,227	1.9	2,034	41,098	4.2	1,955	52,649	2.2	2,083
Social workers	48,227	1.9	2,034	41,098	4.2	1,955	52,649	2.2	2,083
Lawyers and judges	74,194	8.2	2,231	—	—	—	—	—	—
Lawyers	74,194	8.2	2,231	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	39,787	7.9	2,049	40,437	8.1	2,063	—	—	—
Technical	65,331	11.6	2,013	70,030	13.2	2,001	41,083	3.6	2,080
Licensed practical nurses	35,721	2.3	2,061	35,721	2.3	2,061	—	—	—
Engineering technicians, n.e.c.	47,609	4.7	2,080	—	—	—	—	—	—
Computer programmers	54,342	3.2	2,157	—	—	—	—	—	—
Legal assistants	51,668	7.0	2,045	—	—	—	—	—	—
Technical and related, n.e.c. ..	37,622	3.2	2,080	—	—	—	—	—	—
Executive, administrative, and managerial	67,518	4.3	2,071	67,940	5.0	2,082	65,649	7.5	2,026
Executives, administrators, and managers	85,840	5.3	2,082	87,498	6.3	2,108	78,231	5.4	1,961
Administrators and officials, public administration	63,901	16.2	2,080	—	—	—	63,901	16.2	2,080
Financial managers	90,805	10.7	2,138	90,888	10.7	2,138	—	—	—
Managers, marketing, advertising, and public relations	73,636	8.4	2,116	73,636	8.4	2,116	—	—	—
Administrators, education and related fields	77,632	5.5	1,879	—	—	—	83,934	2.4	1,891
Managers and administrators, n.e.c.	104,203	8.2	2,117	104,957	8.5	2,118	—	—	—
Management related	51,189	4.4	2,062	50,288	5.2	2,058	55,046	2.4	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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 —Continued									
Management related —Continued									
Accountants and auditors	\$55,131	9.7	2,013	\$56,321	10.1	2,004	\$46,550	0.2	2,080
Other financial officers	52,647	11.1	2,123	—	—	—	—	—	—
Management analysts	62,984	8.7	2,073	63,242	9.6	2,072	—	—	—
Personnel, training, and labor relations specialists	43,307	9.4	2,052	42,779	9.5	2,050	—	—	—
Management related, n.e.c.	41,066	9.5	2,080	37,407	10.1	2,080	—	—	—
Sales	63,714	23.8	2,118	63,776	23.9	2,118	—	—	—
Supervisors, sales	57,039	12.3	2,153	57,039	12.3	2,153	—	—	—
Sales representatives, mining, manufacturing, and wholesale	53,414	2.3	2,080	53,414	2.3	2,080	—	—	—
Administrative support, including clerical	32,522	4.2	2,041	32,900	5.5	2,074	31,407	2.1	1,947
Secretaries	33,608	3.1	1,994	34,402	2.9	2,045	32,759	5.5	1,939
Typists	31,407	11.2	2,050	—	—	—	28,096	4.4	2,044
Transportation ticket and reservation agents	35,057	6.0	2,080	35,057	6.0	2,080	—	—	—
Receptionists	28,866	4.9	2,080	28,724	6.3	2,080	—	—	—
Information clerks, n.e.c.	28,496	7.5	2,080	28,496	7.5	2,080	—	—	—
Order clerks	37,853	12.1	2,080	37,853	12.1	2,080	—	—	—
Library clerks	22,196	10.9	1,579	—	—	—	22,196	10.9	1,579
Records clerks, n.e.c.	30,808	7.6	2,080	30,624	7.9	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	33,524	10.6	2,064	32,859	12.3	2,066	—	—	—
Dispatchers	36,871	7.9	2,080	—	—	—	—	—	—
Production coordinators	34,142	13.7	2,080	34,142	13.7	2,080	—	—	—
Traffic, shipping and receiving clerks	34,105	3.9	2,080	34,105	3.9	2,080	—	—	—
Stock and inventory clerks	33,497	5.3	2,080	—	—	—	—	—	—
Investigators and adjusters, except insurance	32,072	2.3	2,080	31,942	2.1	2,080	—	—	—
General office clerks	28,874	6.5	2,074	25,701	9.7	2,075	32,993	2.6	2,072
Administrative support, n.e.c.	34,534	8.0	2,062	34,911	8.9	2,066	32,385	12.7	2,043
Blue collar	38,501	1.5	2,063	38,003	1.6	2,065	42,982	2.6	2,049
Precision production, craft, and repair	42,929	4.0	2,077	42,658	4.6	2,077	44,712	3.8	2,080
Bus, truck, and stationary engine mechanics	36,356	2.2	2,080	—	—	—	—	—	—
Heavy equipment mechanics	42,644	1.6	2,080	—	—	—	—	—	—
Industrial machinery repairers	40,559	3.5	2,080	40,559	3.5	2,080	—	—	—
Mechanics and repairers, n.e.c.	41,038	9.6	2,080	41,038	9.6	2,080	—	—	—
Carpenters	45,638	9.9	2,071	44,526	17.2	2,064	—	—	—
Supervisors, production	52,687	4.6	2,080	52,687	4.6	2,080	—	—	—
Machine operators, assemblers, and inspectors	34,483	2.0	2,060	34,483	2.0	2,060	—	—	—
Punching and stamping press operators	31,032	12.5	2,068	31,032	12.5	2,068	—	—	—
Printing press operators	39,871	6.8	1,991	39,871	6.8	1,991	—	—	—
Painting and paint spraying machine operators	39,241	17.1	2,080	39,241	17.1	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	24,651	8.4	2,068	24,651	8.4	2,068	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 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)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Welders and cutters	\$35,163	3.9	2,080	\$35,163	3.9	2,080	—	—	—
Assemblers	35,346	4.9	2,080	35,346	4.9	2,080	—	—	—
Transportation and material moving	38,096	11.6	2,016	38,284	13.4	2,032	—	—	—
Truck drivers	48,946	10.5	2,298	49,929	10.0	2,317	—	—	—
Bus drivers	25,088	15.0	1,493	—	—	—	—	—	—
Industrial truck and tractor equipment operators	34,041	3.0	2,080	34,041	3.0	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	33,963	4.2	2,074	32,245	3.5	2,073	\$43,717	5.4	2,080
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	42,431	9.0	2,065	—	—	—	—	—	—
Production helpers	28,726	1.9	2,056	28,726	1.9	2,056	—	—	—
Stock handlers and baggers ...	33,449	9.4	2,080	33,449	9.4	2,080	—	—	—
Laborers, except construction, n.e.c.	32,056	4.9	2,080	30,830	4.3	2,080	—	—	—
Service	28,849	6.8	2,034	21,989	2.8	2,031	40,464	5.3	2,039
Protective service	46,861	7.3	2,139	—	—	—	47,766	7.1	2,143
Police and detectives, public service	53,424	.4	2,111	—	—	—	53,424	.4	2,111
Sheriffs, bailiffs, and other law enforcement officers	45,697	.6	2,080	—	—	—	45,697	.6	2,080
Correctional institution officers	38,270	18.7	2,080	—	—	—	38,270	18.7	2,080
Food service	19,875	4.2	2,022	19,695	4.2	2,029	—	—	—
Waiters, waitresses, and bartenders	15,333	9.9	2,061	15,333	9.9	2,061	—	—	—
Other food service	21,544	5.6	2,007	21,381	5.6	2,017	—	—	—
Cooks	25,811	10.7	1,995	25,535	10.9	1,992	—	—	—
Food preparation, n.e.c.	17,039	8.3	1,919	—	—	—	—	—	—
Health service	25,884	4.7	1,954	25,651	5.2	1,958	—	—	—
Nursing aides, orderlies and attendants	24,519	4.1	1,935	23,973	4.4	1,940	—	—	—
Cleaning and building service	27,062	3.6	2,060	23,291	2.9	2,067	32,797	4.9	2,050
Maids and housemen	20,651	3.9	2,037	—	—	—	—	—	—
Janitors and cleaners	27,819	4.2	2,063	23,596	3.5	2,076	32,821	5.1	2,049
Personal service	20,757	10.0	1,802	22,165	13.5	2,077	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 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	\$21.58	1.7	\$21.01	2.0	\$23.87	1.7
All excluding sales	21.44	2.0	20.78	2.6	23.88	1.7
White collar	25.35	2.4	25.30	3.0	25.50	2.1
1	9.22	3.7	9.17	3.7	—	—
2	11.45	6.0	9.56	2.3	14.18	4.4
3	12.97	3.4	12.18	3.5	15.22	3.1
4	14.58	2.5	14.12	2.5	16.55	4.5
5	16.86	2.5	16.58	2.8	18.20	4.0
6	19.62	2.3	19.90	3.0	18.75	1.6
7	23.00	4.0	22.03	3.9	25.12	8.3
8	26.40	3.9	24.77	2.5	28.89	6.3
9	29.56	3.1	28.10	4.7	32.09	2.7
10	39.07	20.0	39.28	22.9	37.75	12.6
11	41.50	13.1	43.20	15.0	34.10	11.4
12	51.89	6.0	53.42	7.7	44.47	7.9
13	52.01	4.2	52.07	5.3	51.80	4.5
14	81.63	17.9	86.53	16.3	—	—
Not able to be leveled	26.55	6.4	26.86	6.5	—	—
White collar excluding sales	25.61	2.9	25.64	3.9	25.52	2.0
1	10.91	3.8	10.81	3.8	—	—
2	12.49	7.5	10.25	4.2	14.21	4.5
3	13.37	3.7	12.56	3.8	15.22	3.1
4	15.02	2.4	14.56	2.5	16.55	4.5
5	16.85	2.2	16.53	2.5	18.21	4.1
6	19.43	2.3	19.69	3.0	18.75	1.6
7	22.64	4.2	21.35	3.4	25.12	8.3
8	26.43	4.5	24.19	2.7	28.89	6.3
9	28.76	1.6	26.76	2.2	32.09	2.7
10	39.07	20.0	39.28	22.9	37.75	12.6
11	35.16	3.5	35.48	3.0	34.10	11.4
12	51.89	6.0	53.42	7.7	44.47	7.9
13	52.01	4.2	52.07	5.3	51.80	4.5
14	81.63	17.9	86.53	16.3	—	—
Not able to be leveled	26.45	6.7	26.77	6.8	—	—
Professional specialty and technical	30.32	3.0	30.69	4.3	29.57	2.0
Professional specialty	30.21	2.2	29.70	3.3	31.09	2.3
5	16.99	5.0	16.77	6.5	—	—
6	19.26	7.3	19.33	7.7	—	—
7	25.13	6.2	23.42	5.6	26.52	8.5
8	29.18	5.5	25.30	3.6	30.66	5.3
9	31.24	1.9	28.92	2.1	33.85	2.9
10	28.88	6.3	28.80	7.2	—	—
11	33.87	4.6	34.91	3.3	30.38	15.3
12	38.20	3.5	37.15	4.0	42.28	5.4
13	49.81	3.7	48.55	4.5	—	—
Not able to be leveled	27.20	10.0	28.39	10.5	—	—
Engineers, architects, and surveyors	32.74	6.1	33.58	5.7	—	—
10	25.87	1.2	25.87	1.2	—	—
11	33.54	4.0	33.54	4.0	—	—
12	36.13	3.1	35.45	2.5	—	—
Mechanical engineers	30.97	5.0	30.97	5.0	—	—
Engineers, n.e.c.	32.14	7.7	34.10	6.3	—	—
Mathematical and computer scientists	32.43	3.9	33.56	3.9	24.12	4.7
9	31.01	5.4	30.83	5.6	—	—
11	35.30	3.7	35.30	3.7	—	—
12	39.38	5.6	39.38	5.6	—	—
Not able to be leveled	31.10	6.2	31.10	6.2	—	—
Computer systems analysts and scientists	32.12	3.8	33.27	3.7	24.12	4.7
9	31.01	5.4	30.83	5.6	—	—
11	35.76	3.6	35.76	3.6	—	—
12	39.41	5.7	39.41	5.7	—	—
Not able to be leveled	31.10	6.2	31.10	6.2	—	—
Natural scientists	26.20	19.7	—	—	20.98	14.8
Health related	28.62	2.2	28.03	2.6	30.61	3.5

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, Minneapolis-St. Paul, MN-WI, May 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						
Health related —Continued						
7	\$27.63	3.7	\$27.74	4.5	—	—
8	27.03	4.0	—	—	—	—
9	28.50	2.0	28.06	1.4	\$30.62	8.1
Registered nurses	28.90	1.5	27.96	1.5	32.01	1.8
7	28.79	3.4	28.50	4.1	—	—
8	27.36	4.2	—	—	—	—
9	28.61	1.9	28.06	1.2	—	—
Teachers, college and university	37.77	8.9	35.24	18.5	—	—
Art, drama, and music teachers	43.27	6.3	—	—	—	—
Teachers, except college and university	31.25	3.6	19.82	11.8	33.24	2.7
5	18.44	14.2	18.58	14.7	—	—
7	30.39	10.8	—	—	—	—
8	31.33	5.4	—	—	31.33	5.4
9	36.39	2.8	—	—	36.45	2.8
Prekindergarten and kindergarten	24.14	13.5	—	—	—	—
Elementary school teachers	33.80	3.4	29.40	14.8	33.94	3.5
8	33.03	5.7	—	—	33.03	5.7
9	36.49	2.2	—	—	—	—
Secondary school teachers	33.94	2.0	—	—	33.49	2.7
9	36.07	4.5	—	—	36.17	4.5
Teachers, special education	33.40	2.3	—	—	33.40	2.3
Teachers, n.e.c.	27.89	9.3	—	—	—	—
Librarians, archivists, and curators	25.40	16.3	—	—	29.86	13.0
Librarians	28.99	12.5	—	—	29.86	13.0
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.60	1.6	21.02	4.1	24.98	1.4
7	20.71	2.5	—	—	—	—
9	25.57	3.9	—	—	25.76	4.4
Social workers	23.65	1.7	21.02	4.1	25.13	2.1
9	25.57	3.9	—	—	25.76	4.4
Lawyers and judges	31.36	6.9	—	—	—	—
Lawyers	31.36	6.9	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.90	9.1	20.14	9.7	—	—
Not able to be leveled	19.58	8.5	19.99	10.1	—	—
Technical	30.69	10.0	33.35	11.5	20.14	2.7
4	14.93	8.2	14.94	9.3	—	—
5	18.62	4.2	17.81	3.2	20.12	5.6
6	18.36	2.5	17.62	2.1	20.33	3.4
7	21.68	5.8	22.46	7.6	—	—
8	24.75	5.5	25.79	4.0	—	—
Not able to be leveled	20.19	7.9	20.19	7.9	—	—
Licensed practical nurses	17.56	2.3	17.31	1.8	—	—
5	16.38	1.8	—	—	—	—
6	18.43	3.1	17.92	2.2	—	—
Health technologists and technicians, n.e.c.	15.43	11.8	15.27	14.6	16.13	5.0
Engineering technicians, n.e.c.	22.89	4.7	—	—	—	—
Drafters	21.22	2.2	—	—	—	—
Computer programmers	25.19	2.3	—	—	—	—
Legal assistants	25.27	8.6	—	—	—	—
Technical and related, n.e.c.	18.09	3.2	—	—	—	—
Executive, administrative, and managerial	32.53	4.2	32.55	5.0	32.39	7.0
5	16.68	5.0	16.49	4.8	—	—
6	19.04	6.4	18.82	7.0	—	—
7	20.37	3.0	19.53	2.7	23.39	1.7
8	22.39	6.9	20.57	7.5	—	—
9	25.86	3.1	24.87	3.7	28.43	1.3
10	34.26	6.5	31.97	4.7	—	—
11	36.84	5.0	36.28	5.1	38.71	12.3

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, Minneapolis-St. Paul, MN-WI, May 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						
12	\$47.05	7.4	\$46.86	8.1	—	—
13	54.06	5.4	54.50	5.9	—	—
Not able to be leveled	38.05	16.6	38.05	16.6	—	—
Executives, administrators, and managers	41.11	5.0	41.36	5.8	\$39.89	5.3
8	23.21	8.0	22.73	8.8	—	—
9	25.56	5.5	23.90	5.5	29.51	3.1
10	34.26	6.5	31.97	4.7	—	—
11	38.95	3.8	38.23	2.8	41.33	12.6
12	46.25	8.2	45.66	9.6	—	—
13	54.06	5.4	54.50	5.9	—	—
Not able to be leveled	49.44	14.6	49.44	14.6	—	—
Administrators and officials, public administration	30.72	16.2	—	—	30.72	16.2
Financial managers	42.48	11.4	42.51	11.5	—	—
Managers, marketing, advertising, and public relations	34.79	8.2	34.79	8.2	—	—
Administrators, education and related fields	40.31	4.9	20.45	13.1	44.39	2.6
11	42.09	16.5	—	—	—	—
Managers and administrators, n.e.c.	49.22	7.4	49.55	7.6	—	—
8	22.40	6.9	—	—	—	—
11	41.28	2.2	41.28	2.2	—	—
Not able to be leveled	53.93	16.4	53.93	16.4	—	—
Management related	24.80	4.7	24.41	5.6	26.45	2.4
5	16.68	5.0	16.49	4.8	—	—
6	17.89	3.9	—	—	—	—
7	20.32	3.4	19.58	3.6	—	—
8	22.01	9.5	—	—	—	—
9	25.94	4.0	25.15	5.1	28.08	.1
11	27.62	6.9	—	—	—	—
Accountants and auditors	27.39	10.8	28.11	11.1	22.38	.2
9	22.55	9.4	—	—	—	—
Other financial officers	24.80	11.9	—	—	—	—
Management analysts	30.38	8.5	30.52	9.4	—	—
9	27.28	8.3	—	—	—	—
Personnel, training, and labor relations specialists	21.10	9.6	20.86	9.7	—	—
9	25.15	5.6	—	—	—	—
Management related, n.e.c.	19.65	9.4	17.94	9.8	—	—
Sales	23.36	20.6	23.39	20.6	—	—
1	8.54	2.8	8.54	2.8	—	—
2	8.84	.8	8.80	.7	—	—
3	10.72	5.0	10.72	5.0	—	—
4	12.42	4.0	12.42	4.0	—	—
5	17.05	13.0	—	—	—	—
6	20.91	9.2	20.91	9.2	—	—
8	26.28	7.7	26.28	7.7	—	—
Supervisors, sales	26.50	10.2	26.50	10.2	—	—
Sales representatives, mining, manufacturing, and wholesale	25.68	2.3	25.68	2.3	—	—
Sales workers, other commodities	13.02	10.3	13.02	10.3	—	—
Cashiers	9.19	2.6	9.13	2.6	—	—
1	8.95	1.9	8.95	1.9	—	—
2	8.71	1.1	8.67	1.1	—	—
Administrative support, including clerical	15.72	4.1	15.65	5.4	15.94	1.4
1	10.91	3.8	10.81	3.8	—	—
2	12.49	7.5	10.25	4.2	14.21	4.5
3	13.37	3.7	12.55	3.9	15.22	3.1
4	15.02	2.4	14.52	2.4	16.62	4.7
5	16.37	3.0	16.21	3.4	17.21	4.7
6	19.99	4.4	21.12	5.6	18.13	.7
7	20.26	5.9	20.31	6.1	—	—

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, Minneapolis-St. Paul, MN-WI, May 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	\$16.93	11.0	\$16.93	11.0	—	—
Secretaries	16.83	1.9	16.78	3.4	\$16.89	1.6
4	15.95	5.1	15.26	4.0	16.73	7.7
5	18.11	4.1	—	—	—	—
Typists	15.24	11.1	—	—	13.75	4.3
Transportation ticket and reservation agents	16.85	6.0	16.85	6.0	—	—
Receptionists	13.24	5.3	13.04	6.4	—	—
Information clerks, n.e.c.	13.34	6.6	13.34	6.6	—	—
Order clerks	18.20	12.1	18.20	12.1	—	—
Library clerks	12.61	5.8	—	—	12.66	5.9
Records clerks, n.e.c.	14.81	7.6	14.72	7.9	—	—
Bookkeepers, accounting and auditing clerks	16.18	10.6	15.84	12.2	—	—
4	14.26	3.7	—	—	—	—
6	20.38	11.1	—	—	—	—
Dispatchers	17.73	7.3	—	—	—	—
Production coordinators	16.41	13.7	16.41	13.7	—	—
Traffic, shipping and receiving clerks	16.40	3.9	16.40	3.9	—	—
4	16.32	4.9	16.32	4.9	—	—
Stock and inventory clerks	16.08	5.2	—	—	—	—
Investigators and adjusters, except insurance	15.40	2.2	15.34	2.0	—	—
4	14.21	1.6	14.21	1.6	—	—
General office clerks	13.83	6.4	12.34	9.3	15.76	3.9
2	12.88	11.2	—	—	—	—
3	12.11	7.9	10.68	6.8	14.39	2.8
4	16.64	7.0	—	—	17.69	5.7
5	18.01	5.5	—	—	—	—
Teachers' aides	14.15	2.5	—	—	14.38	1.2
Administrative support, n.e.c.	16.12	9.4	16.18	10.8	15.75	9.5
4	15.54	9.4	—	—	—	—
Blue collar	17.80	1.8	17.50	1.9	20.77	2.8
1	11.65	3.8	11.65	3.8	—	—
2	13.00	5.4	12.85	5.3	—	—
3	15.31	3.5	14.79	3.6	18.83	3.1
4	17.22	4.9	17.25	5.0	—	—
5	19.04	4.2	18.67	5.0	21.19	4.5
6	18.40	2.9	18.26	3.3	—	—
7	23.39	6.3	23.70	7.2	21.51	1.6
8	23.80	4.3	23.58	5.8	—	—
Not able to be leveled	17.39	12.3	17.39	12.3	—	—
Precision production, craft, and repair	20.67	4.0	20.54	4.6	21.50	3.8
4	15.37	9.9	15.37	9.9	—	—
5	19.42	3.5	19.22	4.4	20.56	4.9
6	17.96	3.8	17.73	4.7	—	—
7	23.66	7.1	24.05	8.2	21.56	1.6
8	23.62	5.0	23.29	6.9	—	—
Not able to be leveled	26.85	14.9	26.85	14.9	—	—
Bus, truck, and stationary engine mechanics	17.48	2.2	—	—	—	—
Heavy equipment mechanics	20.50	1.6	—	—	—	—
Industrial machinery repairers	19.50	3.5	19.50	3.5	—	—
Mechanics and repairers, n.e.c.	19.73	9.6	19.73	9.6	—	—
Carpenters	22.04	9.9	21.57	17.2	—	—
7	24.04	7.9	—	—	—	—
Supervisors, production	25.33	4.6	25.33	4.6	—	—
Machine operators, assemblers, and inspectors	16.25	2.3	16.25	2.3	—	—
1	10.80	5.6	10.80	5.6	—	—
2	12.71	7.1	12.69	7.1	—	—
3	17.14	11.2	17.14	11.2	—	—
4	17.45	7.1	17.45	7.1	—	—
5	16.48	2.8	16.48	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, Minneapolis-St. Paul, MN-WI, May 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						
Machine operators, assemblers, and inspectors						
—Continued						
6	\$17.60	0.7	\$17.60	0.7	—	—
7	21.46	5.8	21.46	5.8	—	—
Punching and stamping press operators	15.01	12.4	15.01	12.4	—	—
Printing press operators	20.03	6.0	20.03	6.0	—	—
Painting and paint spraying machine operators ...	18.87	17.1	18.87	17.1	—	—
Miscellaneous machine operators, n.e.c.	11.35	6.7	11.32	6.7	—	—
Welders and cutters	16.91	3.9	16.91	3.9	—	—
5	17.26	2.6	17.26	2.6	—	—
Assemblers	16.42	5.1	16.42	5.1	—	—
1	10.96	7.0	10.96	7.0	—	—
2	14.22	8.4	14.22	8.4	—	—
4	17.81	15.0	17.81	15.0	—	—
Transportation and material moving	17.56	6.7	17.42	7.8	\$18.60	4.7
2	13.61	9.7	12.51	3.4	—	—
3	15.79	2.6	14.52	2.5	19.04	2.7
4	18.20	3.9	18.40	3.9	—	—
5	21.13	12.2	21.32	12.2	—	—
Truck drivers	20.85	7.5	21.06	7.5	—	—
4	18.18	3.3	18.18	3.3	—	—
Bus drivers	14.72	1.0	12.75	5.1	18.68	3.9
3	16.50	9.0	—	—	19.04	2.7
Industrial truck and tractor equipment operators ..	16.21	3.3	16.21	3.3	—	—
3	14.89	3.8	14.89	3.8	—	—
4	19.72	5.9	19.72	5.9	—	—
Handlers, equipment cleaners, helpers, and laborers	14.57	3.7	13.78	3.1	21.02	5.4
1	12.09	4.5	12.09	4.5	—	—
2	13.59	8.9	13.59	9.0	—	—
3	14.47	6.0	14.00	6.9	—	—
4	17.27	6.6	17.20	7.0	—	—
5	20.16	10.3	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	20.55	9.0	—	—	—	—
Production helpers	13.97	1.0	13.97	1.0	—	—
Stock handlers and baggers	12.98	5.9	12.98	5.9	—	—
1	11.28	11.4	11.28	11.4	—	—
3	14.13	9.2	14.13	9.2	—	—
Freight, stock, and material handlers, n.e.c.	13.40	7.0	13.40	7.0	—	—
1	11.82	2.8	11.82	2.8	—	—
Hand packers and packagers	10.02	7.7	10.02	7.7	—	—
Laborers, except construction, n.e.c.	12.98	8.0	12.30	8.4	—	—
Service	11.75	4.9	9.62	1.9	18.81	5.8
1	8.48	2.2	8.38	2.3	10.90	5.2
2	9.76	7.6	8.99	7.6	13.10	3.3
3	10.61	7.6	9.71	8.1	14.30	3.5
4	12.66	10.6	11.60	10.8	17.19	5.2
5	17.15	7.7	—	—	20.36	1.7
6	18.05	16.4	—	—	—	—
7	22.32	1.8	—	—	23.27	2.0
8	22.80	10.7	—	—	25.22	2.2
Protective service	21.63	7.5	—	—	22.11	7.4
7	23.27	2.0	—	—	23.27	2.0
Police and detectives, public service	25.30	1.6	—	—	25.30	1.6
Sheriffs, bailiffs, and other law enforcement officers	21.37	5.6	—	—	21.37	5.6
Correctional institution officers	18.40	18.7	—	—	18.40	18.7
Food service	8.52	2.1	8.37	2.2	11.88	4.1
1	7.51	3.7	7.32	4.1	—	—

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, Minneapolis-St. Paul, MN-WI, May 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						
2	\$8.07	8.5	\$7.81	8.6	—	—
3	8.10	13.2	8.03	13.2	—	—
4	11.48	13.2	11.43	13.5	—	—
Waiters, waitresses, and bartenders	6.13	5.6	6.13	5.6	—	—
1	5.93	7.1	5.93	7.1	—	—
2	6.38	9.0	6.38	9.0	—	—
3	6.14	20.2	6.14	20.2	—	—
Bartenders	6.90	13.2	6.90	13.2	—	—
Waiters and waitresses	5.17	.7	5.17	.7	—	—
1	5.20	1.7	5.20	1.7	—	—
2	5.16	.4	5.16	.4	—	—
Waiters/Waitresses' assistants	8.62	12.0	8.62	12.0	—	—
Other food service	9.76	4.2	9.61	4.5	\$11.88	4.1
1	8.03	3.8	7.80	4.3	—	—
2	9.52	8.0	9.23	8.8	—	—
3	10.06	5.5	9.97	5.7	—	—
4	12.87	6.0	12.86	6.2	—	—
Cooks	12.53	5.7	12.42	5.8	—	—
4	12.74	6.7	—	—	—	—
Kitchen workers, food preparation	11.12	6.2	11.08	6.6	—	—
Food preparation, n.e.c.	8.61	5.4	8.29	5.4	11.30	3.6
1	8.21	5.2	7.90	5.2	—	—
Health service	12.38	3.4	12.31	3.7	13.25	9.9
2	11.81	6.6	11.83	8.1	—	—
3	11.87	4.1	11.66	4.1	—	—
Nursing aides, orderlies and attendants	11.95	3.8	11.83	4.0	13.26	10.8
2	11.80	6.8	11.81	8.4	—	—
3	11.86	4.2	11.66	4.1	—	—
Cleaning and building service	11.83	2.9	10.53	2.5	15.62	5.1
1	9.84	2.8	9.85	2.9	—	—
2	12.64	4.0	12.03	4.9	—	—
3	13.09	8.3	—	—	14.60	4.8
5	20.06	3.2	—	—	19.67	2.8
Maids and housemen	10.00	5.1	10.02	5.2	—	—
1	9.31	6.4	9.32	6.6	—	—
Janitors and cleaners	12.09	2.8	10.56	2.6	15.63	5.1
1	10.01	3.4	10.01	3.4	—	—
2	13.12	3.9	12.34	7.1	—	—
3	13.06	8.2	—	—	14.60	4.8
Personal service	11.04	7.0	10.02	10.4	15.00	9.6
1	8.93	3.1	8.69	1.7	—	—
2	9.19	4.9	8.73	2.5	—	—
Attendants, amusement, and recreation facilities	8.68	.3	8.68	.3	—	—
Early childhood teachers' assistants	14.49	10.4	—	—	15.06	10.4

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, Minneapolis-St. Paul, MN-WI, May 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	\$23.30	1.8	\$22.99	2.2	\$24.44	2.1
All excluding sales	22.89	2.2	22.42	2.8	24.45	2.1
White collar	26.33	2.5	26.44	3.2	25.96	2.5
1	11.08	5.1	—	—	—	—
2	12.49	7.7	10.15	4.4	14.41	4.8
3	13.17	3.7	12.30	3.4	15.57	3.4
4	14.76	2.4	14.32	2.5	16.55	4.6
5	16.67	2.5	16.51	2.7	17.53	2.9
6	19.78	2.4	20.18	3.2	18.55	.8
7	22.72	4.2	21.55	4.1	25.27	8.3
8	26.55	4.1	24.92	2.9	29.03	6.6
9	29.66	3.3	28.11	5.2	32.11	2.7
10	39.07	20.0	39.28	22.9	37.75	12.6
11	41.55	13.2	43.31	15.0	33.77	11.6
12	51.93	6.1	53.47	7.7	44.47	7.9
13	52.01	4.2	52.07	5.3	51.80	4.5
14	81.63	17.9	86.53	16.3	—	—
Not able to be leveled	26.66	6.6	26.85	6.7	—	—
White collar excluding sales	25.97	3.1	25.97	4.1	25.97	2.5
1	11.32	5.8	—	—	—	—
2	12.64	7.8	10.27	5.0	14.41	4.8
3	13.43	4.4	12.51	4.2	15.57	3.4
4	15.02	2.4	14.58	2.6	16.55	4.6
5	16.63	2.3	16.45	2.5	17.53	3.0
6	19.60	2.4	20.01	3.3	18.55	.8
7	22.32	4.4	20.73	3.4	25.27	8.3
8	26.61	4.7	24.35	3.0	29.03	6.6
9	28.81	1.8	26.63	2.4	32.11	2.7
10	39.07	20.0	39.28	22.9	37.75	12.6
11	35.16	3.6	35.56	3.0	33.77	11.6
12	51.93	6.1	53.47	7.7	44.47	7.9
13	52.01	4.2	52.07	5.3	51.80	4.5
14	81.63	17.9	86.53	16.3	—	—
Not able to be leveled	26.56	6.9	26.75	7.0	—	—
Professional specialty and technical	30.93	3.1	31.29	4.6	30.20	1.7
Professional specialty	30.51	2.3	29.91	3.5	31.48	2.4
5	16.36	6.5	15.82	7.7	—	—
6	19.26	7.3	19.33	7.7	—	—
7	24.75	7.2	21.67	5.3	26.84	8.4
8	29.66	5.8	25.69	4.0	30.94	5.6
9	31.65	2.2	29.17	2.5	33.88	2.9
10	28.88	6.3	28.80	7.2	—	—
11	33.84	4.7	35.06	3.3	29.65	15.7
12	38.24	3.5	37.19	4.0	42.28	5.4
13	49.81	3.7	48.55	4.5	—	—
Not able to be leveled	27.45	10.8	28.21	11.1	—	—
Engineers, architects, and surveyors	32.74	6.1	33.58	5.7	—	—
10	25.87	1.2	25.87	1.2	—	—
11	33.54	4.0	33.54	4.0	—	—
12	36.13	3.1	35.45	2.5	—	—
Mechanical engineers	30.97	5.0	30.97	5.0	—	—
Engineers, n.e.c.	32.14	7.7	34.10	6.3	—	—
Mathematical and computer scientists	32.43	3.9	33.56	3.9	24.12	4.7
9	31.01	5.4	30.83	5.6	—	—
11	35.30	3.7	35.30	3.7	—	—
12	39.38	5.6	39.38	5.6	—	—
Not able to be leveled	31.10	6.2	31.10	6.2	—	—
Computer systems analysts and scientists	32.12	3.8	33.27	3.7	24.12	4.7
9	31.01	5.4	30.83	5.6	—	—
11	35.76	3.6	35.76	3.6	—	—
12	39.41	5.7	39.41	5.7	—	—
Not able to be leveled	31.10	6.2	31.10	6.2	—	—
Natural scientists	25.98	23.8	—	—	20.98	14.8

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, Minneapolis-St. Paul, MN-WI, May 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						
Health related	\$28.96	3.1	\$28.43	4.3	\$30.21	2.5
7	26.00	4.6	25.55	6.6	—	—
9	28.90	3.0	28.30	2.6	30.76	8.1
Registered nurses	29.31	3.0	28.10	3.8	31.71	2.5
7	27.32	4.5	—	—	—	—
9	29.29	3.6	28.42	3.5	—	—
Teachers, college and university	38.19	8.9	36.41	18.9	—	—
Teachers, except college and university	31.48	3.9	19.13	10.6	33.63	3.0
5	17.73	13.1	17.73	13.1	—	—
7	31.57	8.6	—	—	—	—
8	31.47	5.6	—	—	31.47	5.6
9	36.39	2.8	—	—	36.45	2.8
Prekindergarten and kindergarten	24.60	14.6	—	—	—	—
Elementary school teachers	34.12	2.5	29.40	14.8	34.28	2.6
8	33.03	5.7	—	—	33.03	5.7
9	36.49	2.2	—	—	—	—
Secondary school teachers	33.81	2.2	—	—	33.49	2.7
9	36.09	4.5	—	—	36.17	4.5
Teachers, special education	33.40	2.3	—	—	33.40	2.3
Teachers, n.e.c.	27.89	9.3	—	—	—	—
Librarians, archivists, and curators	26.15	17.5	—	—	30.25	12.9
Librarians	30.56	11.7	—	—	30.25	12.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.71	1.8	21.02	4.1	25.27	2.2
9	25.57	3.9	—	—	25.76	4.4
Social workers	23.71	1.8	21.02	4.1	25.27	2.2
9	25.57	3.9	—	—	25.76	4.4
Lawyers and judges	33.26	7.0	—	—	—	—
Lawyers	33.26	7.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.42	7.9	19.60	8.1	—	—
Not able to be leveled	18.59	7.7	18.88	8.6	—	—
Technical	32.45	10.7	35.00	12.0	19.75	3.6
5	17.83	3.3	17.89	4.0	—	—
6	18.41	2.7	17.94	2.3	—	—
7	21.62	6.0	22.38	8.2	—	—
8	24.75	5.5	25.79	4.0	—	—
Not able to be leveled	20.19	7.9	20.19	7.9	—	—
Licensed practical nurses	17.33	2.3	17.33	2.3	—	—
Engineering technicians, n.e.c.	22.89	4.7	—	—	—	—
Computer programmers	25.19	2.3	—	—	—	—
Legal assistants	25.27	8.6	—	—	—	—
Technical and related, n.e.c.	18.09	3.2	—	—	—	—
Executive, administrative, and managerial	32.60	4.3	32.64	5.0	32.41	7.0
5	16.68	5.2	—	—	—	—
6	19.05	6.4	18.82	7.0	—	—
7	20.37	3.0	19.53	2.7	23.39	1.7
8	22.63	6.7	20.86	7.6	—	—
9	25.86	3.1	24.87	3.7	28.43	1.3
10	34.26	6.5	31.97	4.7	—	—
11	36.84	5.0	36.27	5.1	38.71	12.3
12	47.05	7.4	46.86	8.1	—	—
13	54.06	5.4	54.50	5.9	—	—
Not able to be leveled	38.05	16.6	38.05	16.6	—	—
Executives, administrators, and managers	41.23	5.0	41.51	5.9	39.89	5.3
8	24.15	4.9	23.73	5.5	—	—
9	25.56	5.5	23.90	5.5	29.51	3.1
10	34.26	6.5	31.97	4.7	—	—
11	38.95	3.8	38.23	2.8	41.33	12.6

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, Minneapolis-St. Paul, MN-WI, May 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						
12	\$46.25	8.2	\$45.66	9.6	–	–
13	54.06	5.4	54.50	5.9	–	–
Not able to be leveled	49.44	14.6	49.44	14.6	–	–
Administrators and officials, public administration	30.72	16.2	–	–	\$30.72	16.2
Financial managers	42.48	11.4	42.51	11.5	–	–
Managers, marketing, advertising, and public relations	34.79	8.2	34.79	8.2	–	–
Administrators, education and related fields	41.32	5.5	–	–	44.39	2.6
11	42.09	16.5	–	–	–	–
Managers and administrators, n.e.c.	49.22	7.4	49.55	7.6	–	–
8	22.40	6.9	–	–	–	–
11	41.28	2.2	41.28	2.2	–	–
Not able to be leveled	53.93	16.4	53.93	16.4	–	–
Management related	24.83	4.6	24.44	5.5	26.46	2.4
5	16.68	5.2	–	–	–	–
6	17.89	3.9	–	–	–	–
7	20.32	3.4	19.58	3.6	–	–
8	22.01	9.5	–	–	–	–
9	25.94	4.0	25.15	5.1	28.08	.1
11	27.59	6.9	–	–	–	–
Accountants and auditors	27.38	10.8	28.10	11.1	22.38	.2
9	22.55	9.4	–	–	–	–
Other financial officers	24.80	11.9	–	–	–	–
Management analysts	30.38	8.5	30.52	9.4	–	–
9	27.28	8.3	–	–	–	–
Personnel, training, and labor relations specialists	21.11	9.6	20.86	9.7	–	–
9	25.15	5.6	–	–	–	–
Management related, n.e.c.	19.74	9.5	17.98	10.1	–	–
Sales	30.08	22.0	30.11	22.0	–	–
4	12.89	5.4	12.89	5.4	–	–
5	17.05	13.0	–	–	–	–
6	20.91	9.2	20.91	9.2	–	–
8	26.28	7.7	26.28	7.7	–	–
Supervisors, sales	26.50	10.2	26.50	10.2	–	–
Sales representatives, mining, manufacturing, and wholesale	25.68	2.3	25.68	2.3	–	–
Administrative support, including clerical	15.93	4.3	15.87	5.6	16.13	1.4
1	11.32	5.8	–	–	–	–
2	12.64	7.8	10.27	5.0	14.41	4.8
3	13.43	4.4	12.50	4.2	15.57	3.4
4	15.04	2.4	14.56	2.4	16.59	4.6
5	16.49	3.0	16.35	3.3	17.21	4.7
6	20.19	4.3	21.49	5.4	18.14	.6
7	20.26	5.9	20.31	6.1	–	–
Not able to be leveled	17.01	11.0	17.01	11.0	–	–
Secretaries	16.86	1.9	16.82	3.4	16.89	1.6
4	16.00	5.2	15.33	4.2	16.73	7.7
5	18.11	4.1	–	–	–	–
Typists	15.32	11.0	–	–	13.75	4.3
Transportation ticket and reservation agents	16.85	6.0	16.85	6.0	–	–
Receptionists	13.88	4.9	13.81	6.3	–	–
Information clerks, n.e.c.	13.70	7.5	13.70	7.5	–	–
Order clerks	18.20	12.1	18.20	12.1	–	–
Library clerks	14.06	7.5	–	–	14.06	7.5
Records clerks, n.e.c.	14.81	7.6	14.72	7.9	–	–
Bookkeepers, accounting and auditing clerks	16.24	11.0	15.91	12.8	–	–

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, Minneapolis-St. Paul, MN-WI, May 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	\$20.38	11.1	—	—	—	—
Dispatchers	17.73	7.9	—	—	—	—
Production coordinators	16.41	13.7	\$16.41	13.7	—	—
Traffic, shipping and receiving clerks	16.40	3.9	16.40	3.9	—	—
4	16.32	4.9	16.32	4.9	—	—
Stock and inventory clerks	16.10	5.3	—	—	—	—
Investigators and adjusters, except insurance	15.42	2.3	15.36	2.1	—	—
4	14.21	1.6	14.21	1.6	—	—
General office clerks	13.92	6.6	12.39	9.7	\$15.92	2.9
2	12.88	11.2	—	—	—	—
3	12.05	8.5	—	—	—	—
4	16.67	7.0	—	—	—	—
5	18.01	5.5	—	—	—	—
Administrative support, n.e.c.	16.75	8.2	16.90	9.2	15.85	10.6
4	15.54	9.4	—	—	—	—
Blue collar	18.66	1.7	18.40	1.9	20.98	2.6
1	13.92	5.3	13.92	5.3	—	—
2	13.33	5.9	13.17	5.9	—	—
3	15.81	4.6	15.28	4.7	—	—
4	17.38	5.1	17.36	5.2	—	—
5	19.04	4.2	18.67	5.0	21.19	4.5
6	18.40	2.9	18.26	3.3	—	—
7	23.39	6.3	23.70	7.2	21.51	1.6
8	23.80	4.3	23.58	5.8	—	—
Not able to be leveled	18.61	12.7	18.61	12.7	—	—
Precision production, craft, and repair	20.67	4.0	20.54	4.6	21.50	3.8
4	15.37	9.9	15.37	9.9	—	—
5	19.42	3.5	19.22	4.4	20.56	4.9
6	17.96	3.8	17.73	4.7	—	—
7	23.66	7.1	24.05	8.2	21.56	1.6
8	23.62	5.0	23.29	6.9	—	—
Not able to be leveled	26.85	14.9	26.85	14.9	—	—
Bus, truck, and stationary engine mechanics	17.48	2.2	—	—	—	—
Heavy equipment mechanics	20.50	1.6	—	—	—	—
Industrial machinery repairers	19.50	3.5	19.50	3.5	—	—
Mechanics and repairers, n.e.c.	19.73	9.6	19.73	9.6	—	—
Carpenters	22.04	9.9	21.57	17.2	—	—
7	24.04	7.9	—	—	—	—
Supervisors, production	25.33	4.6	25.33	4.6	—	—
Machine operators, assemblers, and inspectors	16.74	1.8	16.74	1.8	—	—
1	11.56	8.8	11.56	8.8	—	—
2	13.34	5.4	13.34	5.4	—	—
3	18.15	13.7	18.15	13.7	—	—
4	17.45	7.1	17.45	7.1	—	—
5	16.48	2.8	16.48	2.8	—	—
6	17.60	.7	17.60	.7	—	—
7	21.46	5.8	21.46	5.8	—	—
Punching and stamping press operators	15.01	12.4	15.01	12.4	—	—
Printing press operators	20.03	6.0	20.03	6.0	—	—
Painting and paint spraying machine operators ...	18.87	17.1	18.87	17.1	—	—
Miscellaneous machine operators, n.e.c.	11.92	8.9	11.92	8.9	—	—
Welders and cutters	16.91	3.9	16.91	3.9	—	—
5	17.26	2.6	17.26	2.6	—	—
Assemblers	16.99	4.9	16.99	4.9	—	—
2	14.22	8.4	14.22	8.4	—	—
4	17.81	15.0	17.81	15.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$18.90	7.4	\$18.84	8.6	—	—
3	16.71	2.6	15.19	3.4	—	—
4	18.92	3.7	18.92	3.7	—	—
5	21.13	12.2	21.32	12.2	—	—
Not able to be leveled	22.13	5.6	22.13	5.6	—	—
Truck drivers	21.30	6.3	21.55	6.0	—	—
Bus drivers	16.80	8.7	—	—	—	—
Industrial truck and tractor equipment operators ..	16.37	3.0	16.37	3.0	—	—
3	15.10	3.5	15.10	3.5	—	—
4	19.72	5.9	19.72	5.9	—	—
Handlers, equipment cleaners, helpers, and laborers	16.37	4.2	15.55	3.5	\$21.02	5.4
1	15.98	6.5	15.98	6.5	—	—
2	13.88	10.4	13.89	10.5	—	—
3	14.78	6.7	14.29	7.8	—	—
4	17.65	6.6	17.59	7.0	—	—
5	20.18	10.4	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	20.55	9.0	—	—	—	—
Production helpers	13.97	1.0	13.97	1.0	—	—
Stock handlers and baggers	16.08	9.4	16.08	9.4	—	—
Laborers, except construction, n.e.c.	15.41	4.9	14.82	4.3	—	—
Service	14.18	6.5	10.83	2.9	19.84	4.8
1	9.34	3.6	9.24	3.8	—	—
2	11.42	7.6	10.09	9.1	14.32	4.1
3	11.73	5.0	10.08	3.4	14.55	4.5
4	13.30	9.9	12.12	9.3	—	—
5	15.92	5.2	—	—	19.54	2.7
6	18.77	12.7	—	—	—	—
7	22.30	1.8	—	—	23.25	2.0
8	22.80	10.7	—	—	25.22	2.2
Protective service	21.90	7.4	—	—	22.29	7.3
7	23.25	2.0	—	—	23.25	2.0
Police and detectives, public service	25.30	1.6	—	—	25.30	1.6
Sheriffs, bailiffs, and other law enforcement officers	21.97	.6	—	—	21.97	.6
Correctional institution officers	18.40	18.7	—	—	18.40	18.7
Food service	9.83	3.9	9.70	4.0	—	—
1	8.09	8.9	7.75	9.5	—	—
2	8.65	17.0	8.65	17.0	—	—
3	8.45	8.6	8.32	9.4	—	—
Waiters, waitresses, and bartenders	7.44	10.1	7.44	10.1	—	—
Other food service	10.73	5.3	10.60	5.4	—	—
1	8.04	9.6	—	—	—	—
Cooks	12.94	7.9	12.82	8.0	—	—
Food preparation, n.e.c.	8.88	8.7	—	—	—	—
Health service	13.25	4.2	13.10	4.6	—	—
3	12.72	3.4	—	—	—	—
Nursing aides, orderlies and attendants	12.67	2.6	12.36	1.0	—	—
3	12.72	3.4	—	—	—	—
Cleaning and building service	13.14	3.6	11.27	2.9	16.00	4.9
1	10.50	2.5	10.53	2.5	—	—
2	13.58	6.9	12.22	7.5	—	—
3	14.55	4.0	—	—	14.60	4.8
5	20.06	3.2	—	—	19.67	2.8
Maids and housemen	10.14	2.8	—	—	—	—
Janitors and cleaners	13.48	4.2	11.37	3.5	16.02	5.1
1	10.73	2.7	10.73	2.7	—	—
2	14.08	6.1	12.56	8.2	—	—
3	14.52	4.0	—	—	14.60	4.8

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
Personal service	\$11.52	9.6	\$10.67	13.4	—	—

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, Minneapolis-St. Paul, MN-WI, May 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	\$11.61	3.1	\$11.07	3.2	\$16.52	4.9
All excluding sales	12.07	3.2	11.48	3.4	16.56	4.9
White collar	15.20	5.5	14.51	6.3	18.68	4.8
1	8.74	3.3	8.72	3.2	—	—
2	9.54	1.5	8.99	2.2	—	—
3	11.64	6.6	11.43	8.0	12.38	6.8
4	12.81	4.6	12.39	4.2	16.60	6.7
5	18.96	8.6	17.56	11.8	—	—
6	17.37	6.7	16.07	4.4	—	—
7	27.25	3.4	29.05	2.7	22.33	10.3
8	23.15	5.6	—	—	—	—
9	27.94	2.5	27.98	2.5	—	—
White collar excluding sales	19.73	3.2	20.12	4.0	18.78	4.8
1	10.18	4.1	10.06	3.7	—	—
3	12.83	3.7	13.07	3.8	12.38	6.8
4	14.87	5.3	14.26	5.9	16.60	6.7
5	18.96	8.6	17.56	11.8	—	—
6	17.37	6.7	16.07	4.4	—	—
7	27.25	3.4	29.05	2.7	22.33	10.3
8	23.15	5.6	—	—	—	—
9	27.94	2.5	27.98	2.5	—	—
Professional specialty and technical	24.00	2.8	24.84	2.9	21.94	5.2
Professional specialty	26.59	2.7	27.67	2.2	22.71	9.4
7	27.40	3.8	29.38	3.2	22.33	10.3
8	24.45	2.5	—	—	—	—
9	27.94	2.5	27.98	2.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.90	2.9	27.37	2.5	33.71	13.8
9	27.63	2.3	27.67	2.3	—	—
Registered nurses	28.31	2.5	27.81	1.9	33.71	13.8
9	27.63	2.3	27.67	2.3	—	—
Teachers, college and university	28.03	19.7	28.03	19.7	—	—
Teachers, except college and university	23.69	18.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.90	5.0	17.22	3.6	21.16	2.6
5	19.89	6.2	—	—	—	—
6	18.23	7.6	—	—	—	—
Licensed practical nurses	18.23	5.3	—	—	—	—
Health technologists and technicians, n.e.c.	16.66	8.1	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.12	4.4	9.10	4.5	—	—
1	8.53	2.8	8.53	2.8	—	—
2	8.81	.9	8.77	.7	—	—
Cashiers	8.88	1.6	8.86	1.6	—	—
1	8.95	1.9	8.95	1.9	—	—
2	8.67	1.1	8.62	1.1	—	—
Administrative support, including clerical	12.18	3.3	11.72	4.0	13.26	7.2
1	10.18	4.1	10.06	3.7	—	—
3	12.80	3.7	13.02	3.9	12.38	6.8
4	14.29	8.6	—	—	—	—
Receptionists	10.91	6.3	10.91	6.3	—	—
Library clerks	10.94	1.9	—	—	—	—
General office clerks	11.46	9.8	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$10.93	3.6	\$10.78	3.8	—	—
1	9.25	3.5	9.25	3.5	—	—
2	10.94	1.8	—	—	—	—
3	13.04	4.0	12.69	5.9	—	—
Machine operators, assemblers, and inspectors	10.03	.7	—	—	—	—
Transportation and material moving	13.15	5.4	12.92	6.1	—	—
Bus drivers	13.23	5.9	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.73	3.7	9.73	3.7	—	—
1	9.49	4.1	9.49	4.1	—	—
Stock handlers and baggers	10.31	2.8	10.31	2.8	—	—
1	9.99	1.5	9.99	1.5	—	—
Freight, stock, and material handlers, n.e.c.	11.96	.7	11.96	.7	—	—
Service	8.93	1.7	8.67	1.7	\$12.43	3.9
1	7.93	3.2	7.83	3.5	—	—
2	8.74	6.5	8.47	6.9	10.91	11.2
3	9.53	11.3	9.48	11.6	—	—
Protective service	—	—	—	—	—	—
Food service	7.69	3.0	7.50	3.4	11.17	6.9
1	7.24	5.1	7.13	5.3	—	—
2	7.86	8.0	7.46	8.3	—	—
3	7.82	16.8	7.82	16.8	—	—
Waiters, waitresses, and bartenders	5.54	2.5	5.54	2.5	—	—
1	5.54	5.4	5.54	5.4	—	—
2	5.91	4.8	5.91	4.8	—	—
Waiters and waitresses	5.15	.5	5.15	.5	—	—
1	5.12	1.3	5.12	1.3	—	—
Other food service	9.03	5.9	8.84	6.6	11.17	6.9
1	8.02	6.0	7.89	6.3	—	—
2	9.20	9.1	8.76	10.3	—	—
Kitchen workers, food preparation	11.12	6.2	11.08	6.6	—	—
Food preparation, n.e.c.	8.50	7.0	8.20	7.7	10.96	7.7
1	7.92	6.2	7.79	6.4	—	—
Health service	11.57	5.0	11.54	5.5	—	—
2	11.60	8.9	—	—	—	—
3	11.33	5.5	11.30	5.9	—	—
Nursing aides, orderlies and attendants	11.55	5.1	11.54	5.5	—	—
2	11.57	9.3	—	—	—	—
3	11.30	5.6	11.30	5.9	—	—
Cleaning and building service	9.76	3.6	9.80	3.7	—	—
1	9.10	3.4	9.10	3.4	—	—
Janitors and cleaners	9.74	4.0	9.78	4.1	—	—
1	9.28	3.4	9.28	3.4	—	—
Personal service	10.64	9.8	9.55	7.6	—	—
1	8.92	3.5	8.63	2.3	—	—
2	8.63	2.5	8.63	2.5	—	—
Attendants, amusement, and recreation facilities	8.68	.3	8.68	.3	—	—

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

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

³ 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, Minneapolis-St. Paul, MN-WI, May 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	\$23.30	\$11.61	\$21.75	\$21.50	\$20.99	\$36.50
All excluding sales	22.89	12.07	22.11	21.09	21.30	30.47
White collar	26.33	15.20	25.37	25.34	24.52	45.49
White-collar excluding sales	25.97	19.73	26.40	25.32	25.36	–
Professional specialty and technical	30.93	24.00	32.89	29.07	29.72	–
Professional specialty	30.51	26.59	29.97	30.33	30.21	–
Technical	32.45	18.90	43.79	25.00	28.01	–
Executive, administrative, and managerial	32.60	–	32.18	32.57	32.53	–
Sales	30.08	9.12	9.94	25.44	15.26	40.36
Administrative support, including clerical	15.93	12.18	16.33	15.47	15.72	–
Blue collar	18.66	10.93	20.33	15.30	17.61	20.98
Precision production, craft, and repair	20.67	–	22.36	17.73	20.80	–
Machine operators, assemblers, and inspectors	16.74	10.03	20.01	14.89	16.25	–
Transportation and material moving	18.90	13.15	19.67	14.98	16.57	–
Handlers, equipment cleaners, helpers, and laborers	16.37	9.73	16.21	13.04	14.58	–
Service	14.18	8.93	15.31	9.16	11.72	–
	Relative error ⁶ (percent)					
All occupations	1.8	3.1	1.8	2.4	1.7	13.6
All excluding sales	2.2	3.2	1.7	3.1	1.7	32.5
White collar	2.5	5.5	3.0	3.1	2.3	16.8
White-collar excluding sales	3.1	3.2	3.0	3.9	2.5	–
Professional specialty and technical	3.1	2.8	2.7	4.7	2.2	–
Professional specialty	2.3	2.7	1.9	3.5	2.2	–
Technical	10.7	5.0	17.3	16.6	4.6	–
Executive, administrative, and managerial	4.3	–	9.2	4.6	4.2	–
Sales	22.0	4.4	4.5	21.8	7.0	30.7
Administrative support, including clerical	4.3	3.3	4.1	5.5	4.1	–
Blue collar	1.7	3.6	2.5	4.4	2.4	5.0
Precision production, craft, and repair	4.0	–	4.6	5.9	4.3	–
Machine operators, assemblers, and inspectors	1.8	.7	4.7	5.3	2.3	–
Transportation and material moving	7.4	5.4	9.4	2.2	2.7	–
Handlers, equipment cleaners, helpers, and laborers	4.2	3.7	5.3	5.1	3.7	–
Service	6.5	1.7	6.1	1.9	5.0	–

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, Minneapolis-St. Paul, MN-WI, May 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	\$21.01	\$24.16	–	\$28.76	\$23.56	–	–	–	–	–
All excluding sales	20.78	23.85	–	26.59	23.48	–	–	–	–	–
White collar	25.30	30.20	–	36.28	29.64	–	–	–	–	–
White-collar excluding sales	25.64	30.17	–	30.62	30.13	–	–	–	–	–
Professional specialty and technical	30.69	31.03	–	33.43	30.97	–	–	–	–	–
Professional specialty	29.70	32.59	–	33.43	32.56	–	–	–	–	–
Technical	33.35	24.79	–	–	24.79	–	–	–	–	–
Executive, administrative, and managerial	32.55	44.35	–	40.13	45.20	–	–	–	–	–
Sales	23.39	30.57	–	–	24.99	–	–	–	–	–
Administrative support, including clerical	15.65	17.37	–	17.16	17.40	–	–	–	–	–
Blue collar	17.50	18.38	–	24.49	17.30	–	–	–	–	–
Precision production, craft, and repair	20.54	20.66	–	25.73	18.34	–	–	–	–	–
Machine operators, assemblers, and inspectors	16.25	17.19	–	–	17.25	–	–	–	–	–
Transportation and material moving	17.42	18.57	–	–	17.92	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	13.78	15.02	–	19.73	14.33	–	–	–	–	–
Service	9.62	–	–	–	–	–	–	–	–	–
	Relative error ⁵ (percent)									
All occupations	2.0	3.6	–	12.6	3.4	–	–	–	–	–
All excluding sales	2.6	3.5	–	6.2	3.8	–	–	–	–	–
White collar	3.0	4.1	–	5.6	4.2	–	–	–	–	–
White-collar excluding sales	3.9	4.4	–	3.1	4.8	–	–	–	–	–
Professional specialty and technical	4.3	1.4	–	10.4	1.4	–	–	–	–	–
Professional specialty	3.3	1.9	–	10.4	1.9	–	–	–	–	–
Technical	11.5	3.4	–	–	3.4	–	–	–	–	–
Executive, administrative, and managerial	5.0	9.8	–	4.6	11.8	–	–	–	–	–
Sales	20.6	17.8	–	–	4.2	–	–	–	–	–
Administrative support, including clerical	5.4	5.4	–	2.3	5.9	–	–	–	–	–
Blue collar	1.9	1.2	–	6.0	1.7	–	–	–	–	–
Precision production, craft, and repair	4.6	1.9	–	3.1	4.7	–	–	–	–	–
Machine operators, assemblers, and inspectors	2.3	1.5	–	–	1.6	–	–	–	–	–
Transportation and material moving	7.8	3.4	–	–	3.9	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	3.1	5.5	–	13.2	6.7	–	–	–	–	–
Service	1.9	–	–	–	–	–	–	–	–	–

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, Minneapolis-St. Paul, MN-WI, May 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	\$21.01	\$18.59	\$21.67	\$19.16	\$24.76
All excluding sales	20.78	18.39	21.44	19.41	23.73
White collar	25.30	23.67	25.67	22.97	28.09
White-collar excluding sales	25.64	24.09	26.00	24.80	26.87
Professional specialty and technical	30.69	24.60	31.55	27.22	34.27
Professional specialty	29.70	25.44	30.20	29.87	30.42
Technical	33.35	23.21	35.46	18.80	44.79
Executive, administrative, and managerial	32.55	31.09	33.07	34.35	32.06
Sales	23.39	21.10	23.87	17.45	44.01
Administrative support, including clerical	15.65	17.48	15.19	16.35	14.26
Blue collar	17.50	17.36	17.54	16.36	20.88
Precision production, craft, and repair	20.54	19.07	21.25	19.61	25.30
Machine operators, assemblers, and inspectors	16.25	16.48	16.20	15.08	18.34
Transportation and material moving	17.42	17.49	17.42	16.85	19.51
Handlers, equipment cleaners, helpers, and laborers	13.78	12.87	13.97	13.31	17.81
Service	9.62	7.94	10.43	10.31	10.57
Relative error ⁴ (percent)					
All occupations	2.0	5.3	3.2	5.2	3.5
All excluding sales	2.6	5.6	3.4	5.4	4.2
White collar	3.0	6.2	4.1	6.0	6.0
White-collar excluding sales	3.9	6.6	5.0	5.7	6.9
Professional specialty and technical	4.3	7.0	4.3	6.8	5.6
Professional specialty	3.3	10.7	3.6	6.7	2.4
Technical	11.5	4.3	13.0	5.6	15.6
Executive, administrative, and managerial	5.0	13.7	5.7	9.4	5.9
Sales	20.6	19.6	24.2	13.8	40.4
Administrative support, including clerical	5.4	5.4	5.8	7.0	5.0
Blue collar	1.9	6.2	2.6	3.1	8.3
Precision production, craft, and repair	4.6	7.2	6.5	3.2	11.6
Machine operators, assemblers, and inspectors	2.3	10.4	4.9	6.5	6.8
Transportation and material moving	7.8	1.4	8.4	9.3	5.3
Handlers, equipment cleaners, helpers, and laborers	3.1	8.9	3.7	4.1	5.0
Service	1.9	3.7	3.3	5.7	5.1

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

² 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, Minneapolis-St. Paul, MN-WI, May 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.69	\$13.07	\$18.21	\$25.64	\$35.33
All excluding sales	10.00	13.46	18.33	25.59	35.40
White collar	11.94	15.15	21.13	30.13	40.70
White collar excluding sales	12.70	15.86	21.63	30.85	40.87
Professional specialty and technical	16.92	21.00	27.00	34.67	42.85
Professional specialty	17.94	23.50	29.23	36.31	43.32
Engineers, architects, and surveyors	23.79	25.96	30.98	36.59	46.55
Mechanical engineers	24.14	24.26	30.90	35.14	35.14
Engineers, n.e.c.	23.00	25.57	30.59	36.12	45.02
Mathematical and computer scientists	21.29	27.04	31.74	38.74	43.81
Computer systems analysts and scientists	21.29	26.99	31.61	38.46	43.27
Natural scientists	16.88	17.42	23.42	34.01	41.94
Health related	21.42	23.81	27.99	33.00	35.40
Registered nurses	22.22	24.58	29.35	33.00	34.72
Teachers, college and university	22.95	24.83	37.88	45.68	53.61
Art, drama, and music teachers	32.38	37.58	43.22	46.32	55.29
Teachers, except college and university	17.82	23.41	31.82	39.06	44.98
Prekindergarten and kindergarten	10.00	12.70	17.95	36.64	45.68
Elementary school teachers	22.12	28.00	34.45	39.33	43.86
Secondary school teachers	23.60	27.49	33.54	39.41	44.98
Teachers, special education	22.70	27.33	33.08	39.48	43.86
Teachers, n.e.c.	16.92	18.00	21.84	37.45	48.10
Librarians, archivists, and curators	15.25	15.25	22.58	31.70	45.91
Librarians	18.47	21.61	25.77	33.80	45.91
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	18.86	20.35	23.03	27.22	28.53
Social workers	18.86	20.32	23.35	27.31	28.53
Lawyers and judges	21.59	21.59	29.46	37.23	46.41
Lawyers	21.59	21.59	29.46	37.23	46.41
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.32	16.65	17.94	24.41	29.24
Technical	15.51	17.95	20.65	24.88	30.77
Licensed practical nurses	14.94	16.00	17.76	18.90	19.64
Health technologists and technicians, n.e.c.	11.57	12.30	14.29	16.99	22.57
Engineering technicians, n.e.c.	18.26	20.52	23.28	25.29	27.90
Drafters	18.50	21.00	21.70	21.70	22.50
Computer programmers	18.75	22.22	24.80	27.78	33.18
Legal assistants	19.63	21.35	24.88	30.77	30.77
Technical and related, n.e.c.	15.38	16.74	18.04	19.22	20.70
Executive, administrative, and managerial	17.20	21.43	28.48	39.38	54.22
Executives, administrators, and managers	22.50	30.29	37.36	49.52	63.10
Administrators and officials, public administration	21.51	25.83	28.83	37.36	37.36
Financial managers	20.19	31.43	36.54	52.89	56.42
Managers, marketing, advertising, and public relations	25.75	30.98	34.33	38.80	43.09
Administrators, education and related fields	23.71	30.86	39.40	52.58	58.00
Managers and administrators, n.e.c.	26.44	35.10	40.87	56.50	72.12
Management related	16.27	18.53	22.97	28.48	33.65
Accountants and auditors	19.71	21.88	23.56	27.44	50.30
Other financial officers	16.35	17.25	24.92	29.47	31.06
Management analysts	17.14	20.81	29.20	39.42	39.90
Personnel, training, and labor relations specialists	15.48	16.75	19.99	23.88	29.37
Management related, n.e.c.	14.06	15.68	17.19	22.69	29.75
Sales	7.55	9.60	13.97	26.92	33.65
Supervisors, sales	16.49	19.70	26.02	30.08	30.61
Sales representatives, mining, manufacturing, and wholesale	17.63	21.64	26.67	28.85	32.69
Sales workers, other commodities	7.00	9.38	11.40	16.40	19.63
Cashiers	7.25	7.60	8.49	10.65	11.95
Administrative support, including clerical	10.86	12.67	15.06	18.04	21.38
Secretaries	14.23	15.09	16.58	18.56	19.90
Typists	11.94	12.24	13.73	16.29	23.50
Transportation ticket and reservation agents	12.91	14.86	16.54	20.29	20.29
Receptionists	10.41	11.00	13.00	14.85	16.75

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, Minneapolis-St. Paul, MN-WI, May 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Information clerks, n.e.c.	\$12.00	\$12.00	\$12.50	\$14.78	\$15.52
Order clerks	12.87	14.50	16.12	21.91	26.11
Library clerks	10.86	10.86	11.77	13.85	15.86
Records clerks, n.e.c.	11.82	12.56	13.79	16.35	18.94
Bookkeepers, accounting and auditing clerks	11.68	12.33	15.61	18.39	22.04
Dispatchers	14.00	14.98	18.69	20.59	20.96
Production coordinators	11.00	11.00	16.68	20.81	22.51
Traffic, shipping and receiving clerks	11.30	13.60	16.07	17.50	23.50
Stock and inventory clerks	11.42	14.30	15.04	18.27	20.41
Investigators and adjusters, except insurance	12.50	13.81	14.90	16.66	19.33
General office clerks	9.69	10.00	14.11	15.68	18.69
Teachers' aides	10.74	12.39	13.37	15.71	18.17
Administrative support, n.e.c.	10.50	13.05	15.70	18.57	23.61
Blue collar	10.56	13.20	17.36	21.26	25.71
Precision production, craft, and repair					
Bus, truck, and stationary engine mechanics	12.44	16.59	20.47	24.38	29.08
Heavy equipment mechanics	15.25	15.53	16.79	18.65	22.56
Industrial machinery repairers	17.98	19.05	20.85	21.31	22.86
Mechanics and repairers, n.e.c.	16.75	18.60	20.11	20.32	20.70
Carpenters	14.73	15.78	21.13	23.91	24.84
Supervisors, production	12.60	20.74	24.38	24.72	27.83
Supervisors, production	20.63	22.56	25.48	26.44	29.65
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	10.00	12.46	16.54	18.82	24.50
Printing press operators	11.56	12.00	13.75	18.30	19.51
Painting and paint spraying machine operators ...	14.50	15.60	20.15	23.73	27.27
Miscellaneous machine operators, n.e.c.	10.61	15.94	18.21	25.98	25.98
Welders and cutters	10.00	10.25	10.75	12.00	14.31
Assemblers	13.25	16.59	16.59	17.62	20.58
Assemblers	9.00	12.65	17.19	18.82	25.64
Transportation and material moving					
Truck drivers	12.20	14.00	16.65	20.52	24.20
Bus drivers	16.00	17.10	19.18	24.31	30.79
Industrial truck and tractor equipment operators ..	11.26	12.24	13.20	17.44	21.80
Industrial truck and tractor equipment operators ..	12.80	14.60	15.97	18.21	18.96
Handlers, equipment cleaners, helpers, and laborers					
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	8.50	10.90	13.92	18.35	20.13
Production helpers	16.00	17.35	18.55	23.43	23.43
Stock handlers and baggers	11.92	12.75	13.50	14.46	17.60
Freight, stock, and material handlers, n.e.c.	7.85	10.19	12.40	14.90	20.08
Hand packers and packagers	11.18	12.00	12.40	15.45	15.45
Laborers, except construction, n.e.c.	6.50	9.45	10.81	11.00	12.00
Laborers, except construction, n.e.c.	8.00	8.73	14.15	15.95	18.33
Service					
Protective service	5.15	8.24	10.47	13.84	20.05
Police and detectives, public service	13.61	17.29	23.07	25.86	28.14
Sheriffs, bailiffs, and other law enforcement officers	20.60	23.90	25.96	27.34	28.97
Correctional institution officers	13.16	18.60	23.51	25.10	25.66
Food service	13.61	13.61	19.15	22.79	23.32
Waiters, waitresses, and bartenders	5.15	5.15	8.05	10.54	13.32
Bartenders	5.15	5.15	5.15	7.00	9.25
Waiters and waitresses	5.15	5.15	7.00	8.00	9.25
Waiters'/Waitresses' assistants	5.15	5.15	5.15	5.15	5.15
Other food service	5.15	8.50	9.00	10.39	10.64
Cooks	5.65	7.00	9.75	11.85	14.30
Kitchen workers, food preparation	9.75	10.00	12.00	13.81	15.85
Food preparation, n.e.c.	8.20	8.70	11.85	12.47	14.98
Health service	5.75	6.75	8.50	10.00	11.77
Nursing aides, orderlies and attendants	9.40	10.68	12.56	14.13	15.07
Cleaning and building service	9.23	10.30	11.77	13.57	14.71
Maids and housemen	8.67	9.37	10.50	13.69	17.09
Maids and housemen	7.71	9.18	9.85	11.09	11.85

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, Minneapolis-St. Paul, MN-WI, May 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service —Continued					
Janitors and cleaners	\$8.80	\$9.55	\$10.55	\$13.96	\$17.45
Personal service	7.67	8.25	9.00	12.76	14.86
Attendants, amusement, and recreation facilities	7.95	8.20	9.00	9.00	9.15
Early childhood teachers' assistants	10.02	10.55	13.32	17.16	22.01

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 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.00	\$12.10	\$17.14	\$24.88	\$34.25
All excluding sales	9.36	12.47	17.26	24.76	34.26
White collar	11.00	14.61	20.60	30.05	40.25
White collar excluding sales	12.25	15.42	21.35	30.77	40.86
Professional specialty and technical	16.31	20.35	26.92	33.66	42.24
Professional specialty	16.83	23.50	29.24	35.26	42.50
Engineers, architects, and surveyors	24.26	27.74	31.68	37.29	46.55
Mechanical engineers	24.14	24.26	30.90	35.14	35.14
Engineers, n.e.c.	24.57	27.25	32.31	38.16	47.51
Mathematical and computer scientists	23.12	28.37	32.69	39.35	44.53
Computer systems analysts and scientists	23.27	28.39	32.69	38.99	43.70
Natural scientists	—	—	—	—	—
Health related	21.42	23.51	27.29	32.26	34.72
Registered nurses	21.69	24.28	27.69	32.18	34.24
Teachers, college and university	20.91	25.75	32.38	43.22	52.13
Teachers, except college and university	10.51	13.50	16.59	20.36	33.55
Elementary school teachers	16.86	18.43	28.41	34.83	45.60
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	16.69	19.25	20.60	23.03	24.72
Social workers	16.69	19.25	20.60	23.03	24.72
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.32	16.65	17.94	25.28	31.80
Technical	15.22	17.95	20.65	25.30	33.18
Licensed practical nurses	14.94	15.75	17.76	18.82	19.26
Health technologists and technicians, n.e.c.	11.57	12.20	13.86	15.77	22.95
Executive, administrative, and managerial	16.92	20.19	27.44	39.42	55.27
Executives, administrators, and managers	22.50	28.89	36.74	49.52	64.90
Financial managers	20.19	31.43	36.54	52.89	56.42
Managers, marketing, advertising, and public relations	25.75	30.98	34.33	38.80	43.09
Administrators, education and related fields	15.45	18.64	18.64	23.99	24.45
Managers and administrators, n.e.c.	26.44	35.10	40.87	56.50	72.12
Management related	15.92	17.31	21.63	27.28	37.56
Accountants and auditors	19.71	21.90	23.70	27.44	56.49
Management analysts	17.14	20.05	29.20	39.42	39.90
Personnel, training, and labor relations specialists	15.38	16.60	19.96	23.88	27.91
Management related, n.e.c.	13.89	14.62	16.74	18.46	29.75
Sales	7.55	9.60	13.97	26.92	34.14
Supervisors, sales	16.49	19.70	26.02	30.08	30.61
Sales representatives, mining, manufacturing, and wholesale	17.63	21.64	26.67	28.85	32.69
Sales workers, other commodities	7.00	9.38	11.40	16.40	19.63
Cashiers	7.25	7.60	8.45	10.65	11.95
Administrative support, including clerical	10.25	12.25	14.88	17.75	21.91
Secretaries	14.18	14.65	16.58	18.25	21.20
Transportation ticket and reservation agents	12.91	14.86	16.54	20.29	20.29
Receptionists	10.07	10.82	12.98	14.85	16.75
Information clerks, n.e.c.	12.00	12.00	12.50	14.78	15.52
Order clerks	12.87	14.50	16.12	21.91	26.11
Records clerks, n.e.c.	11.82	12.53	13.52	16.12	18.94
Bookkeepers, accounting and auditing clerks	11.23	12.03	14.40	18.39	22.04
Production coordinators	11.00	11.00	16.68	20.81	22.51
Traffic, shipping and receiving clerks	11.30	13.60	16.07	17.50	23.50
Investigators and adjusters, except insurance	12.50	13.81	14.82	16.36	18.90
General office clerks	8.93	9.69	10.30	14.51	18.35
Administrative support, n.e.c.	10.45	12.56	15.70	18.57	23.61
Blue collar	10.50	12.88	16.79	20.85	25.98
Precision production, craft, and repair	11.75	16.43	20.30	24.72	29.76

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, Minneapolis-St. Paul, MN-WI, May 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Industrial machinery repairers	\$16.75	\$18.60	\$20.11	\$20.32	\$20.70
Mechanics and repairers, n.e.c.	14.73	15.78	21.13	23.91	24.84
Carpenters	12.60	15.40	24.72	26.74	29.31
Supervisors, production	20.63	22.56	25.48	26.44	29.65
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	10.00	12.46	16.54	18.82	24.50
Printing press operators	11.56	12.00	13.75	18.30	19.51
Painting and paint spraying machine operators ...	14.50	15.60	20.15	23.73	27.27
Miscellaneous machine operators, n.e.c.	10.61	15.94	18.21	25.98	25.98
Welders and cutters	10.00	10.25	10.75	12.00	14.12
Assemblers	13.25	16.59	16.59	17.62	20.58
Assemblers	9.00	12.65	17.19	18.82	25.64
Transportation and material moving					
Truck drivers	12.05	13.20	16.15	19.64	24.55
Bus drivers	15.65	17.10	19.18	24.55	30.95
Industrial truck and tractor equipment operators ..	10.97	11.91	12.70	13.20	14.20
Industrial truck and tractor equipment operators ..	12.80	14.60	15.97	18.21	18.96
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	8.46	10.56	13.19	17.35	19.61
Stock handlers and baggers	11.92	12.75	13.50	14.46	17.60
Freight, stock, and material handlers, n.e.c.	7.85	10.19	12.40	14.90	20.08
Hand packers and packagers	11.18	12.00	12.40	15.45	15.45
Laborers, except construction, n.e.c.	6.50	9.45	10.81	11.00	12.00
Laborers, except construction, n.e.c.	8.00	8.50	11.56	14.99	17.22
Service					
Protective service	5.15	7.00	9.37	11.35	14.30
Food service	—	—	—	—	—
Waiters, waitresses, and bartenders	5.15	5.15	7.50	10.17	13.00
Bartenders	5.15	5.15	5.15	7.00	9.25
Waiters and waitresses	5.15	5.15	7.00	8.00	9.25
Waiters/Waitresses' assistants	5.15	5.15	5.15	5.15	5.15
Other food service	5.15	8.50	9.00	10.39	10.64
Cooks	5.50	6.75	9.50	11.75	14.30
Kitchen workers, food preparation	9.75	10.00	11.51	13.81	15.85
Food preparation, n.e.c.	8.20	8.70	11.85	12.47	14.98
Health service	5.65	6.55	8.05	9.88	11.09
Nursing aides, orderlies and attendants	9.31	10.50	12.62	14.06	14.80
Cleaning and building service	9.23	10.20	11.72	13.57	14.47
Maids and housemen	8.65	9.00	10.47	11.02	13.50
Janitors and cleaners	7.57	9.25	9.85	11.09	11.85
Personal service	8.65	8.85	10.47	10.80	13.50
Attendants, amusement, and recreation facilities	7.67	8.05	9.00	9.50	14.86
Attendants, amusement, and recreation facilities	7.95	8.20	9.00	9.00	9.15

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, Minneapolis-St. Paul, MN-WI, May 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$13.61	\$16.96	\$21.33	\$28.35	\$38.59
All excluding sales	13.61	16.99	21.34	28.39	38.62
White collar	14.08	17.42	22.40	31.46	41.20
White collar excluding sales	14.09	17.42	22.41	31.46	41.20
Professional specialty and technical	18.31	21.70	27.33	37.09	43.72
Professional specialty	19.30	23.51	28.98	38.29	45.10
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	18.58	20.59	24.51	27.28	28.26
Computer systems analysts and scientists	18.58	20.59	24.51	27.28	28.26
Natural scientists	16.88	17.42	17.42	19.99	29.31
Health related	22.32	24.33	31.46	34.67	39.06
Registered nurses	24.83	27.99	32.38	34.67	39.06
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	21.56	26.48	33.61	39.41	44.98
Elementary school teachers	22.61	28.35	34.77	39.35	43.62
Secondary school teachers	23.28	27.33	32.55	39.19	43.63
Teachers, special education	22.70	27.33	33.08	39.48	43.86
Librarians, archivists, and curators	20.32	22.58	25.77	33.80	45.91
Librarians	20.32	22.58	25.77	33.80	45.91
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	19.82	21.80	25.18	28.08	29.61
Social workers	19.76	21.93	25.44	28.08	29.83
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	16.43	18.15	20.82	21.70	23.36
Health technologists and technicians, n.e.c.	11.94	13.11	16.08	18.09	21.15
Executive, administrative, and managerial	22.40	24.71	29.47	37.36	50.77
Executives, administrators, and managers	27.45	31.87	37.36	49.45	57.53
Administrators and officials, public administration	21.51	25.83	28.83	37.36	37.36
Administrators, education and related fields	30.86	36.62	46.95	53.51	58.00
Management related	21.96	23.83	27.61	29.47	29.47
Accountants and auditors	19.60	21.63	22.17	23.83	24.37
Sales	—	—	—	—	—
Administrative support, including clerical	12.38	13.75	15.68	18.27	19.28
Secretaries	14.23	15.68	16.56	18.56	19.28
Typists	11.94	12.24	13.73	14.09	16.29
Library clerks	10.86	10.86	11.77	13.85	15.86
General office clerks	12.89	14.58	15.68	16.76	18.90
Teachers' aides	11.63	12.65	13.37	15.81	18.29
Administrative support, n.e.c.	13.07	13.67	15.07	18.77	18.78
Blue collar	16.66	19.02	20.74	22.76	24.38
Precision production, craft, and repair	18.66	20.15	20.99	22.86	25.07
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	14.23	16.16	19.23	21.80	21.80
Bus drivers	13.31	17.44	19.24	21.80	21.80
Handlers, equipment cleaners, helpers, and laborers	18.33	19.99	20.38	23.43	23.43
Service	11.26	13.61	18.40	23.75	26.62
Protective service	13.61	18.40	23.32	25.96	28.15
Police and detectives, public service	20.60	23.90	25.96	27.34	28.97
Sheriffs, bailiffs, and other law enforcement officers	13.16	18.60	23.51	25.10	25.66
Correctional institution officers	13.61	13.61	19.15	22.79	23.32
Food service	9.10	10.54	11.29	13.23	13.94
Other food service	9.10	10.54	11.29	13.23	13.94
Food preparation, n.e.c.	8.64	10.54	10.54	12.83	13.64

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, Minneapolis-St. Paul, MN-WI, May 2003 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service—Continued					
Health service	\$10.60	\$11.01	\$12.12	\$17.63	\$17.63
Nursing aides, orderlies and attendants	10.60	11.00	12.10	17.63	17.63
Cleaning and building service	11.26	13.39	15.64	18.62	19.95
Janitors and cleaners	11.26	13.44	15.64	18.62	19.95
Personal service	10.02	11.66	14.09	17.16	22.01
Early childhood teachers' assistants	10.02	11.49	13.92	18.87	22.45

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, Minneapolis-St. Paul, MN-WI, May 2003

Occupation ³	10	25	Median 50	75	90
All	\$11.56	\$14.90	\$19.50	\$26.99	\$37.27
All excluding sales	11.70	14.94	19.43	26.49	37.02
White collar	12.64	15.86	21.87	30.98	41.15
White collar excluding sales	13.00	16.01	21.88	31.06	40.96
Professional specialty and technical	17.10	21.13	27.69	35.40	43.43
Professional specialty	17.94	23.65	29.46	37.02	43.56
Engineers, architects, and surveyors	23.79	25.96	30.98	36.59	46.55
Mechanical engineers	24.14	24.26	30.90	35.14	35.14
Engineers, n.e.c.	23.00	25.57	30.59	36.12	45.02
Mathematical and computer scientists	21.29	27.04	31.74	38.74	43.81
Computer systems analysts and scientists	21.29	26.99	31.61	38.46	43.27
Natural scientists	16.88	17.42	19.99	37.65	42.01
Health related	21.42	24.09	28.25	33.14	36.36
Registered nurses	22.59	25.25	30.45	33.14	35.40
Teachers, college and university	23.16	24.83	38.06	45.68	55.29
Teachers, except college and university	17.82	23.87	31.99	39.09	44.98
Prekindergarten and kindergarten	10.00	12.55	16.59	38.58	45.91
Elementary school teachers	22.92	28.50	35.09	39.48	44.27
Secondary school teachers	23.41	27.37	32.82	39.33	44.98
Teachers, special education	22.70	27.33	33.08	39.48	43.86
Teachers, n.e.c.	16.92	18.00	21.84	37.45	48.10
Librarians, archivists, and curators	15.25	15.25	22.58	31.94	45.91
Librarians	21.61	22.58	27.21	35.20	45.91
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	18.79	20.35	23.47	27.63	28.53
Social workers	18.79	20.35	23.47	27.63	28.53
Lawyers and judges	21.59	28.64	32.73	40.03	47.02
Lawyers	21.59	28.64	32.73	40.03	47.02
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.30	16.00	17.72	24.41	28.24
Technical	15.74	18.00	20.93	25.29	32.81
Licensed practical nurses	14.94	15.75	17.76	18.90	19.26
Engineering technicians, n.e.c.	18.26	20.52	23.28	25.29	27.90
Computer programmers	18.75	22.22	24.80	27.78	33.18
Legal assistants	19.63	21.35	24.88	30.77	30.77
Technical and related, n.e.c.	15.38	16.74	18.04	19.22	20.70
Executive, administrative, and managerial	17.25	21.51	28.51	39.38	54.22
Executives, administrators, and managers	22.50	30.34	37.36	49.52	63.10
Administrators and officials, public administration	21.51	25.83	28.83	37.36	37.36
Financial managers	20.19	31.43	36.54	52.89	56.42
Managers, marketing, advertising, and public relations	25.75	30.98	34.33	38.80	43.09
Administrators, education and related fields	23.73	31.58	39.51	53.20	58.00
Managers and administrators, n.e.c.	26.44	35.10	40.87	56.50	72.12
Management related	16.23	18.80	23.01	28.48	33.65
Accountants and auditors	19.71	21.88	23.56	27.44	50.30
Other financial officers	16.35	17.25	24.92	29.47	31.06
Management analysts	17.14	20.81	29.20	39.42	39.90
Personnel, training, and labor relations specialists	15.48	16.75	19.99	23.88	29.37
Management related, n.e.c.	14.06	15.38	17.55	22.97	29.75
Sales	10.36	13.22	21.64	30.08	45.34
Supervisors, sales	16.49	19.70	26.02	30.08	30.61
Sales representatives, mining, manufacturing, and wholesale	17.63	21.64	26.67	28.85	32.69
Administrative support, including clerical	11.15	13.00	15.31	18.27	21.42
Secretaries	14.23	15.09	16.59	18.56	19.90
Typists	11.94	12.24	13.73	16.29	23.50
Transportation ticket and reservation agents	12.91	14.86	16.54	20.29	20.29
Receptionists	10.97	12.38	13.75	15.00	16.75
Information clerks, n.e.c.	12.00	12.00	12.50	14.90	16.34
Order clerks	12.87	14.50	16.12	21.91	26.11
Library clerks	11.77	12.51	13.32	15.86	16.43
Records clerks, n.e.c.	11.82	12.56	13.79	16.35	18.94
Bookkeepers, accounting and auditing clerks	11.68	12.29	15.61	18.39	22.04

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, Minneapolis-St. Paul, MN-WI, May 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Dispatchers	\$14.00	\$14.00	\$18.69	\$20.59	\$20.96
Production coordinators	11.00	11.00	16.68	20.81	22.51
Traffic, shipping and receiving clerks	11.30	13.60	16.07	17.50	23.50
Stock and inventory clerks	11.42	14.30	15.04	18.27	20.41
Investigators and adjusters, except insurance	12.50	13.81	14.96	16.67	19.33
General office clerks	9.69	10.00	14.20	15.87	18.69
Administrative support, n.e.c.	12.05	13.67	15.72	18.77	23.61
Blue collar	11.56	14.74	18.20	21.70	25.98
Precision production, craft, and repair					
Bus, truck, and stationary engine mechanics	12.44	16.59	20.47	24.38	29.08
Heavy equipment mechanics	15.25	15.53	16.79	18.65	22.56
Industrial machinery mechanics	17.98	19.05	20.85	21.31	22.86
Industrial machinery repairers	16.75	18.60	20.11	20.32	20.70
Mechanics and repairers, n.e.c.	14.73	15.78	21.13	23.91	24.84
Carpenters	12.60	20.74	24.38	24.72	27.83
Supervisors, production	20.63	22.56	25.48	26.44	29.65
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	10.50	13.30	16.59	18.98	24.79
Printing press operators	11.56	12.00	13.75	18.30	19.51
Painting and paint spraying machine operators	14.50	15.60	20.15	23.73	27.27
Miscellaneous machine operators, n.e.c.	10.61	15.94	18.21	25.98	25.98
Welders and cutters	9.74	10.27	11.50	13.46	14.72
Assemblers	13.25	16.59	16.59	17.62	20.58
Transportation and material moving					
Truck drivers	10.50	13.40	17.20	18.98	25.64
Bus drivers	13.05	15.65	18.21	21.70	25.07
Industrial truck and tractor equipment operators ..	16.16	17.10	19.24	24.38	30.95
.....	11.60	12.65	18.33	21.80	21.80
.....	12.80	14.74	15.97	18.21	18.96
Handlers, equipment cleaners, helpers, and laborers					
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.81	13.02	16.00	19.58	20.91
Production helpers	16.00	17.35	18.55	23.43	23.43
Stock handlers and baggers	11.92	12.75	13.50	14.46	17.60
Laborers, except construction, n.e.c.	11.50	12.88	14.90	20.08	20.13
.....	11.56	14.15	14.99	17.22	18.33
Service					
Protective service	7.10	9.79	13.37	17.09	24.01
Police and detectives, public service	13.61	17.77	23.32	25.91	28.14
Sheriffs, bailiffs, and other law enforcement officers	20.60	23.90	25.96	27.34	28.97
Correctional institution officers	14.27	19.45	23.60	25.66	25.66
Food service	13.61	13.61	19.15	22.79	23.32
Waiters, waitresses, and bartenders	5.15	5.65	9.75	12.25	15.28
Other food service	5.15	5.15	7.10	9.25	10.39
Cooks	5.15	8.50	10.25	13.50	15.85
Food preparation, n.e.c.	9.75	10.00	12.79	15.14	15.85
Health service	5.50	6.75	9.00	10.25	12.45
Nursing aides, orderlies and attendants	10.68	11.48	13.42	14.32	15.97
Cleaning and building service	10.68	11.06	12.70	13.77	14.42
Maids and housemen	9.37	10.47	11.75	15.64	18.75
Janitors and cleaners	9.25	9.48	9.64	10.79	11.35
Personal service	9.79	10.47	12.94	15.64	18.76
.....	7.67	8.50	11.21	14.86	14.86

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, Minneapolis-St. Paul, MN-WI, May 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$8.00	\$10.00	\$12.89	\$20.24
All excluding sales	5.15	8.25	10.47	13.37	21.70
White collar	7.55	8.92	12.36	20.82	27.98
White collar excluding sales	10.42	13.00	18.39	25.00	32.04
Professional specialty and technical	15.52	18.97	22.67	29.04	33.07
Professional specialty	18.47	22.02	25.83	32.04	33.83
Natural scientists	—	—	—	—	—
Health related	21.64	23.57	27.71	32.26	33.92
Registered nurses	21.69	23.99	27.98	32.26	33.92
Teachers, college and university	18.73	22.95	26.88	37.58	37.58
Teachers, except college and university	13.75	17.95	20.67	29.88	35.39
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	15.14	16.19	18.90	21.70	21.77
Licensed practical nurses	15.26	16.19	18.18	19.04	23.35
Health technologists and technicians, n.e.c.	12.88	14.88	15.77	19.01	21.83
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	7.00	7.55	8.49	10.55	11.95
Cashiers	7.15	7.55	8.22	10.00	11.95
Administrative support, including clerical	9.55	10.25	12.36	13.37	14.89
Receptionists	9.00	10.01	10.42	12.12	13.57
Library clerks	10.86	10.86	10.86	10.86	11.08
General office clerks	8.92	9.90	10.07	13.60	14.63
Blue collar	7.92	8.60	10.97	12.40	14.23
Machine operators, assemblers, and inspectors	8.50	8.50	10.25	10.62	11.27
Transportation and material moving	10.97	12.00	13.20	15.00	16.15
Bus drivers	10.97	12.20	13.20	14.20	15.20
Handlers, equipment cleaners, helpers, and laborers	7.50	8.00	9.36	11.40	12.40
Stock handlers and baggers	7.45	8.60	10.75	11.95	12.40
Freight, stock, and material handlers, n.e.c.	9.50	11.29	12.00	12.00	13.15
Service	5.15	6.50	8.80	10.50	12.50
Protective service	—	—	—	—	—
Food service	5.15	5.15	7.00	9.75	11.85
Waiters, waitresses, and bartenders	5.15	5.15	5.15	5.15	7.00
Waiters and waitresses	5.15	5.15	5.15	5.15	5.15
Other food service	6.00	6.85	8.92	10.75	12.40
Kitchen workers, food preparation	8.20	8.70	11.85	12.47	14.98
Food preparation, n.e.c.	6.00	6.60	8.15	10.00	11.45
Health service	9.02	9.68	11.36	13.46	14.72
Nursing aides, orderlies and attendants	9.02	9.65	11.32	13.46	14.72
Cleaning and building service	8.25	8.80	9.30	10.50	11.62
Janitors and cleaners	8.65	8.80	9.30	10.50	11.09
Personal service	7.75	8.25	9.00	9.50	14.25
Attendants, amusement, and recreation facilities	7.95	8.20	9.00	9.00	9.15

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 Minneapolis–St. Paul, MN–WI, Metropolitan Statistical Area includes Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright Counties, MN; and Pierce and St. Croix Counties, WI.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

with each selected worker representing a job within the establishment.

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

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

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

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

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

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

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

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

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small met-

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	5,276
Total in sample	511
Responding	303
Out of business or not in survey scope	42
Unable or refused to provide data	166

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

Estimation

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

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

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

Percentiles

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

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. For example, at the 50th per-

centile, 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, Minneapolis-St. Paul, MN-WI, May 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	778,700	621,300	157,400
All excluding sales	719,100	562,100	157,100
White collar	454,900	340,700	114,200
White-collar excluding sales	395,300	281,400	113,900
Professional specialty and technical	172,700	109,900	62,900
Professional specialty	134,000	78,800	55,200
Technical	38,700	31,100	7,700
Executive, administrative, and managerial	83,800	68,500	15,400
Sales	59,600	59,300	–
Administrative support, including clerical	138,700	103,100	35,700
Blue collar	177,800	162,300	15,500
Precision production, craft, and repair	61,400	53,300	8,100
Machine operators, assemblers, and inspectors	43,300	43,200	–
Transportation and material moving	32,000	28,300	3,700
Handlers, equipment cleaners, helpers, and laborers	41,100	37,500	3,600
Service	146,100	118,300	27,700

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.