

Milwaukee–Racine, WI National Compensation Survey October 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 Milwaukee–Racine, WI, metropolitan area. Data were collected between March 2003 and April 2004; the average reference month is October 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, Milwaukee-Racine, WI, October 2003

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$20.54	3.0	36.3	\$20.06	3.5	36.5	\$23.69	1.2	35.0
Worker characteristics:⁴									
White-collar occupations ⁵	25.11	2.5	36.8	24.87	3.0	37.2	26.36	1.5	34.8
Professional specialty and technical	28.34	2.8	37.1	28.36	3.5	38.0	28.28	2.5	34.6
Executive, administrative, and managerial	34.52	6.1	39.2	34.17	7.0	39.7	36.96	3.6	36.4
Sales	20.46	7.6	31.1	20.46	7.6	31.1	—	—	—
Administrative support	15.59	3.3	37.7	15.81	3.7	38.3	14.13	3.4	34.4
Blue-collar occupations ⁵	17.01	3.6	38.5	16.89	3.8	38.4	18.76	5.0	39.3
Precision production, craft, and repair	22.12	4.4	40.2	22.25	4.6	40.2	20.33	2.0	40.0
Machine operators, assemblers, and inspectors	14.98	5.7	39.5	14.98	5.7	39.5	—	—	—
Transportation and material moving	17.83	4.4	38.9	17.76	4.7	39.2	—	—	—
Handlers, equipment cleaners, helpers, and laborers	12.03	9.4	33.5	10.61	6.7	32.2	17.80	11.8	40.0
Service occupations ⁵	12.29	5.1	29.4	10.13	4.7	28.6	19.79	1.4	32.5
Full time	21.64	3.3	40.0	21.19	3.8	40.0	24.67	.7	40.1
Part time	11.38	5.3	20.4	10.47	5.6	20.9	16.56	5.1	18.0
Union	21.36	3.4	37.5	20.05	5.3	38.0	23.89	.6	36.5
Nonunion	20.19	4.1	35.8	20.06	4.3	36.0	23.03	4.8	30.7
Time	20.39	3.3	36.2	19.87	3.9	36.4	23.69	1.2	35.0
Incentive	25.02	11.0	38.5	25.02	11.0	38.5	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	17.67	5.8	35.1	17.65	5.8	35.2	—	—	—
100-499 workers	18.90	4.4	36.5	18.55	4.7	36.5	23.78	6.0	36.7
500 workers or more	23.66	3.5	36.6	23.65	4.7	37.4	23.70	.6	34.6

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Milwaukee-Racine, WI, October 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.54	3.0	\$20.06	3.5	\$23.69	1.2
All excluding sales	20.55	3.3	20.03	3.8	23.69	1.2
White collar	25.11	2.5	24.87	3.0	26.36	1.5
White collar excluding sales	25.73	2.8	25.59	3.4	26.36	1.5
Professional specialty and technical	28.34	2.8	28.36	3.5	28.28	2.5
Professional specialty	30.20	2.9	30.66	3.8	28.94	2.7
Engineers, architects, and surveyors	33.56	4.2	33.80	4.3	—	—
Electrical and electronic engineers	36.28	11.7	36.28	11.7	—	—
Industrial engineers	26.39	2.5	26.39	2.5	—	—
Mathematical and computer scientists	30.93	2.2	30.93	2.2	—	—
Computer systems analysts and scientists	30.91	2.1	30.91	2.1	—	—
Natural scientists	29.50	11.4	31.95	17.2	—	—
Health related	26.48	6.2	27.45	6.4	21.39	1.0
Registered nurses	25.18	1.4	25.34	1.6	—	—
Teachers, college and university	51.36	12.0	57.33	17.7	—	—
Other post-secondary teachers	39.96	2.8	—	—	—	—
Teachers, except college and university	30.44	1.5	22.86	3.6	30.82	1.3
Elementary school teachers	30.04	1.7	—	—	30.24	1.7
Secondary school teachers	32.08	1.9	—	—	32.52	1.2
Teachers, n.e.c.	31.70	3.8	—	—	31.70	3.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.73	8.3	17.70	13.5	17.79	4.4
Social workers	18.15	9.3	—	—	18.74	5.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.60	14.7	26.82	14.6	—	—
Technical	19.82	5.5	19.70	6.2	20.83	6.3
Clinical laboratory technologists and technicians	14.05	4.7	14.05	4.7	—	—
Licensed practical nurses	16.98	2.6	17.04	3.2	—	—
Health technologists and technicians, n.e.c.	13.51	12.0	13.51	12.0	—	—
Electrical and electronic technicians	25.31	13.1	25.31	13.1	—	—
Engineering technicians, n.e.c.	24.47	2.3	—	—	—	—
Executive, administrative, and managerial	34.52	6.1	34.17	7.0	36.96	3.6
Executives, administrators, and managers	39.80	7.1	40.16	8.5	38.10	3.5
Administrators and officials, public administration	37.91	.4	—	—	37.91	.4
Administrators, education and related fields	38.73	5.9	—	—	40.06	4.6
Managers and administrators, n.e.c.	42.82	11.1	43.14	11.2	—	—
Management related	25.47	3.5	25.46	3.6	—	—
Purchasing agents and buyers, n.e.c.	25.69	3.3	25.69	3.3	—	—
Management related, n.e.c.	26.61	6.5	26.63	6.6	—	—
Sales	20.46	7.6	20.46	7.6	—	—
Supervisors, sales	21.58	25.7	21.58	25.7	—	—
Sales representatives, mining, manufacturing, and wholesale	25.37	6.0	25.37	6.0	—	—
Sales workers, other commodities	10.82	14.9	10.82	14.9	—	—
Cashiers	8.01	6.0	8.01	6.0	—	—
Administrative support, including clerical	15.59	3.3	15.81	3.7	14.13	3.4
Secretaries	15.29	3.1	15.45	3.6	14.44	5.2
Records clerks, n.e.c.	15.31	3.2	15.31	3.2	—	—
Bookkeepers, accounting and auditing clerks	15.49	4.6	15.35	5.0	—	—
Payroll and timekeeping clerks	14.52	6.4	14.52	6.4	—	—
Traffic, shipping and receiving clerks	11.92	16.6	11.92	16.6	—	—
Investigators and adjusters, except insurance	17.83	12.6	17.83	12.6	—	—
General office clerks	12.92	5.3	12.61	9.2	13.26	5.0
Teachers' aides	12.19	9.9	—	—	12.19	9.9
Administrative support, n.e.c.	15.81	2.9	15.81	2.9	—	—
Blue collar	17.01	3.6	16.89	3.8	18.76	5.0
Precision production, craft, and repair	22.12	4.4	22.25	4.6	20.33	2.0

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, Milwaukee-Racine, WI, October 2003** — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Industrial machinery repairers	\$24.18	9.2	\$24.18	9.2	—	—
Electricians	26.50	2.3	26.60	2.4	—	—
Supervisors, production	22.66	4.6	22.66	4.6	—	—
Tool and die makers	26.66	6.4	26.66	6.4	—	—
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	14.98	5.7	14.98	5.7	—	—
Numerical control machine operators	14.92	2.1	14.92	2.1	—	—
Molding and casting machine operators	19.04	11.3	19.04	11.3	—	—
Mixing and blending machine operators	11.58	6.4	11.58	6.4	—	—
Miscellaneous machine operators, n.e.c.	20.99	10.1	20.99	10.1	—	—
Welders and cutters	14.72	4.8	14.72	4.8	—	—
Assemblers	20.74	1.7	20.74	1.7	—	—
Assemblers	14.25	12.9	14.25	12.9	—	—
Transportation and material moving						
Truck drivers	17.83	4.4	17.76	4.7	—	—
Industrial truck and tractor equipment operators ..	16.05	9.7	15.68	10.9	—	—
Industrial truck and tractor equipment operators ..	17.36	11.5	17.36	11.5	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	12.03	9.4	10.61	6.7	\$17.80	11.8
Hand packers and packagers	14.24	24.3	—	—	—	—
Laborers, except construction, n.e.c.	12.32	18.2	12.32	18.2	—	—
Laborers, except construction, n.e.c.	12.04	5.0	10.78	7.4	—	—
Service						
Protective service	12.29	5.1	10.13	4.7	19.79	1.4
Police and detectives, public service	20.77	3.7	13.26	11.7	22.92	2.1
Guards and police, except public service	24.08	5.7	—	—	24.08	5.7
Food service	13.26	11.7	13.26	11.7	—	—
Waiters, waitresses, and bartenders	8.17	7.6	7.75	5.8	10.76	.8
Other food service	5.50	37.5	5.50	37.5	—	—
Kitchen workers, food preparation	8.74	7.7	8.32	6.5	10.76	.8
Health service	8.94	8.1	—	—	—	—
Health aides, except nursing	10.44	3.5	10.38	3.5	—	—
Nursing aides, orderlies and attendants	13.61	11.1	13.61	11.1	—	—
Cleaning and building service	10.09	3.9	10.01	3.9	—	—
Maids and housemen	11.89	10.0	10.39	9.4	17.87	9.6
Janitors and cleaners	8.32	4.0	8.32	4.0	—	—
Personal service	11.03	10.1	10.46	11.9	14.09	3.3
Attendants, amusement, and recreation facilities	10.67	7.8	10.81	8.2	—	—
Service, n.e.c.	7.67	7.6	—	—	—	—
Service, n.e.c.	11.17	8.0	11.29	8.0	—	—

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 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, Milwaukee-Racine, WI, October 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	\$21.64	3.3	\$21.19	3.8	\$24.67	0.7
All excluding sales	21.50	3.6	20.99	4.2	24.67	.7
White collar	26.04	2.5	25.77	3.0	27.56	1.9
White collar excluding sales	26.23	2.8	25.96	3.4	27.56	1.9
Professional specialty and technical	28.70	2.9	28.60	3.7	29.03	3.0
Professional specialty	30.61	3.1	30.93	4.0	29.69	3.3
Engineers, architects, and surveyors	33.56	4.2	33.80	4.3	—	—
Electrical and electronic engineers	36.28	11.7	36.28	11.7	—	—
Industrial engineers	26.39	2.5	26.39	2.5	—	—
Mathematical and computer scientists	30.93	2.2	30.93	2.2	—	—
Computer systems analysts and scientists	30.91	2.1	30.91	2.1	—	—
Natural scientists	30.51	13.2	31.95	17.2	—	—
Health related	26.52	7.7	27.75	8.2	—	—
Registered nurses	24.76	1.6	24.95	1.9	—	—
Teachers, college and university	54.31	13.4	57.48	17.5	—	—
Other post-secondary teachers	41.45	3.7	—	—	—	—
Teachers, except college and university	31.41	1.9	22.86	3.6	31.88	1.7
Elementary school teachers	30.24	1.9	—	—	30.46	1.9
Secondary school teachers	32.28	2.4	—	—	32.74	1.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.16	8.8	17.85	13.5	18.74	5.3
Social workers	18.15	9.3	—	—	18.74	5.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.94	14.9	26.94	14.9	—	—
Technical	19.91	5.9	19.70	6.7	21.71	6.8
Clinical laboratory technologists and technicians	13.97	4.5	13.97	4.5	—	—
Licensed practical nurses	16.73	2.6	16.74	3.0	—	—
Health technologists and technicians, n.e.c.	13.52	12.2	13.52	12.2	—	—
Electrical and electronic technicians	25.31	13.1	25.31	13.1	—	—
Engineering technicians, n.e.c.	25.10	3.4	—	—	—	—
Executive, administrative, and managerial	34.70	6.0	34.34	6.9	37.35	4.1
Executives, administrators, and managers	40.20	7.0	40.57	8.3	38.42	4.1
Administrators and officials, public administration	37.91	.4	—	—	37.91	.4
Administrators, education and related fields	38.45	6.9	—	—	39.73	5.9
Managers and administrators, n.e.c.	43.22	11.1	43.56	11.2	—	—
Management related	25.47	3.5	25.46	3.6	—	—
Purchasing agents and buyers, n.e.c.	25.69	3.3	25.69	3.3	—	—
Management related, n.e.c.	26.63	6.6	26.63	6.6	—	—
Sales	24.30	8.3	24.30	8.3	—	—
Supervisors, sales	21.58	25.7	21.58	25.7	—	—
Sales representatives, mining, manufacturing, and wholesale	25.37	6.0	25.37	6.0	—	—
Administrative support, including clerical	16.01	3.2	16.15	3.5	14.91	2.5
Secretaries	15.37	3.0	15.55	3.5	14.44	5.2
Records clerks, n.e.c.	15.35	3.2	15.35	3.2	—	—
Bookkeepers, accounting and auditing clerks	15.51	4.7	15.35	5.0	—	—
Payroll and timekeeping clerks	14.77	6.5	14.77	6.5	—	—
Traffic, shipping and receiving clerks	11.92	16.6	11.92	16.6	—	—
General office clerks	13.69	3.0	13.87	3.2	13.52	5.0
Administrative support, n.e.c.	16.21	2.8	16.21	2.8	—	—
Blue collar	17.45	3.5	17.34	3.7	19.11	4.0
Precision production, craft, and repair	22.12	4.4	22.25	4.6	20.33	2.0
Industrial machinery repairers	24.18	9.2	24.18	9.2	—	—
Electricians	26.50	2.3	26.60	2.4	—	—
Supervisors, production	22.66	4.6	22.66	4.6	—	—
Tool and die makers	26.66	6.4	26.66	6.4	—	—

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, Milwaukee-Racine, WI, October 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$15.05	5.8	\$15.05	5.8	—	—
Punching and stamping press operators	14.92	2.1	14.92	2.1	—	—
Numerical control machine operators	19.04	11.3	19.04	11.3	—	—
Molding and casting machine operators	11.58	6.4	11.58	6.4	—	—
Mixing and blending machine operators	20.99	10.1	20.99	10.1	—	—
Miscellaneous machine operators, n.e.c.	14.80	5.6	14.80	5.6	—	—
Welders and cutters	20.74	1.7	20.74	1.7	—	—
Assemblers	14.33	13.1	14.33	13.1	—	—
Transportation and material moving	18.00	5.0	17.90	5.2	—	—
Truck drivers	16.39	10.4	16.03	11.8	—	—
Industrial truck and tractor equipment operators ..	17.36	11.5	17.36	11.5	—	—
Handlers, equipment cleaners, helpers, and laborers	13.34	8.7	11.72	5.5	\$18.20	11.0
Hand packers and packagers	13.65	17.0	13.65	17.0	—	—
Laborers, except construction, n.e.c.	12.97	5.8	11.87	9.3	—	—
Service	14.24	5.9	11.07	5.9	21.28	.7
Protective service	21.53	2.8	—	—	22.92	2.1
Police and detectives, public service	24.08	5.7	—	—	24.08	5.7
Food service	9.72	8.8	9.58	9.8	—	—
Other food service	9.98	6.1	9.85	6.7	—	—
Health service	10.74	4.8	10.66	5.0	—	—
Health aides, except nursing	14.57	7.2	14.57	7.2	—	—
Nursing aides, orderlies and attendants	10.20	5.2	10.06	5.4	—	—
Cleaning and building service	12.97	11.1	10.48	8.6	19.66	8.0
Janitors and cleaners	11.71	6.6	10.44	6.2	—	—
Personal service	—	—	—	—	—	—

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, Milwaukee-Racine, WI, October 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	\$11.38	5.3	\$10.47	5.6	\$16.56	5.1
All excluding sales	11.91	5.2	10.95	5.8	16.56	5.1
White collar	15.17	5.4	13.72	6.7	19.12	2.1
White collar excluding sales	18.65	5.1	18.35	8.4	19.12	2.1
Professional specialty and technical	23.74	1.6	24.27	1.7	23.00	3.4
Professional specialty	24.86	1.8	25.87	1.6	23.72	3.6
Natural scientists	—	—	—	—	—	—
Health related	26.33	.7	26.39	.7	—	—
Registered nurses	26.33	.7	26.39	.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	19.47	7.2	—	—	19.47	7.2
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.63	8.5	19.61	8.5	—	—
Executive, administrative, and managerial	24.52	12.7	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.76	8.3	7.76	8.3	—	—
Cashiers	7.33	2.8	7.33	2.8	—	—
Administrative support, including clerical	11.24	4.9	10.97	5.7	11.72	8.3
Teachers' aides	12.25	10.0	—	—	12.25	10.0
Blue collar	8.15	6.0	8.14	6.3	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.94	3.7	7.94	3.8	—	—
Service	9.04	7.4	8.95	8.0	9.99	1.0
Protective service	—	—	—	—	—	—
Food service	7.12	8.2	6.43	2.4	—	—
Other food service	7.91	7.9	7.23	1.1	—	—
Health service	9.90	3.0	9.90	3.0	—	—
Nursing aides, orderlies and attendants	9.91	3.2	9.91	3.2	—	—
Cleaning and building service	10.27	17.6	10.29	19.5	—	—
Janitors and cleaners	10.44	18.5	10.48	20.7	—	—
Personal service	8.62	2.2	8.70	3.0	—	—
Attendants, amusement, and recreation facilities	7.67	7.6	—	—	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 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	\$865	3.2	40.0	\$847	3.7	40.0	\$991	1.0	40.1
All excluding sales	858	3.5	39.9	837	4.1	39.9	991	1.0	40.1
White collar	1,040	2.4	39.9	1,030	2.9	40.0	1,091	2.2	39.6
White collar excluding sales	1,044	2.7	39.8	1,034	3.2	39.8	1,091	2.2	39.6
Professional specialty and technical	1,143	2.9	39.8	1,141	3.6	39.9	1,152	3.1	39.7
Professional specialty	1,223	3.1	40.0	1,236	3.9	40.0	1,186	3.5	39.9
Engineers, architects, and surveyors	1,353	3.6	40.3	1,363	3.6	40.3	-	-	-
Electrical and electronic engineers	1,451	11.7	40.0	1,451	11.7	40.0	-	-	-
Industrial engineers	1,079	3.0	40.9	1,079	3.0	40.9	-	-	-
Mathematical and computer scientists	1,237	2.3	40.0	1,237	2.3	40.0	-	-	-
Computer systems analysts and scientists	1,236	2.1	40.0	1,236	2.1	40.0	-	-	-
Natural scientists	1,220	13.2	40.0	1,278	17.2	40.0	-	-	-
Health related	1,054	7.7	39.7	1,101	8.3	39.7	-	-	-
Registered nurses	981	1.9	39.6	988	2.1	39.6	-	-	-
Teachers, college and university	2,281	10.4	42.0	2,464	13.1	42.9	-	-	-
Other post-secondary teachers	1,658	3.7	40.0	-	-	-	-	-	-
Teachers, except college and university	1,260	2.3	40.1	895	2.8	39.2	1,280	2.1	40.2
Elementary school teachers	1,207	1.9	39.9	-	-	-	1,218	1.9	40.0
Secondary school teachers	1,291	2.4	40.0	-	-	-	1,310	1.8	40.0
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	723	8.8	39.8	711	13.5	39.8	747	5.1	39.9
Social workers	723	9.3	39.8	-	-	-	747	5.1	39.9
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,040	13.1	38.6	1,040	13.1	38.6	-	-	-
Technical	781	6.0	39.2	779	6.7	39.5	802	6.7	36.9
Clinical laboratory technologists and technicians	557	4.4	39.9	557	4.4	39.9	-	-	-
Licensed practical nurses	669	2.6	40.0	670	3.0	40.0	-	-	-
Health technologists and technicians, n.e.c.	537	12.3	39.7	537	12.3	39.7	-	-	-
Electrical and electronic technicians	1,012	13.1	40.0	1,012	13.1	40.0	-	-	-
Engineering technicians, n.e.c.	975	4.0	38.8	-	-	-	-	-	-
Executive, administrative, and managerial	1,385	5.7	39.9	1,371	6.5	39.9	1,483	5.0	39.7
Executives, administrators, and managers	1,606	6.6	40.0	1,624	7.8	40.0	1,524	5.2	39.7
Administrators and officials, public administration	1,516	.4	40.0	-	-	-	1,516	.4	40.0
Administrators, education and related fields	1,544	6.5	40.2	-	-	-	1,615	5.7	40.6
Managers and administrators, n.e.c.	1,731	10.4	40.1	1,754	10.3	40.3	-	-	-
Management related	1,014	3.2	39.8	1,014	3.3	39.8	-	-	-
Purchasing agents and buyers, n.e.c.	1,037	2.7	40.4	1,037	2.7	40.4	-	-	-
Management related, n.e.c.	1,055	6.2	39.6	1,055	6.2	39.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 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									
Sales	\$999	9.5	41.1	\$999	9.5	41.1	—	—	—
Supervisors, sales	879	23.7	40.7	879	23.7	40.7	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,028	4.6	40.5	1,028	4.6	40.5	—	—	—
Administrative support, including clerical	635	3.0	39.6	641	3.3	39.7	\$583	2.3	39.1
Secretaries	608	2.6	39.5	617	3.2	39.7	560	1.8	38.7
Records clerks, n.e.c.	609	3.3	39.7	609	3.3	39.7	—	—	—
Bookkeepers, accounting and auditing clerks	619	4.7	39.9	613	5.0	39.9	—	—	—
Payroll and timekeeping clerks	585	5.9	39.6	585	5.9	39.6	—	—	—
Traffic, shipping and receiving clerks	477	16.6	40.0	477	16.6	40.0	—	—	—
General office clerks	545	2.9	39.8	552	3.2	39.8	539	4.7	39.9
Administrative support, n.e.c.	631	2.6	38.9	631	2.6	38.9	—	—	—
Blue collar	700	3.5	40.1	695	3.7	40.1	764	4.0	40.0
Precision production, craft, and repair	889	4.3	40.2	894	4.5	40.2	813	2.0	40.0
Industrial machinery repairers	967	9.2	40.0	967	9.2	40.0	—	—	—
Electricians	1,060	2.3	40.0	1,064	2.4	40.0	—	—	—
Supervisors, production	919	3.6	40.6	919	3.6	40.6	—	—	—
Tool and die makers	1,066	6.4	40.0	1,066	6.4	40.0	—	—	—
Machine operators, assemblers, and inspectors	602	5.8	40.0	602	5.8	40.0	—	—	—
Punching and stamping press operators	597	2.1	40.0	597	2.1	40.0	—	—	—
Numerical control machine operators	762	11.3	40.0	762	11.3	40.0	—	—	—
Molding and casting machine operators	463	6.4	40.0	463	6.4	40.0	—	—	—
Mixing and blending machine operators	839	10.1	40.0	839	10.1	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	592	5.6	40.0	592	5.6	40.0	—	—	—
Welders and cutters	830	1.7	40.0	830	1.7	40.0	—	—	—
Assemblers	573	13.1	40.0	573	13.1	40.0	—	—	—
Transportation and material moving	720	5.0	40.0	716	5.2	40.0	—	—	—
Truck drivers	656	10.4	40.0	641	11.8	40.0	—	—	—
Industrial truck and tractor equipment operators	694	11.5	40.0	694	11.5	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	536	8.7	40.2	472	5.5	40.2	728	11.0	40.0
Hand packers and packagers	546	17.0	40.0	546	17.0	40.0	—	—	—
Laborers, except construction, n.e.c.	519	5.8	40.0	475	9.3	40.0	—	—	—
Service	570	5.8	40.0	433	5.3	39.1	896	.8	42.1
Protective service	919	3.3	42.7	—	—	—	995	2.5	43.4
Police and detectives, public service	937	5.3	38.9	—	—	—	937	5.3	38.9
Food service	375	8.8	38.5	373	10.2	39.0	—	—	—
Other food service	382	7.3	38.2	381	8.3	38.7	—	—	—
Health service	427	4.7	39.8	424	4.9	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, Milwaukee-Racine, WI, October 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service—Continued									
Health aides, except nursing ..	\$583	7.2	40.0	\$583	7.2	40.0	—	—	—
Nursing aides, orderlies and attendants	405	5.2	39.7	400	5.3	39.7	—	—	—
Cleaning and building service	510	11.0	39.3	410	8.6	39.2	\$781	8.2	39.7
Janitors and cleaners	454	6.0	38.8	403	6.6	38.6	—	—	—
Personal service	—	—	—	—	—	—	—	—	—

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, Milwaukee-Racine, WI, October 2003

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$44,232	3.2	2,044	\$43,898	3.7	2,072	\$46,257	1.0	1,875
All excluding sales	43,833	3.5	2,039	43,408	4.1	2,068	46,257	1.0	1,875
White collar	52,438	2.4	2,014	53,387	2.9	2,072	47,979	2.2	1,741
White collar excluding sales	52,487	2.7	2,001	53,569	3.2	2,063	47,979	2.2	1,741
Professional specialty and technical	56,090	2.9	1,955	58,832	3.6	2,057	48,488	3.1	1,670
Professional specialty	59,285	3.1	1,937	63,628	3.9	2,057	49,010	3.5	1,651
Engineers, architects, and surveyors	70,371	3.6	2,097	70,893	3.6	2,098	-	-	-
Electrical and electronic engineers	75,462	11.7	2,080	75,462	11.7	2,080	-	-	-
Industrial engineers	56,097	3.0	2,126	56,097	3.0	2,126	-	-	-
Mathematical and computer scientists	64,307	2.3	2,079	64,307	2.3	2,079	-	-	-
Computer systems analysts and scientists	64,286	2.1	2,080	64,286	2.1	2,080	-	-	-
Natural scientists	63,459	13.2	2,080	66,460	17.2	2,080	-	-	-
Health related	54,810	7.7	2,067	57,269	8.3	2,063	-	-	-
Registered nurses	51,010	1.9	2,060	51,370	2.1	2,059	-	-	-
Teachers, college and university	98,800	10.4	1,819	113,089	13.1	1,967	-	-	-
Other post-secondary teachers	65,671	3.7	1,584	-	-	-	-	-	-
Teachers, except college and university	48,197	2.3	1,534	35,920	2.8	1,571	48,851	2.1	1,532
Elementary school teachers	45,982	1.9	1,520	-	-	-	46,437	1.9	1,524
Secondary school teachers	49,290	2.4	1,527	-	-	-	50,096	1.8	1,530
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	37,432	8.8	2,062	36,964	13.5	2,071	38,305	5.1	2,044
Social workers	37,397	9.3	2,060	-	-	-	38,305	5.1	2,044
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	54,072	13.1	2,007	54,072	13.1	2,007	-	-	-
Technical	40,635	6.0	2,041	40,505	6.7	2,056	41,684	6.7	1,920
Clinical laboratory technologists and technicians	28,956	4.4	2,073	28,956	4.4	2,073	-	-	-
Licensed practical nurses	34,791	2.6	2,080	34,829	3.0	2,080	-	-	-
Health technologists and technicians, n.e.c.	27,923	12.3	2,065	27,923	12.3	2,065	-	-	-
Electrical and electronic technicians	52,648	13.1	2,080	52,648	13.1	2,080	-	-	-
Engineering technicians, n.e.c.	50,674	4.0	2,019	-	-	-	-	-	-
Executive, administrative, and managerial	71,471	5.7	2,060	71,315	6.5	2,077	72,562	5.0	1,943
Executives, administrators, and managers	82,554	6.6	2,054	84,432	7.8	2,081	74,176	5.2	1,931
Administrators and officials, public administration	78,853	.4	2,080	-	-	-	78,853	.4	2,080
Administrators, education and related fields	72,528	6.5	1,886	-	-	-	73,872	5.7	1,859
Managers and administrators, n.e.c.	90,023	10.4	2,083	91,211	10.3	2,094	-	-	-
Management related	52,752	3.2	2,071	52,712	3.3	2,071	-	-	-
Purchasing agents and buyers, n.e.c.	53,919	2.7	2,099	53,919	2.7	2,099	-	-	-
Management related, n.e.c.	54,879	6.2	2,061	54,879	6.2	2,061	-	-	-

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, Milwaukee-Racine, WI, October 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									
Sales	\$51,958	9.5	2,138	\$51,958	9.5	2,138	—	—	—
Supervisors, sales	45,684	23.7	2,117	45,684	23.7	2,117	—	—	—
Sales representatives, mining, manufacturing, and wholesale	53,461	4.6	2,108	53,461	4.6	2,108	—	—	—
Administrative support, including clerical	32,624	3.0	2,037	33,303	3.3	2,062	\$27,671	2.3	1,855
Secretaries	30,980	2.6	2,016	32,100	3.2	2,065	26,017	1.8	1,801
Records clerks, n.e.c.	31,686	3.3	2,065	31,686	3.3	2,065	—	—	—
Bookkeepers, accounting and auditing clerks	32,041	4.7	2,065	31,858	5.0	2,075	—	—	—
Payroll and timekeeping clerks	30,442	5.9	2,062	30,442	5.9	2,062	—	—	—
Traffic, shipping and receiving clerks	24,794	16.6	2,080	24,794	16.6	2,080	—	—	—
General office clerks	27,805	2.9	2,031	28,728	3.2	2,071	27,000	4.7	1,997
Administrative support, n.e.c.	32,790	2.6	2,023	32,790	2.6	2,023	—	—	—
Blue collar	36,312	3.5	2,080	36,083	3.7	2,081	39,746	4.0	2,080
Precision production, craft, and repair	46,211	4.3	2,089	46,497	4.5	2,090	42,294	2.0	2,080
Industrial machinery repairers	50,297	9.2	2,080	50,297	9.2	2,080	—	—	—
Electricians	55,113	2.3	2,080	55,336	2.4	2,080	—	—	—
Supervisors, production	47,798	3.6	2,110	47,798	3.6	2,110	—	—	—
Tool and die makers	55,453	6.4	2,080	55,453	6.4	2,080	—	—	—
Machine operators, assemblers, and inspectors	31,297	5.8	2,080	31,298	5.8	2,080	—	—	—
Punching and stamping press operators	31,040	2.1	2,080	31,040	2.1	2,080	—	—	—
Numerical control machine operators	39,606	11.3	2,080	39,606	11.3	2,080	—	—	—
Molding and casting machine operators	24,077	6.4	2,080	24,077	6.4	2,080	—	—	—
Mixing and blending machine operators	43,653	10.1	2,080	43,653	10.1	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	30,794	5.6	2,080	30,794	5.6	2,080	—	—	—
Welders and cutters	43,143	1.7	2,080	43,143	1.7	2,080	—	—	—
Assemblers	29,812	13.1	2,080	29,812	13.1	2,080	—	—	—
Transportation and material moving	37,437	5.0	2,080	37,227	5.2	2,080	—	—	—
Truck drivers	34,090	10.4	2,080	33,340	11.8	2,080	—	—	—
Industrial truck and tractor equipment operators	36,112	11.5	2,080	36,112	11.5	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,501	8.7	2,061	24,087	5.5	2,055	37,861	11.0	2,080
Hand packers and packagers	28,401	17.0	2,080	28,401	17.0	2,080	—	—	—
Laborers, except construction, n.e.c.	26,984	5.8	2,080	24,689	9.3	2,080	—	—	—
Service	29,438	5.8	2,067	22,398	5.3	2,024	46,186	.8	2,171
Protective service	47,153	3.3	2,190	—	—	—	51,764	2.5	2,259
Police and detectives, public service	48,743	5.3	2,024	—	—	—	48,743	5.3	2,024
Food service	19,242	8.8	1,980	19,417	10.2	2,026	—	—	—
Other food service	19,548	7.3	1,959	19,827	8.3	2,012	—	—	—
Health service	22,219	4.7	2,068	22,032	4.9	2,067	—	—	—

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, Milwaukee-Racine, WI, October 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service—Continued									
Health aides, except nursing ..	\$30,301	7.2	2,080	\$30,301	7.2	2,080	—	—	—
Nursing aides, orderlies and attendants	21,072	5.2	2,066	20,787	5.3	2,066	—	—	—
Cleaning and building service	26,362	11.0	2,033	21,341	8.6	2,037	\$39,793	8.2	2,024
Janitors and cleaners	23,596	6.0	2,016	20,940	6.6	2,007	—	—	—
Personal service	—	—	—	—	—	—	—	—	—

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, Milwaukee-Racine, WI, October 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.54	3.0	\$20.06	3.5	\$23.69	1.2
All excluding sales	20.55	3.3	20.03	3.8	23.69	1.2
White collar	25.11	2.5	24.87	3.0	26.36	1.5
1	8.44	4.9	8.43	5.1	—	—
2	9.76	7.5	9.60	8.6	—	—
3	12.76	2.6	12.85	2.7	11.68	1.6
4	16.18	13.6	16.57	15.1	13.63	6.1
5	16.75	7.1	17.08	8.0	14.92	1.2
6	19.80	4.6	20.07	4.5	15.54	.7
7	22.21	7.1	22.67	8.3	20.19	1.9
8	25.02	4.0	25.83	4.3	20.74	4.1
9	29.21	2.5	27.36	3.6	32.55	1.9
10	30.47	3.4	30.77	3.3	—	—
11	35.77	4.8	35.47	6.2	36.81	4.1
12	41.47	3.2	41.66	3.4	38.91	8.9
13	45.28	1.7	—	—	—	—
Not able to be leveled	33.55	9.4	33.70	9.4	—	—
White collar excluding sales	25.73	2.8	25.59	3.4	26.36	1.5
2	10.61	4.4	10.58	5.3	—	—
3	12.81	2.6	12.91	2.7	11.68	1.6
4	14.36	2.3	14.51	2.4	13.63	6.1
5	15.32	3.9	15.41	4.7	14.92	1.2
6	19.46	4.4	19.74	4.4	15.54	.7
7	22.44	7.4	23.08	8.7	20.19	1.9
8	24.33	3.0	25.12	3.5	20.74	4.1
9	29.29	2.6	27.42	3.8	32.55	1.9
10	29.77	3.2	30.03	3.1	—	—
11	36.78	4.1	36.77	5.5	36.81	4.1
12	41.12	3.9	41.30	4.2	38.91	8.9
13	45.28	1.7	—	—	—	—
Not able to be leveled	33.66	9.4	33.81	9.5	—	—
Professional specialty and technical	28.34	2.8	28.36	3.5	28.28	2.5
Professional specialty	30.20	2.9	30.66	3.8	28.94	2.7
7	23.39	11.9	24.66	13.4	19.50	3.2
8	23.73	5.6	25.34	6.5	19.87	6.2
9	29.47	3.0	27.52	4.7	31.97	.6
11	39.82	4.8	40.36	5.5	—	—
12	40.69	4.1	42.27	4.6	—	—
Not able to be leveled	39.06	6.0	39.26	6.0	—	—
Engineers, architects, and surveyors	33.56	4.2	33.80	4.3	—	—
9	27.10	2.5	27.10	2.5	—	—
Electrical and electronic engineers	36.28	11.7	36.28	11.7	—	—
Industrial engineers	26.39	2.5	26.39	2.5	—	—
9	25.80	1.1	25.80	1.1	—	—
Mathematical and computer scientists	30.93	2.2	30.93	2.2	—	—
9	32.36	9.3	32.36	9.3	—	—
Computer systems analysts and scientists	30.91	2.1	30.91	2.1	—	—
9	32.36	9.3	32.36	9.3	—	—
Natural scientists	29.50	11.4	31.95	17.2	—	—
Health related	26.48	6.2	27.45	6.4	21.39	1.0
7	21.09	3.0	—	—	—	—
8	23.31	2.2	24.05	2.4	—	—
9	25.90	4.3	25.92	4.3	—	—
Not able to be leveled	28.54	10.0	28.54	10.0	—	—
Registered nurses	25.18	1.4	25.34	1.6	—	—
8	23.69	2.2	24.05	2.4	—	—
9	25.70	3.6	25.72	3.6	—	—
Teachers, college and university	51.36	12.0	57.33	17.7	—	—
Other post-secondary teachers	39.96	2.8	—	—	—	—
Teachers, except college and university	30.44	1.5	22.86	3.6	30.82	1.3
9	31.30	.5	—	—	31.42	.4
Elementary school teachers	30.04	1.7	—	—	30.24	1.7
9	29.94	.6	—	—	29.94	.6
Secondary school teachers	32.08	1.9	—	—	32.52	1.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 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						
Teachers, except college and university —Continued						
Secondary school teachers —Continued						
9	\$31.40	1.3	—	—	\$31.83	0.5
Teachers, n.e.c.	31.70	3.8	—	—	31.70	3.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.73	8.3	\$17.70	13.5	17.79	4.4
9	21.76	3.3	—	—	—	—
Social workers	18.15	9.3	—	—	18.74	5.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.60	14.7	26.82	14.6	—	—
Not able to be leveled	28.30	16.3	28.69	15.7	—	—
Technical	19.82	5.5	19.70	6.2	20.83	6.3
4	11.27	8.8	—	—	—	—
5	15.63	11.0	15.63	11.0	—	—
6	18.96	2.3	19.51	2.2	—	—
7	22.64	7.4	22.84	9.9	—	—
8	27.92	9.1	27.92	9.1	—	—
Not able to be leveled	20.32	7.6	20.32	7.6	—	—
Clinical laboratory technologists and technicians	14.05	4.7	14.05	4.7	—	—
Licensed practical nurses	16.98	2.6	17.04	3.2	—	—
Health technologists and technicians, n.e.c.	13.51	12.0	13.51	12.0	—	—
Electrical and electronic technicians	25.31	13.1	25.31	13.1	—	—
Engineering technicians, n.e.c.	24.47	2.3	—	—	—	—
Executive, administrative, and managerial	34.52	6.1	34.17	7.0	36.96	3.6
8	24.16	6.7	23.98	7.3	—	—
9	28.69	6.2	27.07	6.2	—	—
10	27.93	4.8	27.96	5.8	—	—
11	35.20	4.5	34.76	7.0	—	—
12	41.29	5.2	40.96	5.4	—	—
Not able to be leveled	45.37	13.3	45.45	13.3	—	—
Executives, administrators, and managers	39.80	7.1	40.16	8.5	38.10	3.5
9	32.41	6.8	30.25	8.2	—	—
10	29.01	8.0	29.32	9.8	—	—
11	36.00	3.7	35.90	5.3	—	—
12	41.15	5.0	40.77	5.1	—	—
Not able to be leveled	58.85	8.9	59.05	8.8	—	—
Administrators and officials, public administration	37.91	.4	—	—	37.91	.4
Administrators, education and related fields	38.73	5.9	—	—	40.06	4.6
Managers and administrators, n.e.c.	42.82	11.1	43.14	11.2	—	—
9	30.33	9.4	30.33	9.4	—	—
12	41.83	6.4	41.83	6.4	—	—
Management related	25.47	3.5	25.46	3.6	—	—
8	23.54	7.0	23.22	7.8	—	—
9	24.28	7.1	24.29	7.2	—	—
Not able to be leveled	25.56	8.2	25.56	8.2	—	—
Purchasing agents and buyers, n.e.c.	25.69	3.3	25.69	3.3	—	—
Management related, n.e.c.	26.61	6.5	26.63	6.6	—	—
9	21.13	8.5	—	—	—	—
Sales	20.46	7.6	20.46	7.6	—	—
1	8.43	5.2	8.43	5.2	—	—
4	22.53	34.0	22.53	34.0	—	—
Supervisors, sales	21.58	25.7	21.58	25.7	—	—
Sales representatives, mining, manufacturing, and wholesale	25.37	6.0	25.37	6.0	—	—
Sales workers, other commodities	10.82	14.9	10.82	14.9	—	—
Cashiers	8.01	6.0	8.01	6.0	—	—
1	7.97	4.4	7.97	4.4	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 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	\$15.59	3.3	\$15.81	3.7	\$14.13	3.4
2	10.61	4.4	10.58	5.3	—	—
3	12.81	2.6	12.92	2.7	11.68	1.6
4	14.81	2.8	15.08	3.2	13.65	6.3
5	15.52	2.8	15.65	3.6	15.13	1.6
6	18.02	4.5	18.16	4.6	—	—
7	20.09	4.3	20.29	4.8	—	—
Not able to be leveled	16.21	5.0	15.89	4.9	—	—
Secretaries	15.29	3.1	15.45	3.6	14.44	5.2
4	13.46	7.7	13.42	9.9	—	—
5	14.54	4.3	—	—	—	—
Not able to be leveled	15.56	9.9	15.56	9.9	—	—
Records clerks, n.e.c.	15.31	3.2	15.31	3.2	—	—
Bookkeepers, accounting and auditing clerks	15.49	4.6	15.35	5.0	—	—
Payroll and timekeeping clerks	14.52	6.4	14.52	6.4	—	—
Traffic, shipping and receiving clerks	11.92	16.6	11.92	16.6	—	—
Investigators and adjusters, except insurance	17.83	12.6	17.83	12.6	—	—
General office clerks	12.92	5.3	12.61	9.2	13.26	5.0
2	10.30	11.2	—	—	—	—
4	14.79	6.0	—	—	—	—
Teachers' aides	12.19	9.9	—	—	12.19	9.9
Administrative support, n.e.c.	15.81	2.9	15.81	2.9	—	—
4	15.05	9.2	15.05	9.2	—	—
Blue collar	17.01	3.6	16.89	3.8	18.76	5.0
1	9.48	8.5	9.35	8.8	—	—
2	12.11	6.0	12.43	5.8	—	—
3	13.41	14.0	13.27	14.5	—	—
4	16.00	5.7	15.87	5.9	—	—
5	17.57	5.4	16.91	5.3	—	—
6	19.94	7.0	19.91	8.3	—	—
7	22.75	5.7	22.71	5.8	—	—
8	25.29	8.9	25.29	8.9	—	—
9	29.17	10.0	29.17	10.0	—	—
Not able to be leveled	22.10	5.2	22.10	5.2	—	—
Precision production, craft, and repair	22.12	4.4	22.25	4.6	20.33	2.0
5	16.45	4.1	16.06	4.9	—	—
6	22.85	8.5	23.96	9.7	—	—
7	23.94	6.1	23.91	6.3	—	—
8	25.18	10.0	25.18	10.0	—	—
9	29.17	10.0	29.17	10.0	—	—
Industrial machinery repairers	24.18	9.2	24.18	9.2	—	—
Electricians	26.50	2.3	26.60	2.4	—	—
Supervisors, production	22.66	4.6	22.66	4.6	—	—
7	19.83	7.7	19.83	7.7	—	—
Tool and die makers	26.66	6.4	26.66	6.4	—	—
7	25.00	2.3	25.00	2.3	—	—
Machine operators, assemblers, and inspectors	14.98	5.7	14.98	5.7	—	—
1	8.60	6.1	8.60	6.1	—	—
2	12.52	6.3	12.52	6.3	—	—
3	13.96	17.6	13.96	17.6	—	—
4	15.00	2.6	15.01	2.6	—	—
5	18.18	5.5	18.18	5.5	—	—
6	18.19	6.3	18.19	6.3	—	—
7	20.46	6.4	20.46	6.4	—	—
Punching and stamping press operators	14.92	2.1	14.92	2.1	—	—
Numerical control machine operators	19.04	11.3	19.04	11.3	—	—
7	23.17	.7	23.17	.7	—	—
Molding and casting machine operators	11.58	6.4	11.58	6.4	—	—
Mixing and blending machine operators	20.99	10.1	20.99	10.1	—	—
Miscellaneous machine operators, n.e.c.	14.72	4.8	14.72	4.8	—	—

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, Milwaukee-Racine, WI, October 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						
Welders and cutters	\$20.74	1.7	\$20.74	1.7	—	—
Assemblers	14.25	12.9	14.25	12.9	—	—
1	8.78	2.6	8.78	2.6	—	—
Transportation and material moving						
3	17.83	4.4	17.76	4.7	—	—
4	15.21	7.2	—	—	—	—
5	17.20	6.5	17.20	6.5	—	—
5	16.83	11.3	16.83	11.3	—	—
Truck drivers	16.05	9.7	15.68	10.9	—	—
Industrial truck and tractor equipment operators ..	17.36	11.5	17.36	11.5	—	—
4	17.47	6.2	17.47	6.2	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	12.03	9.4	10.61	6.7	\$17.80	11.8
2	9.01	5.8	8.76	5.5	—	—
3	11.71	10.2	12.80	11.4	—	—
4	10.91	11.2	10.91	11.2	—	—
4	15.55	.8	—	—	—	—
Groundskeepers and gardeners, except farm	14.24	24.3	—	—	—	—
Hand packers and packagers	12.32	18.2	12.32	18.2	—	—
Laborers, except construction, n.e.c.	12.04	5.0	10.78	7.4	—	—
Service						
1	12.29	5.1	10.13	4.7	19.79	1.4
2	7.67	5.2	7.17	3.3	10.62	7.7
3	8.80	4.9	8.75	4.9	—	—
4	11.09	4.9	10.91	5.6	12.63	7.8
5	11.15	11.3	11.15	11.5	—	—
5	16.30	5.7	—	—	—	—
7	21.48	2.4	—	—	21.79	1.9
Protective service	20.77	3.7	13.26	11.7	22.92	2.1
7	21.63	.0	—	—	21.63	.0
Police and detectives, public service	24.08	5.7	—	—	24.08	5.7
Guards and police, except public service	13.26	11.7	13.26	11.7	—	—
Food service	8.17	7.6	7.75	5.8	10.76	.8
2	6.78	5.7	6.78	5.7	—	—
3	10.70	4.4	10.63	6.4	—	—
Waiters, waitresses, and bartenders	5.50	37.5	5.50	37.5	—	—
Other food service	8.74	7.7	8.32	6.5	10.76	.8
2	8.37	6.9	8.37	6.9	—	—
3	10.70	4.4	10.63	6.4	—	—
Kitchen workers, food preparation	8.94	8.1	—	—	—	—
Health service	10.44	3.5	10.38	3.5	—	—
2	9.27	6.9	9.27	6.9	—	—
3	10.69	4.2	10.66	4.4	—	—
Health aides, except nursing	13.61	11.1	13.61	11.1	—	—
Nursing aides, orderlies and attendants	10.09	3.9	10.01	3.9	—	—
2	9.24	7.3	9.24	7.3	—	—
3	10.67	4.4	10.64	4.6	—	—
Cleaning and building service	11.89	10.0	10.39	9.4	17.87	9.6
1	8.51	5.8	7.93	3.4	—	—
3	13.67	11.1	—	—	—	—
Maids and housemen	8.32	4.0	8.32	4.0	—	—
Janitors and cleaners	11.03	10.1	10.46	11.9	14.09	3.3
1	8.74	8.5	7.72	3.5	—	—
3	13.67	11.1	—	—	—	—

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, Milwaukee-Racine, WI, October 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	\$10.67	7.8	\$10.81	8.2	—	—
2	9.91	7.9	—	—	—	—
Attendants, amusement, and recreation facilities	7.67	7.6	—	—	—	—
Service, n.e.c.	11.17	8.0	11.29	8.0	—	—

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, Milwaukee-Racine, WI, October 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	\$21.64	3.3	\$21.19	3.8	\$24.67	0.7
All excluding sales	21.50	3.6	20.99	4.2	24.67	.7
White collar	26.04	2.5	25.77	3.0	27.56	1.9
2	10.95	5.3	11.00	6.1	—	—
3	12.87	2.6	12.90	2.7	—	—
4	16.50	14.3	16.81	15.7	14.20	7.3
5	16.98	7.5	17.15	8.2	15.50	1.8
6	19.88	4.7	20.08	4.6	—	—
7	22.25	7.3	22.71	8.5	20.10	1.8
8	25.14	4.3	25.78	4.6	21.17	4.7
9	29.28	2.7	27.51	3.8	32.51	2.2
10	30.55	3.4	30.80	3.3	—	—
11	35.79	4.8	35.47	6.2	36.91	4.1
12	41.40	3.2	41.66	3.4	—	—
13	45.28	1.7	—	—	—	—
Not able to be leveled	33.92	9.4	33.99	9.4	—	—
White collar excluding sales	26.23	2.8	25.96	3.4	27.56	1.9
2	10.95	5.3	11.00	6.1	—	—
3	12.92	2.6	12.95	2.7	—	—
4	14.56	2.6	14.63	2.8	14.20	7.3
5	15.45	4.3	15.45	4.9	15.50	1.8
6	19.53	4.6	19.73	4.6	—	—
7	22.50	7.7	23.14	8.9	20.10	1.8
8	24.39	3.3	25.00	3.8	21.17	4.7
9	29.36	2.8	27.57	4.0	32.51	2.2
10	29.83	3.2	30.06	3.1	—	—
11	36.81	4.1	36.77	5.5	36.91	4.1
12	41.04	3.9	41.30	4.2	—	—
13	45.28	1.7	—	—	—	—
Not able to be leveled	34.03	9.4	34.11	9.4	—	—
Professional specialty and technical	28.70	2.9	28.60	3.7	29.03	3.0
Professional specialty	30.61	3.1	30.93	4.0	29.69	3.3
7	23.60	12.2	24.82	13.3	—	—
8	23.73	6.9	25.11	7.8	—	—
9	29.45	3.2	27.60	5.0	31.85	.9
11	39.91	4.7	40.36	5.5	—	—
12	40.69	4.1	42.27	4.6	—	—
Not able to be leveled	40.05	6.1	40.05	6.1	—	—
Engineers, architects, and surveyors	33.56	4.2	33.80	4.3	—	—
9	27.10	2.5	27.10	2.5	—	—
Electrical and electronic engineers	36.28	11.7	36.28	11.7	—	—
Industrial engineers	26.39	2.5	26.39	2.5	—	—
9	25.80	1.1	25.80	1.1	—	—
Mathematical and computer scientists	30.93	2.2	30.93	2.2	—	—
9	32.36	9.3	32.36	9.3	—	—
Computer systems analysts and scientists	30.91	2.1	30.91	2.1	—	—
9	32.36	9.3	32.36	9.3	—	—
Natural scientists	30.51	13.2	31.95	17.2	—	—
Health related	26.52	7.7	27.75	8.2	—	—
8	22.40	1.8	22.89	2.7	—	—
9	25.74	5.6	25.78	5.7	—	—
Not able to be leveled	29.71	15.9	29.71	15.9	—	—
Registered nurses	24.76	1.6	24.95	1.9	—	—
8	22.54	2.3	22.89	2.7	—	—
9	25.48	4.6	25.51	4.7	—	—
Teachers, college and university	54.31	13.4	57.48	17.5	—	—
Other post-secondary teachers	41.45	3.7	—	—	—	—
Teachers, except college and university	31.41	1.9	22.86	3.6	31.88	1.7
9	31.48	.7	—	—	31.61	.7
Elementary school teachers	30.24	1.9	—	—	30.46	1.9
9	30.16	.8	—	—	30.16	.8
Secondary school teachers	32.28	2.4	—	—	32.74	1.8
9	31.59	1.4	—	—	32.05	.1
Librarians, archivists, and curators	—	—	—	—	—	—

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, Milwaukee-Racine, WI, October 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						
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	\$18.16	8.8	\$17.85	13.5	\$18.74	5.3
9	21.76	3.3	–	–	–	–
Social workers	18.15	9.3	–	–	18.74	5.3
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.94	14.9	26.94	14.9	–	–
Not able to be leveled	28.91	16.2	28.91	16.2	–	–
Technical	19.91	5.9	19.70	6.7	21.71	6.8
4	11.27	8.8	–	–	–	–
5	15.58	11.3	15.58	11.3	–	–
7	22.57	8.0	22.76	11.0	–	–
8	27.92	9.1	27.92	9.1	–	–
Not able to be leveled	20.43	7.3	20.43	7.3	–	–
Clinical laboratory technologists and technicians	13.97	4.5	13.97	4.5	–	–
Licensed practical nurses	16.73	2.6	16.74	3.0	–	–
Health technologists and technicians, n.e.c.	13.52	12.2	13.52	12.2	–	–
Electrical and electronic technicians	25.31	13.1	25.31	13.1	–	–
Engineering technicians, n.e.c.	25.10	3.4	–	–	–	–
Executive, administrative, and managerial	34.70	6.0	34.34	6.9	37.35	4.1
8	24.16	6.7	23.98	7.3	–	–
9	29.06	6.0	27.40	6.0	–	–
10	27.98	5.1	27.96	5.8	–	–
11	35.20	4.5	34.76	7.0	–	–
12	41.18	5.2	40.96	5.4	–	–
Not able to be leveled	45.45	13.3	45.45	13.3	–	–
Executives, administrators, and managers	40.20	7.0	40.57	8.3	38.42	4.1
9	33.36	6.1	31.35	7.7	–	–
10	29.15	8.5	29.32	9.8	–	–
11	36.00	3.7	35.90	5.3	–	–
12	41.03	5.0	40.77	5.1	–	–
Not able to be leveled	59.05	8.8	59.05	8.8	–	–
Administrators and officials, public administration	37.91	.4	–	–	37.91	.4
Administrators, education and related fields	38.45	6.9	–	–	39.73	5.9
Managers and administrators, n.e.c.	43.22	11.1	43.56	11.2	–	–
9	31.22	9.1	31.22	9.1	–	–
12	41.83	6.4	41.83	6.4	–	–
Management related	25.47	3.5	25.46	3.6	–	–
8	23.54	7.0	23.22	7.8	–	–
9	24.29	7.2	24.29	7.2	–	–
Not able to be leveled	25.56	8.2	25.56	8.2	–	–
Purchasing agents and buyers, n.e.c.	25.69	3.3	25.69	3.3	–	–
Management related, n.e.c.	26.63	6.6	26.63	6.6	–	–
Sales	24.30	8.3	24.30	8.3	–	–
4	22.76	33.7	22.76	33.7	–	–
Supervisors, sales	21.58	25.7	21.58	25.7	–	–
Sales representatives, mining, manufacturing, and wholesale	25.37	6.0	25.37	6.0	–	–
Administrative support, including clerical	16.01	3.2	16.15	3.5	14.91	2.5
2	10.95	5.3	11.00	6.1	–	–
3	12.92	2.6	12.95	2.7	–	–
4	15.09	2.9	15.27	3.1	14.23	7.5
5	15.70	2.9	15.75	3.7	15.50	1.8
6	18.02	4.5	18.16	4.6	–	–
7	20.09	4.3	20.29	4.8	–	–
Not able to be leveled	16.26	5.2	15.95	5.1	–	–
Secretaries	15.37	3.0	15.55	3.5	14.44	5.2
4	13.68	7.8	13.78	10.2	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 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						
Secretaries –Continued						
5	\$14.54	4.3	–	–	–	–
Not able to be leveled	15.56	9.9	\$15.56	9.9	–	–
Records clerks, n.e.c.	15.35	3.2	15.35	3.2	–	–
Bookkeepers, accounting and auditing clerks	15.51	4.7	15.35	5.0	–	–
Payroll and timekeeping clerks	14.77	6.5	14.77	6.5	–	–
Traffic, shipping and receiving clerks	11.92	16.6	11.92	16.6	–	–
General office clerks	13.69	3.0	13.87	3.2	\$13.52	5.0
4	14.79	6.0	–	–	–	–
Administrative support, n.e.c.	16.21	2.8	16.21	2.8	–	–
Blue collar	17.45	3.5	17.34	3.7	19.11	4.0
1	10.18	9.2	10.01	9.8	–	–
2	12.21	6.0	12.50	5.8	–	–
3	13.43	14.0	13.27	14.5	–	–
4	16.10	6.4	15.97	6.6	–	–
5	17.57	5.4	16.91	5.3	–	–
6	19.94	7.0	19.91	8.3	–	–
7	22.75	5.7	22.71	5.8	–	–
8	25.29	8.9	25.29	8.9	–	–
9	29.17	10.0	29.17	10.0	–	–
Not able to be leveled	22.89	4.4	22.89	4.4	–	–
Precision production, craft, and repair	22.12	4.4	22.25	4.6	20.33	2.0
5	16.45	4.1	16.06	4.9	–	–
6	22.85	8.5	23.96	9.7	–	–
7	23.94	6.1	23.91	6.3	–	–
8	25.18	10.0	25.18	10.0	–	–
9	29.17	10.0	29.17	10.0	–	–
Industrial machinery repairers	24.18	9.2	24.18	9.2	–	–
Electricians	26.50	2.3	26.60	2.4	–	–
Supervisors, production	22.66	4.6	22.66	4.6	–	–
7	19.83	7.7	19.83	7.7	–	–
Tool and die makers	26.66	6.4	26.66	6.4	–	–
7	25.00	2.3	25.00	2.3	–	–
Machine operators, assemblers, and inspectors	15.05	5.8	15.05	5.8	–	–
1	8.69	6.0	8.69	6.0	–	–
2	12.57	6.2	12.57	6.2	–	–
3	13.96	17.6	13.96	17.6	–	–
4	15.00	2.6	15.01	2.6	–	–
5	18.18	5.5	18.18	5.5	–	–
6	18.19	6.3	18.19	6.3	–	–
7	20.46	6.4	20.46	6.4	–	–
Punching and stamping press operators	14.92	2.1	14.92	2.1	–	–
Numerical control machine operators	19.04	11.3	19.04	11.3	–	–
7	23.17	.7	23.17	.7	–	–
Molding and casting machine operators	11.58	6.4	11.58	6.4	–	–
Mixing and blending machine operators	20.99	10.1	20.99	10.1	–	–
Miscellaneous machine operators, n.e.c.	14.80	5.6	14.80	5.6	–	–
Welders and cutters	20.74	1.7	20.74	1.7	–	–
Assemblers	14.33	13.1	14.33	13.1	–	–
1	8.85	3.2	8.85	3.2	–	–
Transportation and material moving	18.00	5.0	17.90	5.2	–	–
4	17.20	6.5	17.20	6.5	–	–
5	16.83	11.3	16.83	11.3	–	–
Truck drivers	16.39	10.4	16.03	11.8	–	–
Industrial truck and tractor equipment operators ..	17.36	11.5	17.36	11.5	–	–
4	17.47	6.2	17.47	6.2	–	–
Handlers, equipment cleaners, helpers, and laborers	13.34	8.7	11.72	5.5	18.20	11.0

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, Milwaukee-Racine, WI, October 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						
Handlers, equipment cleaners, helpers, and laborers —Continued						
1	\$10.25	5.8	\$9.80	6.4	—	—
2	11.91	10.3	12.96	11.2	—	—
3	10.91	11.2	10.91	11.2	—	—
4	16.26	5.8	—	—	—	—
Hand packers and packagers	13.65	17.0	13.65	17.0	—	—
Laborers, except construction, n.e.c.	12.97	5.8	11.87	9.3	—	—
Service	14.24	5.9	11.07	5.9	\$21.28	0.7
1	8.29	9.1	7.73	4.9	—	—
2	9.21	6.1	9.11	6.0	—	—
3	11.83	4.2	11.65	4.7	—	—
4	10.90	6.4	10.90	6.7	—	—
5	16.81	7.1	—	—	—	—
7	21.48	2.4	—	—	21.79	1.9
Protective service	21.53	2.8	—	—	22.92	2.1
7	21.63	.0	—	—	21.63	.0
Police and detectives, public service	24.08	5.7	—	—	24.08	5.7
Food service	9.72	8.8	9.58	9.8	—	—
3	11.19	4.6	—	—	—	—
Other food service	9.98	6.1	9.85	6.7	—	—
3	11.19	4.6	—	—	—	—
Health service	10.74	4.8	10.66	5.0	—	—
2	9.02	7.3	9.02	7.3	—	—
3	10.71	3.5	10.67	3.7	—	—
4	11.87	1.7	—	—	—	—
Health aides, except nursing	14.57	7.2	14.57	7.2	—	—
Nursing aides, orderlies and attendants	10.20	5.2	10.06	5.4	—	—
2	9.02	7.3	9.02	7.3	—	—
3	10.69	3.6	10.65	3.9	—	—
Cleaning and building service	12.97	11.1	10.48	8.6	19.66	8.0
1	8.67	10.6	—	—	—	—
2	10.38	7.7	10.13	7.9	—	—
Janitors and cleaners	11.71	6.6	10.44	6.2	—	—
Personal service	—	—	—	—	—	—

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, Milwaukee-Racine, WI, October 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	\$11.38	5.3	\$10.47	5.6	\$16.56	5.1
All excluding sales	11.91	5.2	10.95	5.8	16.56	5.1
White collar	15.17	5.4	13.72	6.7	19.12	2.1
1	8.35	6.4	8.33	6.7	—	—
2	8.38	11.2	7.95	11.9	—	—
3	10.84	1.9	—	—	—	—
4	12.32	2.2	12.85	3.2	—	—
5	14.10	2.8	—	—	—	—
6	18.01	6.5	—	—	—	—
7	21.06	8.4	—	—	—	—
8	23.74	2.7	26.65	.4	—	—
9	28.22	3.5	24.91	3.9	—	—
Not able to be leveled	21.07	18.2	22.43	14.9	—	—
White collar excluding sales	18.65	5.1	18.35	8.4	19.12	2.1
2	9.92	5.1	9.59	5.7	—	—
3	10.92	1.6	—	—	—	—
4	12.43	2.2	13.07	3.5	—	—
5	14.10	2.8	—	—	—	—
6	18.01	6.5	—	—	—	—
7	21.06	8.4	—	—	—	—
8	23.74	2.7	26.65	.4	—	—
9	28.22	3.5	24.91	3.9	—	—
Not able to be leveled	21.07	18.2	22.43	14.9	—	—
Professional specialty and technical	23.74	1.6	24.27	1.7	23.00	3.4
Professional specialty	24.86	1.8	25.87	1.6	23.72	3.6
8	23.74	2.7	26.65	.4	—	—
9	29.74	2.6	26.44	.1	—	—
Not able to be leveled	23.02	13.2	24.85	6.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.33	.7	26.39	.7	—	—
8	26.65	.4	26.65	.4	—	—
9	26.44	.1	26.44	.1	—	—
Registered nurses	26.33	.7	26.39	.7	—	—
8	26.65	.4	26.65	.4	—	—
9	26.44	.1	26.44	.1	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	19.47	7.2	—	—	19.47	7.2
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.63	8.5	19.61	8.5	—	—
Executive, administrative, and managerial	24.52	12.7	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.76	8.3	7.76	8.3	—	—
1	8.33	7.0	8.33	7.0	—	—
Cashiers	7.33	2.8	7.33	2.8	—	—
Administrative support, including clerical	11.24	4.9	10.97	5.7	11.72	8.3
2	9.90	5.3	9.59	5.7	—	—
3	10.58	3.9	—	—	—	—
4	12.43	2.2	13.07	3.5	—	—
Teachers' aides	12.25	10.0	—	—	12.25	10.0
Blue collar	8.15	6.0	8.14	6.3	—	—
1	7.65	2.4	7.65	2.5	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.94	3.7	7.94	3.8	—	—

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, Milwaukee-Racine, WI, October 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						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
1	\$7.67	2.5	\$7.67	2.5	—	—
Service	9.04	7.4	8.95	8.0	\$9.99	1.0
1	7.35	4.9	6.87	3.0	—	—
2	8.27	7.0	8.30	7.2	—	—
3	9.36	6.7	9.19	7.3	—	—
Protective service	—	—	—	—	—	—
Food service	7.12	8.2	6.43	2.4	—	—
Other food service	7.91	7.9	7.23	1.1	—	—
Health service	9.90	3.0	9.90	3.0	—	—
Nursing aides, orderlies and attendants	9.91	3.2	9.91	3.2	—	—
Cleaning and building service	10.27	17.6	10.29	19.5	—	—
1	8.27	2.9	7.77	3.6	—	—
Janitors and cleaners	10.44	18.5	10.48	20.7	—	—
1	8.49	4.2	—	—	—	—
Personal service	8.62	2.2	8.70	3.0	—	—
2	9.91	7.9	—	—	—	—
Attendants, amusement, and recreation facilities	7.67	7.6	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Milwaukee-Racine, WI, October 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	\$21.64	\$11.38	\$21.36	\$20.19	\$20.39	\$25.02
All excluding sales	21.50	11.91	21.44	20.14	20.59	15.23
White collar	26.04	15.17	24.60	25.22	25.01	26.93
White-collar excluding sales	26.23	18.65	25.10	25.89	25.78	—
Professional specialty and technical	28.70	23.74	29.61	27.95	28.34	—
Professional specialty	30.61	24.86	29.99	30.27	30.20	—
Technical	19.91	18.63	26.50	18.71	19.82	—
Executive, administrative, and managerial	34.70	24.52	—	34.70	34.65	—
Sales	24.30	7.76	—	20.82	15.06	27.92
Administrative support, including clerical	16.01	11.24	16.85	15.22	15.58	—
Blue collar	17.45	8.15	20.48	14.18	16.99	—
Precision production, craft, and repair	22.12	—	24.85	19.22	22.10	—
Machine operators, assemblers, and inspectors	15.05	—	18.59	12.90	14.98	—
Transportation and material moving	18.00	—	20.33	14.60	17.79	—
Handlers, equipment cleaners, helpers, and laborers	13.34	7.94	15.21	9.57	12.01	—
Service	14.24	9.04	17.45	9.83	12.38	—
	Relative error ⁶ (percent)					
All occupations	3.3	5.3	3.4	4.1	3.3	11.0
All excluding sales	3.6	5.2	3.3	4.5	3.3	20.7
White collar	2.5	5.4	2.6	3.1	2.8	11.5
White-collar excluding sales	2.8	5.1	2.1	3.5	2.8	—
Professional specialty and technical	2.9	1.6	2.6	3.4	2.8	—
Professional specialty	3.1	1.8	2.3	3.8	2.9	—
Technical	5.9	8.5	9.0	6.3	5.5	—
Executive, administrative, and managerial	6.0	12.7	—	6.2	6.1	—
Sales	8.3	8.3	—	8.5	9.5	11.5
Administrative support, including clerical	3.2	4.9	4.6	3.9	3.3	—
Blue collar	3.5	6.0	5.7	5.1	3.6	—
Precision production, craft, and repair	4.4	—	3.5	6.1	4.4	—
Machine operators, assemblers, and inspectors	5.8	—	4.5	7.9	5.7	—
Transportation and material moving	5.0	—	3.1	3.5	4.5	—
Handlers, equipment cleaners, helpers, and laborers	8.7	3.7	12.1	5.1	9.5	—
Service	5.9	7.4	5.8	5.2	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, Milwaukee-Racine, WI, October 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$20.06	-	-	-	-	-	-	-	-	-
All excluding sales	20.03	-	-	-	-	-	-	-	-	-
White collar	24.87	-	-	-	-	-	-	-	-	-
White-collar excluding sales	25.59	-	-	-	-	-	-	-	-	-
Professional specialty and technical	28.36	-	-	-	-	-	-	-	-	-
Professional specialty	30.66	-	-	-	-	-	-	-	-	-
Technical	19.70	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	34.17	-	-	-	-	-	-	-	-	-
Sales	20.46	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.81	-	-	-	-	-	-	-	-	-
Blue collar	16.89	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	22.25	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	14.98	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.76	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.61	-	-	-	-	-	-	-	-	-
Service	10.13	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.5	-	-	-	-	-	-	-	-	-
All excluding sales	3.8	-	-	-	-	-	-	-	-	-
White collar	3.0	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.4	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.5	-	-	-	-	-	-	-	-	-
Professional specialty	3.8	-	-	-	-	-	-	-	-	-
Technical	6.2	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	7.0	-	-	-	-	-	-	-	-	-
Sales	7.6	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.7	-	-	-	-	-	-	-	-	-
Blue collar	3.8	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	4.6	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	5.7	-	-	-	-	-	-	-	-	-
Transportation and material moving	4.7	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.7	-	-	-	-	-	-	-	-	-
Service	4.7	-	-	-	-	-	-	-	-	-

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

² 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, Milwaukee-Racine, WI, October 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$20.06	\$17.65	\$20.72	\$18.55	\$23.65
All excluding sales	20.03	17.24	20.74	18.37	23.64
White collar	24.87	21.71	25.63	22.79	28.80
White-collar excluding sales	25.59	22.19	26.24	23.40	28.83
Professional specialty and technical	28.36	32.29	27.92	24.86	30.27
Professional specialty	30.66	32.93	30.36	26.90	32.98
Technical	19.70	—	19.57	18.06	20.77
Executive, administrative, and managerial	34.17	26.32	35.42	32.39	38.01
Sales	20.46	20.53	20.42	20.29	—
Administrative support, including clerical	15.81	15.17	16.04	15.56	16.65
Blue collar	16.89	16.25	17.09	15.96	19.01
Precision production, craft, and repair	22.25	21.97	22.32	21.92	22.92
Machine operators, assemblers, and inspectors	14.98	13.99	15.34	14.31	17.40
Transportation and material moving	17.76	15.94	18.57	16.92	20.41
Handlers, equipment cleaners, helpers, and laborers	10.61	11.49	10.51	9.37	12.79
Service	10.13	8.82	10.59	10.19	11.12
Relative error ⁴ (percent)					
All occupations	3.5	5.8	3.9	4.7	4.7
All excluding sales	3.8	5.6	4.3	5.7	4.7
White collar	3.0	6.4	2.9	3.6	4.7
White-collar excluding sales	3.4	10.3	3.2	4.2	4.7
Professional specialty and technical	3.5	15.7	3.3	7.1	2.8
Professional specialty	3.8	16.0	3.4	6.5	2.6
Technical	6.2	—	6.4	12.3	5.3
Executive, administrative, and managerial	7.0	12.1	7.6	5.7	10.9
Sales	7.6	21.9	8.4	8.7	—
Administrative support, including clerical	3.7	7.1	4.1	6.0	4.2
Blue collar	3.8	7.4	3.9	6.5	3.9
Precision production, craft, and repair	4.6	8.8	4.4	6.1	6.2
Machine operators, assemblers, and inspectors	5.7	7.9	5.9	6.0	3.7
Transportation and material moving	4.7	9.9	4.9	9.7	5.5
Handlers, equipment cleaners, helpers, and laborers	6.7	15.9	7.0	6.6	9.7
Service	4.7	9.8	3.8	6.4	2.9

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 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, Milwaukee-Racine, WI, October 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$12.25	\$18.26	\$25.37	\$34.61
All excluding sales	9.19	12.42	18.26	25.29	34.42
White collar	11.56	15.63	22.20	31.67	41.46
White collar excluding sales	12.50	16.12	22.81	32.20	41.83
Professional specialty and technical	15.39	20.85	26.07	33.41	42.03
Professional specialty	18.82	22.36	27.72	34.95	44.20
Engineers, architects, and surveyors	23.50	25.96	28.61	35.90	53.43
Electrical and electronic engineers	25.86	28.00	31.49	40.84	54.15
Industrial engineers	23.24	24.44	25.96	27.30	31.76
Mathematical and computer scientists	21.58	25.95	31.05	34.27	41.88
Computer systems analysts and scientists	21.58	25.94	31.05	34.12	41.88
Natural scientists	17.80	19.80	23.20	43.27	49.09
Health related	20.50	21.85	24.24	28.79	43.38
Registered nurses	20.50	22.03	24.59	27.87	31.34
Teachers, college and university	27.00	32.86	45.17	55.54	89.74
Other post-secondary teachers	29.82	31.06	39.71	47.56	51.49
Teachers, except college and university	19.91	23.38	29.98	38.41	41.46
Elementary school teachers	20.53	23.63	29.18	36.95	40.82
Secondary school teachers	21.48	24.77	31.50	39.36	42.12
Teachers, n.e.c.	19.55	24.54	32.42	39.01	41.95
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.98	14.86	17.21	21.41	24.37
Social workers	12.98	14.86	17.42	22.15	24.87
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.00	18.11	25.18	35.81	37.57
Technical	11.55	14.25	18.38	23.77	30.35
Clinical laboratory technologists and technicians	10.58	11.58	13.00	15.26	19.37
Licensed practical nurses	15.45	15.68	16.32	18.00	19.47
Health technologists and technicians, n.e.c.	8.85	10.70	12.58	15.74	20.77
Electrical and electronic technicians	11.85	22.36	25.25	32.76	33.56
Engineering technicians, n.e.c.	17.89	22.07	25.44	28.60	30.19
Executive, administrative, and managerial	19.83	24.06	32.35	39.95	49.52
Executives, administrators, and managers	24.23	31.93	37.50	45.93	62.09
Administrators and officials, public administration	32.35	33.21	38.84	43.89	43.89
Administrators, education and related fields	31.97	33.55	39.51	44.14	44.92
Managers and administrators, n.e.c.	26.44	32.21	38.56	48.32	74.18
Management related	16.92	20.30	24.04	28.24	36.15
Purchasing agents and buyers, n.e.c.	18.00	20.94	25.05	30.06	34.45
Management related, n.e.c.	15.63	20.26	24.04	27.75	45.41
Sales	6.90	8.80	18.65	26.83	38.11
Supervisors, sales	8.00	8.25	24.10	24.10	48.07
Sales representatives, mining, manufacturing, and wholesale	17.39	17.84	22.84	31.25	34.61
Sales workers, other commodities	5.40	6.50	11.00	14.14	18.65
Cashiers	6.50	6.85	7.45	8.76	11.25
Administrative support, including clerical	10.30	12.47	14.90	17.84	21.83
Secretaries	11.00	12.48	14.90	17.79	20.54
Records clerks, n.e.c.	13.00	14.30	15.23	16.89	17.22
Bookkeepers, accounting and auditing clerks	12.00	12.76	14.75	18.61	19.47
Payroll and timekeeping clerks	11.50	11.60	14.90	14.90	19.98
Traffic, shipping and receiving clerks	8.75	9.02	11.25	16.19	16.98
Investigators and adjusters, except insurance	12.50	13.25	19.55	22.19	22.19
General office clerks	8.75	11.02	12.66	14.50	15.67
Teachers' aides	10.20	10.50	11.95	13.66	14.04
Administrative support, n.e.c.	11.79	13.27	15.56	17.55	19.86
Blue collar	8.60	11.40	16.70	21.12	25.75
Precision production, craft, and repair	13.40	18.25	21.84	26.40	30.07
Industrial machinery repairers	18.70	22.69	25.06	26.18	30.07
Electricians	24.00	26.40	26.40	28.58	29.04
Supervisors, production	18.54	19.42	22.50	23.66	27.89
Tool and die makers	23.33	24.13	25.74	30.71	30.71

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, Milwaukee-Racine, WI, October 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors	\$8.93	\$10.70	\$15.00	\$17.74	\$22.54
Punching and stamping press operators	10.80	11.80	16.07	17.74	17.74
Numerical control machine operators	16.70	16.70	16.70	21.72	23.52
Molding and casting machine operators	9.75	10.50	10.75	12.00	13.00
Mixing and blending machine operators	13.40	15.19	17.35	29.00	29.00
Miscellaneous machine operators, n.e.c.	10.00	12.17	13.74	17.74	20.00
Welders and cutters	18.56	19.75	20.57	22.75	23.50
Assemblers	7.93	8.93	12.46	17.57	25.29
Transportation and material moving	12.35	15.00	19.41	20.45	22.62
Truck drivers	9.70	13.56	15.00	19.41	25.19
Industrial truck and tractor equipment operators ..	11.00	13.10	16.24	22.62	22.62
Handlers, equipment cleaners, helpers, and laborers	7.00	8.00	10.55	15.66	21.66
Groundskeepers and gardeners, except farm	7.50	8.00	9.70	21.66	21.66
Hand packers and packagers	7.50	8.25	11.52	15.19	17.97
Laborers, except construction, n.e.c.	6.61	8.93	10.55	16.24	19.35
Service	7.00	8.50	10.00	14.96	23.03
Protective service	11.50	17.46	19.65	26.45	28.04
Police and detectives, public service	12.45	24.62	24.99	25.81	28.04
Guards and police, except public service	8.00	9.71	13.63	17.88	17.88
Food service	4.26	6.05	8.00	10.00	12.68
Waiters, waitresses, and bartenders	2.33	2.33	4.26	5.50	16.20
Other food service	6.00	6.60	8.50	10.31	12.49
Kitchen workers, food preparation	6.60	7.85	8.75	10.00	11.47
Health service	8.06	9.25	9.85	11.30	13.54
Health aides, except nursing	10.00	10.51	13.48	16.31	18.75
Nursing aides, orderlies and attendants	8.06	9.24	9.75	10.78	12.40
Cleaning and building service	7.00	7.89	10.20	16.00	18.60
Maids and housemen	6.75	7.11	8.44	9.26	10.63
Janitors and cleaners	7.00	7.75	10.00	13.78	17.00
Personal service	7.30	8.00	9.50	12.00	16.16
Attendants, amusement, and recreation facilities	6.00	6.25	8.00	8.00	9.40
Service, n.e.c.	8.25	9.00	10.00	13.52	16.16

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Milwaukee-Racine, WI, October 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.75	\$11.85	\$17.51	\$25.03	\$33.65
All excluding sales	9.00	12.00	17.42	25.00	33.41
White collar	11.45	15.39	22.19	31.25	40.84
White collar excluding sales	12.47	15.79	22.56	31.54	41.03
Professional specialty and technical	15.00	20.87	26.25	32.92	43.27
Professional specialty	19.12	22.91	28.00	34.12	44.50
Engineers, architects, and surveyors	24.44	25.96	29.38	36.01	53.43
Electrical and electronic engineers	25.86	28.00	31.49	40.84	54.15
Industrial engineers	23.24	24.44	25.96	27.30	31.76
Mathematical and computer scientists	21.58	25.95	31.05	34.27	41.88
Computer systems analysts and scientists	21.58	25.94	31.05	34.12	41.88
Natural scientists	18.54	20.10	23.54	46.79	49.44
Health related	20.51	22.40	24.70	29.93	44.47
Registered nurses	20.50	22.39	24.59	28.00	31.49
Teachers, college and university	26.15	31.06	48.24	75.64	107.49
Teachers, except college and university	17.97	18.95	21.56	27.44	28.49
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	12.98	13.62	17.50	22.15	24.87
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.22	18.72	25.39	35.81	37.57
Technical	11.50	13.39	18.56	23.48	31.64
Clinical laboratory technologists and technicians	10.58	11.58	13.00	15.26	19.37
Licensed practical nurses	15.25	15.68	16.12	18.50	19.53
Health technologists and technicians, n.e.c.	8.85	10.70	12.58	15.74	20.77
Electrical and electronic technicians	11.85	22.36	25.25	32.76	33.56
Executive, administrative, and managerial	19.40	23.75	31.42	39.23	51.80
Executives, administrators, and managers	23.08	30.68	37.33	47.03	62.09
Managers and administrators, n.e.c.	26.44	33.78	38.64	48.32	74.18
Management related	16.92	20.26	24.04	28.79	36.15
Purchasing agents and buyers, n.e.c.	18.00	20.94	25.05	30.06	34.45
Management related, n.e.c.	15.63	20.26	24.04	27.75	45.41
Sales	6.90	8.80	18.65	26.83	38.11
Supervisors, sales	8.00	8.25	24.10	24.10	48.07
Sales representatives, mining, manufacturing, and wholesale	17.39	17.84	22.84	31.25	34.61
Sales workers, other commodities	5.40	6.50	11.00	14.14	18.65
Cashiers	6.50	6.85	7.45	8.76	11.25
Administrative support, including clerical	10.30	12.50	15.00	18.15	22.19
Secretaries	11.00	12.36	14.87	17.85	20.67
Records clerks, n.e.c.	13.00	14.30	15.23	16.89	17.22
Bookkeepers, accounting and auditing clerks	12.00	12.72	14.25	18.61	19.47
Payroll and timekeeping clerks	11.50	11.60	14.90	14.90	19.98
Traffic, shipping and receiving clerks	8.75	9.02	11.25	16.19	16.98
Investigators and adjusters, except insurance	12.50	13.25	19.55	22.19	22.19
General office clerks	7.25	11.91	13.61	14.50	15.63
Administrative support, n.e.c.	11.79	13.27	15.56	17.55	19.86
Blue collar	8.55	11.14	16.42	21.00	25.93
Precision production, craft, and repair	13.37	17.50	22.57	26.40	30.07
Industrial machinery repairers	18.70	22.69	25.06	26.18	30.07
Electricians	23.55	26.40	26.40	28.58	29.04
Supervisors, production	18.54	19.42	22.50	23.66	27.89
Tool and die makers	23.33	24.13	25.74	30.71	30.71
Machine operators, assemblers, and inspectors	8.93	10.70	15.00	17.74	22.55
Punching and stamping press operators	10.80	11.80	16.07	17.74	17.74
Numerical control machine operators	16.70	16.70	16.70	21.72	23.52
Molding and casting machine operators	9.75	10.50	10.75	12.00	13.00
Mixing and blending machine operators	13.40	15.19	17.35	29.00	29.00
Miscellaneous machine operators, n.e.c.	10.00	12.17	13.74	17.74	20.00
Welders and cutters	18.56	19.75	20.57	22.75	23.50
Assemblers	7.93	8.93	12.46	17.57	25.29

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, Milwaukee-Racine, WI, October 2003** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving	\$12.35	\$15.00	\$18.35	\$20.45	\$22.62
Truck drivers	9.50	13.50	15.00	15.05	25.19
Industrial truck and tractor equipment operators ..	11.00	13.10	16.24	22.62	22.62
Handlers, equipment cleaners, helpers, and laborers	7.00	7.70	9.83	12.35	16.03
Hand packers and packagers	7.50	8.25	11.52	15.19	17.97
Laborers, except construction, n.e.c.	7.10	9.43	10.55	11.14	16.00
Service	6.75	8.00	9.50	11.35	15.27
Protective service	8.00	9.71	13.63	17.88	17.88
Guards and police, except public service	8.00	9.71	13.63	17.88	17.88
Food service	4.26	6.00	7.15	9.25	12.92
Waiters, waitresses, and bartenders	2.33	2.33	4.26	5.50	16.20
Other food service	5.90	6.35	8.00	9.65	12.92
Health service	8.06	9.24	9.75	11.15	13.48
Health aides, except nursing	10.00	10.51	13.48	16.31	18.75
Nursing aides, orderlies and attendants	8.06	9.24	9.70	10.60	12.28
Cleaning and building service	6.75	7.39	9.00	12.25	17.00
Maids and housemen	6.75	7.11	8.44	9.26	10.63
Janitors and cleaners	6.75	7.50	9.00	12.25	17.00
Personal service	7.30	8.00	9.50	12.00	16.16
Service, n.e.c.	8.41	9.01	10.00	13.52	16.16

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Milwaukee-Racine, WI, October 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.77	\$17.37	\$21.66	\$28.70	\$40.32
All excluding sales	11.77	17.37	21.66	28.70	40.32
White collar	12.66	17.27	24.10	35.44	41.95
White collar excluding sales	12.66	17.27	24.10	35.44	41.95
Professional specialty and technical	17.07	20.69	25.74	36.95	41.95
Professional specialty	17.27	21.46	26.68	37.31	41.95
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	17.76	20.69	21.96	22.68	22.68
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	20.28	23.65	30.63	38.87	41.46
Elementary school teachers	20.56	23.63	29.55	36.95	40.82
Secondary school teachers	22.20	25.08	31.74	39.36	42.20
Teachers, n.e.c.	19.55	24.54	32.42	39.01	41.95
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.99	15.22	15.22	20.69	23.76
Social workers	15.22	15.22	15.22	20.69	24.37
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.91	16.60	18.06	28.01	30.19
Executive, administrative, and managerial	27.16	32.35	36.94	43.89	44.92
Executives, administrators, and managers	27.38	32.35	38.84	43.89	44.92
Administrators and officials, public administration	32.35	33.21	38.84	43.89	43.89
Administrators, education and related fields	31.97	34.62	40.32	44.57	47.17
Management related	—	—	—	—	—
Administrative support, including clerical	10.24	11.25	13.60	16.36	18.75
Secretaries	10.65	13.35	14.96	16.36	17.65
General office clerks	10.83	11.02	12.66	14.67	19.61
Teachers' aides	10.20	10.50	11.95	13.66	14.04
Blue collar	9.00	19.35	19.95	21.66	21.66
Precision production, craft, and repair	19.50	19.66	20.04	20.91	24.98
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.10	16.24	19.35	21.66	21.66
Service	10.67	14.64	19.65	25.48	26.98
Protective service	17.37	18.44	24.97	26.45	28.24
Police and detectives, public service	12.45	24.62	24.99	25.81	28.04
Food service	9.42	9.94	10.89	11.47	12.49
Other food service	9.42	9.94	10.89	11.47	12.49
Health service	—	—	—	—	—
Cleaning and building service	10.20	13.62	18.35	23.63	23.63
Janitors and cleaners	9.81	10.80	14.55	16.09	20.17
Personal service	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Milwaukee-Racine, WI, October 2003

Occupation ³	10	25	Median 50	75	90
All	\$10.00	\$13.75	\$19.42	\$26.40	\$35.95
All excluding sales	10.00	13.61	19.33	25.96	35.72
White collar	12.67	16.76	23.00	32.60	42.25
White collar excluding sales	12.82	16.66	23.08	32.78	42.12
Professional specialty and technical	15.39	20.91	26.44	33.69	42.66
Professional specialty	19.00	22.40	28.20	35.81	44.50
Engineers, architects, and surveyors	23.50	25.96	28.61	35.90	53.43
Electrical and electronic engineers	25.86	28.00	31.49	40.84	54.15
Industrial engineers	23.24	24.44	25.96	27.30	31.76
Mathematical and computer scientists	21.58	25.95	31.05	34.27	41.88
Computer systems analysts and scientists	21.58	25.94	31.05	34.12	41.88
Natural scientists	18.64	20.45	23.20	44.71	49.10
Health related	20.47	21.53	23.17	29.57	44.50
Registered nurses	20.47	21.61	23.43	27.53	31.69
Teachers, college and university	26.82	32.86	48.24	69.23	92.96
Other post-secondary teachers	29.82	31.06	42.17	51.49	51.49
Teachers, except college and university	20.56	24.20	31.15	38.97	41.46
Elementary school teachers	20.53	23.63	29.52	36.95	40.82
Secondary school teachers	21.48	25.17	31.55	39.36	42.12
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.00	14.86	17.42	21.87	24.87
Social workers	12.98	14.86	17.42	22.15	24.87
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.22	18.72	25.54	35.81	37.57
Technical	11.55	14.06	18.06	24.04	30.87
Clinical laboratory technologists and technicians	10.50	11.58	13.00	15.26	18.52
Licensed practical nurses	15.25	15.68	15.68	18.00	19.11
Health technologists and technicians, n.e.c.	8.85	10.70	12.26	15.74	20.77
Electrical and electronic technicians	11.85	22.36	25.25	32.76	33.56
Engineering technicians, n.e.c.	18.25	22.88	25.44	28.75	30.19
Executive, administrative, and managerial	20.15	24.23	32.46	40.27	50.00
Executives, administrators, and managers	25.24	32.21	38.16	46.36	62.09
Administrators and officials, public administration	32.35	33.21	38.84	43.89	43.89
Administrators, education and related fields	31.51	33.54	39.04	44.14	44.92
Managers and administrators, n.e.c.	26.92	33.78	38.64	48.32	74.18
Management related	16.92	20.30	24.04	28.24	36.15
Purchasing agents and buyers, n.e.c.	18.00	20.94	25.05	30.06	34.45
Management related, n.e.c.	15.63	20.26	24.04	27.75	45.41
Sales	9.25	17.43	22.19	30.74	44.07
Supervisors, sales	8.00	8.25	24.10	24.10	48.07
Sales representatives, mining, manufacturing, and wholesale	17.39	17.84	22.84	31.25	34.61
Administrative support, including clerical	11.00	12.73	15.23	18.30	22.19
Secretaries	11.00	12.50	15.11	17.79	20.60
Records clerks, n.e.c.	13.26	14.30	15.23	16.89	17.22
Bookkeepers, accounting and auditing clerks	12.00	12.80	14.75	18.61	19.47
Payroll and timekeeping clerks	11.50	11.60	14.90	16.22	19.98
Traffic, shipping and receiving clerks	8.75	9.02	11.25	16.19	16.98
General office clerks	10.95	12.02	13.00	14.72	16.37
Administrative support, n.e.c.	12.00	14.24	16.05	17.82	20.10
Blue collar	9.35	12.17	16.81	21.66	25.93
Precision production, craft, and repair	13.40	18.25	21.84	26.40	30.07
Industrial machinery repairers	18.70	22.69	25.06	26.18	30.07
Electricians	24.00	26.40	26.40	28.58	29.04
Supervisors, production	18.54	19.42	22.50	23.66	27.89
Tool and die makers	23.33	24.13	25.74	30.71	30.71
Machine operators, assemblers, and inspectors	8.93	10.75	15.19	17.74	22.55
Punching and stamping press operators	10.80	11.80	16.07	17.74	17.74
Numerical control machine operators	16.70	16.70	16.70	21.72	23.52
Molding and casting machine operators	9.75	10.50	10.75	12.00	13.00

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, Milwaukee-Racine, WI, October 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Mixing and blending machine operators	\$13.40	\$15.19	\$17.35	\$29.00	\$29.00
Miscellaneous machine operators, n.e.c.	10.30	12.17	13.95	17.75	20.00
Welders and cutters	18.56	19.75	20.57	22.75	23.50
Assemblers	8.00	9.00	12.49	17.57	25.29
Transportation and material moving					
Truck drivers	12.74	15.00	19.65	20.45	22.62
Industrial truck and tractor equipment operators ..	9.50	13.56	15.00	19.41	25.19
	11.00	13.10	16.24	22.62	22.62
Handlers, equipment cleaners, helpers, and laborers					
Hand packers and packagers	7.70	9.00	12.00	17.39	21.66
Laborers, except construction, n.e.c.	8.25	11.00	12.83	15.66	22.37
	6.61	10.55	11.00	17.64	19.35
Service					
Protective service	7.89	9.35	12.05	17.88	25.48
Police and detectives, public service	14.12	17.57	19.79	26.45	28.04
Food service	12.45	24.62	24.99	25.81	28.04
Waiters, waitresses, and bartenders	5.50	6.95	9.94	12.00	13.50
Other food service	—	—	—	—	—
Health service	6.60	8.29	10.00	12.00	13.00
Health aides, except nursing	7.90	9.20	10.18	12.01	14.05
Nursing aides, orderlies and attendants	10.71	12.23	13.88	18.75	18.75
Cleaning and building service	7.90	8.85	9.76	11.30	13.00
Janitors and cleaners	7.02	8.60	11.69	16.62	23.03
Personal service	7.02	8.32	12.00	14.55	16.67
	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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, Milwaukee-Racine, WI, October 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.50	\$7.37	\$9.25	\$11.61	\$22.12
All excluding sales	6.75	7.50	9.50	12.50	23.14
White collar	6.75	8.00	11.36	22.12	27.87
White collar excluding sales	9.75	11.18	17.21	25.00	28.97
Professional specialty and technical	12.82	17.80	24.37	28.20	31.86
Professional specialty	15.00	20.25	25.31	28.79	33.03
Natural scientists	—	—	—	—	—
Health related	22.75	24.42	26.33	28.47	29.58
Registered nurses	22.75	24.42	26.33	28.47	29.58
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	11.75	16.99	17.27	24.18	27.08
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.45	16.37	19.53	20.75	23.98
Executive, administrative, and managerial	17.79	19.23	22.12	27.16	27.16
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.10	6.60	7.20	8.65	11.00
Cashiers	6.25	6.75	7.10	7.70	8.65
Administrative support, including clerical	8.75	9.96	10.85	13.19	14.04
Teachers' aides	10.24	10.50	11.95	14.04	14.40
Blue collar	6.75	7.00	7.50	8.93	11.14
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.75	7.00	7.50	8.35	10.00
Service	6.05	7.30	9.24	10.00	11.60
Protective service	—	—	—	—	—
Food service	2.85	5.85	6.84	8.88	10.59
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	5.75	6.25	7.50	9.25	10.89
Health service	9.24	9.25	9.75	10.00	11.35
Nursing aides, orderlies and attendants	9.24	9.25	9.75	10.00	11.35
Cleaning and building service	6.75	7.12	9.00	10.98	17.00
Janitors and cleaners	6.75	7.50	9.00	11.60	17.00
Personal service	6.50	7.30	8.20	9.50	12.00
Attendants, amusement, and recreation facilities	6.00	6.25	8.00	8.00	9.40

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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 Milwaukee–Racine, WI, Metropolitan Statistical Area includes Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establishments</i>
Total in sampling frame	3,042
Total in sample	412
Responding	224
Out of business or not in survey scope	25
Unable or refused to provide data	163

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 and their scheduled hours of work. 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. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, Milwaukee-Racine, WI, October 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	498,000	421,400	76,600
All excluding sales	464,000	387,400	76,600
White collar	251,400	201,100	50,300
White-collar excluding sales	217,400	167,200	50,300
Professional specialty and technical	111,100	77,300	33,800
Professional specialty	92,300	60,800	31,500
Technical	18,900	16,500	2,400
Executive, administrative, and managerial	41,400	35,600	5,800
Sales	33,900	33,900	–
Administrative support, including clerical	64,900	54,300	10,600
Blue collar	170,700	159,900	10,800
Precision production, craft, and repair	47,700	44,500	3,200
Machine operators, assemblers, and inspectors	64,600	64,600	–
Transportation and material moving	23,900	22,200	–
Handlers, equipment cleaners, helpers, and laborers	34,500	28,600	5,900
Service	75,900	60,400	15,500

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.