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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Indianapolis, IN, metropolitan area. Data were collected between June 2000 and July 2001; the average reference month is January 2001. 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 each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the 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, Indianapolis, IN, January 2001

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$16.46	2.7	36.2	\$16.03	3.0	36.1	\$18.91	4.0	37.1
Worker characteristics:⁴									
White-collar occupations ⁵	19.91	3.7	36.5	19.54	4.4	36.5	21.50	5.4	36.7
Professional specialty and technical	24.84	4.0	36.9	24.39	5.1	37.2	25.85	6.2	36.2
Executive, administrative, and managerial	27.29	6.3	39.7	28.35	7.0	39.8	22.72	13.8	39.1
Sales	15.73	18.8	31.4	15.71	18.8	31.4	—	—	—
Administrative support	12.76	3.4	37.1	13.07	3.9	37.2	10.90	3.4	36.5
Blue-collar occupations ⁵	15.11	2.3	37.2	15.14	2.4	37.1	14.61	5.9	37.7
Precision production, craft, and repair	20.25	3.0	39.9	20.77	3.0	39.9	14.88	10.9	40.0
Machine operators, assemblers, and inspectors	14.16	3.9	39.4	14.15	3.9	39.4	—	—	—
Transportation and material moving	13.83	3.6	34.2	13.72	4.0	34.1	14.93	4.3	34.9
Handlers, equipment cleaners, helpers, and laborers	11.23	4.7	34.0	11.21	4.9	33.9	12.11	7.9	37.1
Service occupations ⁵	9.84	4.8	33.7	8.30	4.7	32.7	14.94	5.0	37.9
Full time	17.13	2.6	39.6	16.76	3.0	39.8	19.14	4.1	38.2
Part time	9.38	6.3	19.3	9.16	6.5	19.1	12.80	19.2	21.4
Union	18.93	3.5	38.2	18.20	3.5	38.4	20.45	6.7	37.7
Nonunion	15.65	3.5	35.6	15.51	3.9	35.5	17.13	5.4	36.5
Time	16.28	2.5	36.3	15.79	2.9	36.1	18.91	4.0	37.1
Incentive	20.02	16.7	35.4	20.02	16.7	35.4	—	—	—
Establishment characteristics:⁶									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.08	8.7	35.6	16.09	8.7	35.7	—	—	—
100-499 workers	14.10	5.0	35.8	13.67	4.7	35.8	20.31	16.0	36.6
500 workers or more	19.20	2.2	37.0	19.46	2.8	36.9	18.62	3.8	37.3

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Indianapolis, IN, January 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.46	2.7	\$16.03	3.0	\$18.91	4.0
All excluding sales	16.51	2.5	16.06	2.9	18.91	4.0
White collar	19.91	3.7	19.54	4.4	21.50	5.4
White collar excluding sales	20.57	3.6	20.30	4.3	21.50	5.4
Professional specialty and technical	24.84	4.0	24.39	5.1	25.85	6.2
Professional specialty	26.79	4.5	26.25	6.3	27.77	5.9
Engineers, architects, and surveyors	29.15	3.6	29.21	4.0	—	—
Civil engineers	29.09	4.8	—	—	—	—
Electrical and electronic engineers	28.67	6.8	28.67	6.8	—	—
Mechanical engineers	28.93	9.6	28.93	9.6	—	—
Engineers, n.e.c.	29.25	8.1	29.25	8.1	—	—
Mathematical and computer scientists	29.99	8.1	29.99	8.1	—	—
Computer systems analysts and scientists	27.66	6.0	27.66	6.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.00	3.9	23.39	4.1	20.48	7.1
Registered nurses	22.69	4.8	23.13	5.2	19.97	4.7
Teachers, college and university	45.36	21.1	45.36	21.1	—	—
Teachers, except college and university	30.11	7.1	22.94	13.6	30.39	7.3
Elementary school teachers	27.06	6.2	—	—	—	—
Teachers, n.e.c.	36.65	5.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.66	12.3	12.66	13.7	17.71	14.8
Social workers	14.76	12.6	12.68	14.2	17.88	15.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.74	21.5	18.38	22.1	—	—
Technical	18.59	6.4	19.69	6.7	13.35	7.9
Licensed practical nurses	15.34	3.3	15.51	3.7	—	—
Health technologists and technicians, n.e.c.	13.61	3.9	13.78	4.2	—	—
Engineering technicians, n.e.c.	19.14	14.6	—	—	—	—
Drafters	19.02	10.6	19.02	10.6	—	—
Executive, administrative, and managerial	27.29	6.3	28.35	7.0	22.72	13.8
Executives, administrators, and managers	32.60	6.7	33.70	7.4	28.39	14.3
Financial managers	32.92	21.0	32.92	21.0	—	—
Administrators, education and related fields	37.17	6.6	—	—	—	—
Managers, medicine and health	26.16	7.2	26.53	7.7	—	—
Managers and administrators, n.e.c.	33.26	13.7	33.06	13.9	—	—
Management related	20.96	8.0	22.29	8.9	—	—
Accountants and auditors	19.05	10.8	19.05	10.8	—	—
Other financial officers	24.69	4.5	24.69	4.5	—	—
Personnel, training, and labor relations specialists	16.59	17.9	—	—	—	—
Management related, n.e.c.	22.67	6.0	22.89	6.2	—	—
Sales	15.73	18.8	15.71	18.8	—	—
Supervisors, sales	19.13	23.4	19.13	23.4	—	—
Sales workers, other commodities	8.22	11.6	8.22	11.6	—	—
Cashiers	7.41	2.3	7.41	2.3	—	—
Administrative support, including clerical	12.76	3.4	13.07	3.9	10.90	3.4
Supervisors, general office	15.43	10.9	—	—	—	—
Secretaries	14.13	4.8	14.73	4.2	11.96	7.9
Transportation ticket and reservation agents	17.66	5.9	17.66	5.9	—	—
Records clerks, n.e.c.	13.05	8.8	13.76	11.1	—	—
Bookkeepers, accounting and auditing clerks	12.68	3.7	12.67	3.8	—	—
Stock and inventory clerks	12.93	7.7	12.85	8.2	—	—
General office clerks	11.70	6.6	12.68	6.8	9.12	1.5
Data entry keyers	12.06	7.3	12.31	7.7	—	—
Teachers' aides	9.44	4.2	—	—	9.44	4.2
Administrative support, n.e.c.	11.72	6.3	11.71	6.8	—	—
Blue collar	15.11	2.3	15.14	2.4	14.61	5.9

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, Indianapolis, IN, January 2001 — 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	\$20.25	3.0	\$20.77	3.0	\$14.88	10.9
Automobile mechanics	17.16	4.5	—	—	—	—
Industrial machinery repairers	23.03	7.5	23.03	7.5	—	—
Mechanics and repairers, n.e.c.	23.11	6.1	23.24	6.4	—	—
Supervisors, electricians and power transmission installers	29.51	1.1	29.51	1.1	—	—
Supervisors, construction trades, n.e.c.	25.44	7.5	25.44	7.5	—	—
Electricians	22.99	10.1	22.99	10.1	—	—
Supervisors, production	20.72	5.0	20.72	5.0	—	—
Tool and die makers	23.15	6.2	23.15	6.2	—	—
Machine operators, assemblers, and inspectors	14.16	3.9	14.15	3.9	—	—
Grinding, abrading, buffing, and polishing machine operators	15.73	12.5	15.73	12.5	—	—
Numerical control machine operators	14.84	9.8	14.84	9.8	—	—
Fabricating machine operators, n.e.c.	12.69	8.0	12.69	8.0	—	—
Molding and casting machine operators	10.49	4.1	10.49	4.1	—	—
Printing press operators	14.86	7.9	14.86	7.9	—	—
Miscellaneous machine operators, n.e.c.	12.35	6.4	12.35	6.4	—	—
Welders and cutters	14.88	9.1	14.88	9.1	—	—
Assemblers	15.77	7.2	15.77	7.2	—	—
Production inspectors, checkers and examiners ..	14.06	13.5	14.06	13.5	—	—
Transportation and material moving	13.83	3.6	13.72	4.0	14.93	4.3
Truck drivers	14.57	4.9	14.61	5.1	—	—
Bus drivers	13.38	7.4	—	—	14.73	5.5
Motor transportation, n.e.c.	8.06	5.3	8.06	5.3	—	—
Industrial truck and tractor equipment operators ..	13.90	6.8	13.78	6.9	—	—
Handlers, equipment cleaners, helpers, and laborers	11.23	4.7	11.21	4.9	12.11	7.9
Construction laborers	14.74	7.6	14.74	7.6	—	—
Production helpers	10.06	10.3	9.58	9.7	—	—
Stock handlers and baggers	9.77	8.5	9.70	8.6	—	—
Freight, stock, and material handlers, n.e.c.	13.33	9.4	13.33	9.4	—	—
Hand packers and packagers	11.04	10.3	11.04	10.3	—	—
Laborers, except construction, n.e.c.	10.42	9.9	10.37	10.2	—	—
Service	9.84	4.8	8.30	4.7	14.94	5.0
Protective service	13.84	10.3	8.93	4.9	16.93	5.2
Police and detectives, public service	19.02	3.3	—	—	19.02	3.3
Guards and police, except public service	9.00	5.2	8.91	5.1	—	—
Food service	6.51	6.4	6.21	6.5	9.51	6.0
Waiters, waitresses, and bartenders	3.64	12.4	3.64	12.4	—	—
Waiters and waitresses	3.09	11.9	3.09	11.9	—	—
Other food service	8.72	3.2	8.57	3.6	9.51	6.0
Cooks	9.09	4.4	9.05	4.6	—	—
Kitchen workers, food preparation	9.83	7.4	—	—	—	—
Food preparation, n.e.c.	7.71	4.0	7.22	4.3	—	—
Health service	10.18	5.5	10.15	5.7	—	—
Health aides, except nursing	11.10	4.9	11.11	5.0	—	—
Nursing aides, orderlies and attendants	8.90	7.4	8.79	7.5	—	—
Cleaning and building service	10.06	6.5	9.70	7.2	11.92	8.6
Maids and housemen	7.36	3.7	7.36	3.7	—	—
Janitors and cleaners	10.80	7.4	10.48	9.1	11.92	8.6
Personal service	10.59	8.8	10.22	10.5	—	—
Service, n.e.c.	9.65	8.4	8.81	6.5	—	—

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

² 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, Indianapolis, IN, January 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.13	2.6	\$16.76	3.0	\$19.14	4.1
All excluding sales	17.03	2.5	16.62	2.9	19.14	4.1
White collar	20.73	3.7	20.46	4.5	21.82	5.5
White collar excluding sales	20.94	3.7	20.69	4.4	21.82	5.5
Professional specialty and technical	25.19	4.1	24.75	5.3	26.14	6.1
Professional specialty	27.14	4.7	26.59	6.6	28.13	5.6
Engineers, architects, and surveyors	29.15	3.6	29.21	4.0	—	—
Civil engineers	29.09	4.8	—	—	—	—
Electrical and electronic engineers	28.67	6.8	28.67	6.8	—	—
Mechanical engineers	28.93	9.6	28.93	9.6	—	—
Engineers, n.e.c.	29.25	8.1	29.25	8.1	—	—
Mathematical and computer scientists	29.99	8.1	29.99	8.1	—	—
Computer systems analysts and scientists	27.66	6.0	27.66	6.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.08	4.5	23.66	4.7	19.13	3.5
Registered nurses	22.92	5.8	23.47	6.2	—	—
Teachers, college and university	45.43	21.1	45.43	21.1	—	—
Teachers, except college and university	30.50	6.3	22.94	13.6	30.81	6.5
Elementary school teachers	27.06	6.2	—	—	—	—
Teachers, n.e.c.	36.65	5.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.75	12.7	12.64	14.3	17.88	15.0
Social workers	14.75	12.7	12.64	14.3	17.88	15.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.74	21.5	18.38	22.1	—	—
Technical	18.85	6.5	20.07	6.7	13.38	8.1
Licensed practical nurses	15.40	4.3	15.63	5.0	—	—
Engineering technicians, n.e.c.	19.14	14.6	—	—	—	—
Drafters	19.02	10.6	19.02	10.6	—	—
Executive, administrative, and managerial	27.32	6.3	28.40	7.0	22.72	13.8
Executives, administrators, and managers	32.69	6.7	33.82	7.4	28.39	14.3
Financial managers	32.92	21.0	32.92	21.0	—	—
Administrators, education and related fields	37.17	6.6	—	—	—	—
Managers, medicine and health	26.16	7.2	26.53	7.7	—	—
Managers and administrators, n.e.c.	33.26	13.7	33.06	13.9	—	—
Management related	20.96	8.0	22.29	8.9	—	—
Accountants and auditors	19.05	10.8	19.05	10.8	—	—
Other financial officers	24.69	4.5	24.69	4.5	—	—
Personnel, training, and labor relations specialists	16.59	17.9	—	—	—	—
Management related, n.e.c.	22.67	6.0	22.89	6.2	—	—
Sales	18.98	19.2	18.97	19.3	—	—
Supervisors, sales	20.41	21.5	20.41	21.5	—	—
Cashiers	8.40	4.1	8.40	4.1	—	—
Administrative support, including clerical	12.97	3.4	13.29	3.9	11.07	3.5
Supervisors, general office	15.43	10.9	—	—	—	—
Secretaries	14.18	4.8	14.80	4.1	11.96	7.9
Transportation ticket and reservation agents	18.15	5.1	18.15	5.1	—	—
Records clerks, n.e.c.	13.05	8.8	13.76	11.1	—	—
Bookkeepers, accounting and auditing clerks	12.72	3.8	12.70	3.9	—	—
Traffic, shipping and receiving clerks	13.41	3.9	13.41	3.9	—	—
General office clerks	11.78	6.8	12.77	7.0	—	—
Teachers' aides	9.68	3.2	—	—	9.68	3.2
Administrative support, n.e.c.	11.74	6.4	11.73	7.0	—	—
Blue collar	15.50	2.3	15.55	2.4	14.56	6.1
Precision production, craft, and repair	20.30	3.0	20.83	3.0	14.88	10.9
Automobile mechanics	17.16	4.5	—	—	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001 — 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	\$23.03	7.5	\$23.03	7.5	—	—
Mechanics and repairers, n.e.c.	23.11	6.1	23.24	6.4	—	—
Supervisors, electricians and power transmission installers	29.51	1.1	29.51	1.1	—	—
Supervisors, construction trades, n.e.c.	25.44	7.5	25.44	7.5	—	—
Electricians	22.99	10.1	22.99	10.1	—	—
Supervisors, production	20.72	5.0	20.72	5.0	—	—
Tool and die makers	23.15	6.2	23.15	6.2	—	—
Machine operators, assemblers, and inspectors	14.23	3.9	14.23	3.9	—	—
Grinding, abrading, buffing, and polishing machine operators	15.73	12.5	15.73	12.5	—	—
Numerical control machine operators	14.84	9.8	14.84	9.8	—	—
Fabricating machine operators, n.e.c.	12.69	8.0	12.69	8.0	—	—
Molding and casting machine operators	10.49	4.1	10.49	4.1	—	—
Printing press operators	14.86	7.9	14.86	7.9	—	—
Miscellaneous machine operators, n.e.c.	12.35	6.4	12.35	6.4	—	—
Welders and cutters	14.88	9.1	14.88	9.1	—	—
Assemblers	15.79	7.2	15.79	7.2	—	—
Production inspectors, checkers and examiners ..	14.06	13.5	14.06	13.5	—	—
Transportation and material moving	14.29	3.5	14.24	3.9	\$14.70	4.2
Truck drivers	14.56	4.9	14.60	5.1	—	—
Industrial truck and tractor equipment operators ..	14.02	6.9	13.91	7.1	—	—
Handlers, equipment cleaners, helpers, and laborers	11.60	5.0	11.58	5.1	12.32	8.2
Construction laborers	14.74	7.6	14.74	7.6	—	—
Production helpers	10.06	10.3	9.58	9.7	—	—
Stock handlers and baggers	10.92	11.3	10.84	11.6	—	—
Freight, stock, and material handlers, n.e.c.	13.57	10.7	13.57	10.7	—	—
Hand packers and packagers	11.06	10.4	11.06	10.4	—	—
Laborers, except construction, n.e.c.	10.46	10.0	10.40	10.3	—	—
Service	10.41	4.5	8.76	4.2	15.11	5.1
Protective service	13.97	10.1	8.92	4.3	16.95	5.3
Police and detectives, public service	19.02	3.3	—	—	19.02	3.3
Guards and police, except public service	9.00	4.6	8.90	4.5	—	—
Food service	7.17	5.8	6.88	6.0	9.62	7.0
Waiters, waitresses, and bartenders	3.64	16.5	3.64	16.5	—	—
Waiters and waitresses	3.32	16.0	3.32	16.0	—	—
Other food service	8.83	3.6	8.68	4.0	9.62	7.0
Cooks	9.16	4.8	9.12	5.0	—	—
Food preparation, n.e.c.	7.67	5.1	7.19	5.4	—	—
Health service	10.09	5.8	10.08	6.0	—	—
Health aides, except nursing	11.09	5.2	11.11	5.3	—	—
Nursing aides, orderlies and attendants	8.20	4.2	8.20	4.2	—	—
Cleaning and building service	10.14	6.5	9.79	7.2	11.92	8.6
Maids and housemen	7.38	3.9	7.38	3.9	—	—
Janitors and cleaners	10.88	7.2	10.58	8.9	11.92	8.6
Personal service	11.20	9.0	10.88	10.9	—	—
Service, n.e.c.	10.30	9.1	—	—	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001

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	\$9.38	6.3	\$9.16	6.5	\$12.80	19.2
All excluding sales	9.95	7.4	9.71	7.7	12.80	19.2
White collar	11.11	7.3	10.90	7.3	13.35	28.6
White collar excluding sales	14.19	7.5	14.34	7.3	13.35	28.6
Professional specialty and technical	19.19	6.4	19.56	4.8	17.59	30.7
Professional specialty	20.78	7.6	21.56	5.0	18.12	32.0
Health related	22.65	3.9	22.12	4.3	-	-
Registered nurses	21.74	3.7	21.75	4.2	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Technical	14.71	7.1	14.89	7.4	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Sales	7.13	1.9	7.13	1.9	-	-
Cashiers	6.88	.8	6.88	.8	-	-
Administrative support, including clerical	10.31	5.0	10.55	5.3	8.73	7.9
Blue collar	9.65	5.8	9.45	5.9	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	10.23	9.4	9.58	10.7	-	-
Handlers, equipment cleaners, helpers, and laborers	9.39	8.2	9.39	8.3	-	-
Stock handlers and baggers	7.41	1.5	7.41	1.5	-	-
Service	6.22	11.9	6.03	12.4	-	-
Protective service	-	-	-	-	-	-
Food service	4.70	9.2	4.48	8.5	-	-
Waiters, waitresses, and bartenders	3.64	15.6	3.64	15.6	-	-
Waiters and waitresses	2.77	13.5	2.77	13.5	-	-
Other food service	7.92	3.1	7.68	3.6	-	-
Food preparation, n.e.c.	7.84	3.7	7.36	.9	-	-
Health service	10.60	10.4	10.50	11.8	-	-
Nursing aides, orderlies and attendants	10.43	11.4	10.27	13.4	-	-
Cleaning and building service	-	-	-	-	-	-
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 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001

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	\$678	2.7	39.6	\$667	3.2	39.8	\$732	3.5	38.2
All excluding sales	672	2.5	39.5	660	2.9	39.7	731	3.5	38.2
White collar	818	3.8	39.4	816	4.6	39.9	822	4.5	37.7
White collar excluding sales	822	3.6	39.2	822	4.4	39.7	822	4.5	37.7
Professional specialty and technical	978	4.1	38.8	979	5.5	39.6	974	5.6	37.3
Professional specialty	1,046	4.8	38.5	1,049	6.9	39.5	1,040	5.4	37.0
Engineers, architects, and surveyors	1,166	3.6	40.0	1,168	4.0	40.0	-	-	-
Civil engineers	1,164	4.8	40.0	-	-	-	-	-	-
Electrical and electronic engineers	1,147	6.8	40.0	1,147	6.8	40.0	-	-	-
Mechanical engineers	1,157	9.6	40.0	1,157	9.6	40.0	-	-	-
Engineers, n.e.c.	1,170	8.1	40.0	1,170	8.1	40.0	-	-	-
Mathematical and computer scientists	1,181	7.1	39.4	1,181	7.1	39.4	-	-	-
Computer systems analysts and scientists	1,106	6.0	40.0	1,106	6.0	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	899	5.2	38.9	920	5.6	38.9	754	3.8	39.4
Registered nurses	885	6.6	38.6	904	7.4	38.5	-	-	-
Teachers, college and university	1,755	22.6	38.6	1,755	22.6	38.6	-	-	-
Teachers, except college and university	1,104	6.0	36.2	874	12.0	38.1	1,112	6.2	36.1
Elementary school teachers	1,004	8.1	37.1	-	-	-	-	-	-
Teachers, n.e.c.	1,239	7.3	33.8	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	587	12.6	39.8	504	14.2	39.8	711	14.9	39.8
Social workers	587	12.6	39.8	504	14.2	39.8	711	14.9	39.8
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	726	22.5	38.8	712	23.1	38.7	-	-	-
Technical	749	6.6	39.8	800	6.8	39.9	525	7.2	39.3
Licensed practical nurses	605	3.9	39.3	616	4.5	39.4	-	-	-
Engineering technicians, n.e.c.	766	14.6	40.0	-	-	-	-	-	-
Drafters	761	10.6	40.0	761	10.6	40.0	-	-	-
Executive, administrative, and managerial	1,087	6.4	39.8	1,134	7.1	39.9	889	13.1	39.1
Executives, administrators, and managers	1,296	6.7	39.6	1,350	7.5	39.9	1,098	13.5	38.7
Financial managers	1,329	21.4	40.4	1,329	21.4	40.4	-	-	-
Administrators, education and related fields	1,412	7.9	38.0	-	-	-	-	-	-
Managers, medicine and health	1,015	6.0	38.8	1,031	6.4	38.8	-	-	-
Managers and administrators, n.e.c.	1,331	13.7	40.0	1,322	13.9	40.0	-	-	-
Management related	838	8.2	40.0	891	9.2	40.0	-	-	-
Accountants and auditors	762	10.8	40.0	762	10.8	40.0	-	-	-
Other financial officers	976	6.1	39.5	976	6.1	39.5	-	-	-
Personnel, training, and labor relations specialists	664	17.9	40.0	-	-	-	-	-	-
Management related, n.e.c.	905	6.2	39.9	914	6.4	39.9	-	-	-
Sales	780	21.2	41.1	779	21.3	41.1	-	-	-
Supervisors, sales	817	21.5	40.0	817	21.5	40.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001 — 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 —Continued									
Cashiers	\$306	4.8	36.4	\$306	4.8	36.4	—	—	—
Administrative support, including clerical									
Supervisors, general office	511	3.5	39.4	529	3.9	39.8	\$417	4.1	37.6
Secretaries	617	10.9	40.0	—	—	—	—	—	—
Transportation ticket and reservation agents	563	4.9	39.8	588	4.4	39.7	475	7.7	39.8
Records clerks, n.e.c.	726	5.1	40.0	726	5.1	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	516	9.0	39.6	550	11.1	40.0	—	—	—
Traffic, shipping and receiving clerks	507	3.8	39.8	508	3.9	40.0	—	—	—
General office clerks	536	3.9	40.0	536	3.9	40.0	—	—	—
Teachers' aides	469	6.8	39.8	511	7.0	40.0	—	—	—
Administrative support, n.e.c.	327	4.7	33.8	—	—	—	327	4.7	33.8
	444	7.3	37.8	446	8.0	38.1	—	—	—
Blue collar	619	2.4	40.0	622	2.5	40.0	573	6.2	39.3
Precision production, craft, and repair									
Automobile mechanics	818	2.9	40.3	839	2.9	40.3	595	10.9	40.0
Industrial machinery repairers	718	2.2	41.8	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	921	7.5	40.0	921	7.5	40.0	—	—	—
Supervisors, electricians and power transmission installers	924	6.1	40.0	929	6.4	40.0	—	—	—
Supervisors, construction trades, n.e.c.	1,180	1.1	40.0	1,180	1.1	40.0	—	—	—
Electricians	1,107	5.9	43.5	1,107	5.9	43.5	—	—	—
Supervisors, production	920	10.1	40.0	920	10.1	40.0	—	—	—
Tool and die makers	829	5.0	40.0	829	5.0	40.0	—	—	—
	926	6.2	40.0	926	6.2	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Grinding, abrading, buffing, and polishing machine operators	568	4.0	39.9	568	4.0	39.9	—	—	—
Numerical control machine operators	629	12.5	40.0	629	12.5	40.0	—	—	—
Fabricating machine operators, n.e.c.	593	9.8	40.0	593	9.8	40.0	—	—	—
Molding and casting machine operators	508	8.0	40.0	508	8.0	40.0	—	—	—
Printing press operators	416	4.4	39.6	416	4.4	39.6	—	—	—
Miscellaneous machine operators, n.e.c.	593	7.9	39.9	593	7.9	39.9	—	—	—
Welders and cutters	494	6.4	40.0	494	6.4	40.0	—	—	—
Assemblers	595	9.1	40.0	595	9.1	40.0	—	—	—
Production inspectors, checkers and examiners ...	632	7.2	40.0	632	7.2	40.0	—	—	—
	562	13.5	40.0	562	13.5	40.0	—	—	—
Transportation and material moving									
Truck drivers	575	4.2	40.2	577	4.7	40.5	560	5.3	38.1
Industrial truck and tractor equipment operators	599	6.8	41.1	601	7.0	41.2	—	—	—
	561	6.9	40.0	556	7.1	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers	\$457	5.5	39.4	\$456	5.7	39.4	\$493	8.2	40.0
Construction laborers	589	7.6	40.0	589	7.6	40.0	—	—	—
Production helpers	402	10.3	40.0	383	9.7	40.0	—	—	—
Stock handlers and baggers ...	428	11.8	39.2	425	12.1	39.2	—	—	—
Freight, stock, and material handlers, n.e.c.	526	12.3	38.8	526	12.3	38.8	—	—	—
Hand packers and packagers	442	10.4	40.0	442	10.4	40.0	—	—	—
Laborers, except construction, n.e.c.	410	10.8	39.2	408	11.1	39.2	—	—	—
Service	406	4.8	39.0	342	4.5	39.0	589	7.2	39.0
Protective service	571	10.7	40.8	356	4.3	40.0	701	5.8	41.4
Police and detectives, public service	761	3.3	40.0	—	—	—	761	3.3	40.0
Guards and police, except public service	359	4.5	39.9	356	4.5	40.0	—	—	—
Food service	264	5.8	36.8	260	6.3	37.8	286	13.6	29.7
Waiters, waitresses, and bartenders	137	17.1	37.6	137	17.1	37.6	—	—	—
Waiters and waitresses	124	16.5	37.4	124	16.5	37.4	—	—	—
Other food service	321	5.6	36.4	330	5.7	38.0	286	13.6	29.7
Cooks	357	5.5	39.0	357	5.8	39.2	—	—	—
Food preparation, n.e.c.	262	6.4	34.1	278	7.8	38.6	—	—	—
Health service	399	5.9	39.6	399	6.0	39.6	—	—	—
Health aides, except nursing ..	441	5.3	39.7	442	5.4	39.8	—	—	—
Nursing aides, orderlies and attendants	322	3.8	39.2	322	3.8	39.2	—	—	—
Cleaning and building service	405	6.5	40.0	391	7.2	40.0	477	8.6	40.0
Maids and housemen	294	3.9	39.9	294	3.9	39.9	—	—	—
Janitors and cleaners	435	7.2	40.0	423	8.9	40.0	477	8.6	40.0
Personal service	418	8.8	37.4	414	10.5	38.0	—	—	—
Service, n.e.c.	381	8.0	37.0	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$34,391	2.7	2,007	\$34,642	3.2	2,067	\$33,252	3.5	1,737
All excluding sales	34,084	2.5	2,001	34,281	2.9	2,062	33,239	3.5	1,737
White collar	40,761	3.8	1,966	42,300	4.6	2,068	35,908	4.5	1,646
White collar excluding sales	40,786	3.6	1,948	42,564	4.4	2,058	35,892	4.5	1,645
Professional specialty and technical	46,562	4.1	1,848	50,520	5.5	2,041	40,159	5.6	1,536
Professional specialty	48,588	4.8	1,790	53,954	6.9	2,029	41,611	5.4	1,479
Engineers, architects, and surveyors	60,641	3.6	2,080	60,751	4.0	2,080	-	-	-
Civil engineers	60,511	4.8	2,080	-	-	-	-	-	-
Electrical and electronic engineers	59,624	6.8	2,080	59,624	6.8	2,080	-	-	-
Mechanical engineers	60,181	9.6	2,080	60,181	9.6	2,080	-	-	-
Engineers, n.e.c.	60,836	8.1	2,080	60,836	8.1	2,080	-	-	-
Mathematical and computer scientists	61,424	7.1	2,048	61,424	7.1	2,048	-	-	-
Computer systems analysts and scientists	57,523	6.0	2,080	57,523	6.0	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	46,033	5.2	1,995	47,822	5.6	2,021	35,026	3.8	1,831
Registered nurses	45,131	6.6	1,969	46,986	7.4	2,002	-	-	-
Teachers, college and university	81,552	22.6	1,795	81,552	22.6	1,795	-	-	-
Teachers, except college and university	41,879	6.0	1,373	35,951	12.0	1,567	42,086	6.2	1,366
Elementary school teachers	37,380	8.1	1,381	-	-	-	-	-	-
Teachers, n.e.c.	45,990	7.3	1,255	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	29,705	12.6	2,014	26,192	14.2	2,072	34,582	14.9	1,934
Social workers	29,705	12.6	2,014	26,192	14.2	2,072	34,582	14.9	1,934
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	37,773	22.5	2,016	37,011	23.1	2,014	-	-	-
Technical	38,961	6.6	2,067	41,594	6.8	2,073	27,307	7.2	2,041
Licensed practical nurses	31,464	3.9	2,043	32,056	4.5	2,051	-	-	-
Engineering technicians, n.e.c.	39,820	14.6	2,080	-	-	-	-	-	-
Drafters	39,571	10.6	2,080	39,571	10.6	2,080	-	-	-
Executive, administrative, and managerial	55,992	6.4	2,050	58,656	7.1	2,066	45,092	13.1	1,984
Executives, administrators, and managers	66,777	6.7	2,043	70,182	7.5	2,075	54,760	13.5	1,929
Financial managers	69,094	21.4	2,099	69,094	21.4	2,099	-	-	-
Administrators, education and related fields	68,281	7.9	1,837	-	-	-	-	-	-
Managers, medicine and health	52,785	6.0	2,018	53,591	6.4	2,020	-	-	-
Managers and administrators, n.e.c.	69,188	13.7	2,080	68,763	13.9	2,080	-	-	-
Management related	43,134	8.2	2,057	45,796	9.2	2,055	-	-	-
Accountants and auditors	35,118	10.8	1,844	35,118	10.8	1,844	-	-	-
Other financial officers	50,747	6.1	2,055	50,747	6.1	2,055	-	-	-
Personnel, training, and labor relations specialists	34,510	17.9	2,080	-	-	-	-	-	-
Management related, n.e.c.	47,084	6.2	2,077	47,550	6.4	2,077	-	-	-
Sales	40,539	21.2	2,136	40,521	21.3	2,136	-	-	-
Supervisors, sales	42,461	21.5	2,080	42,461	21.5	2,080	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001 — 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 —Continued									
Cashiers	\$15,910	4.8	1,895	\$15,910	4.8	1,895	—	—	—
Administrative support, including clerical									
Supervisors, general office	26,059	3.5	2,009	27,482	3.9	2,067	\$19,085	4.1	1,724
Secretaries	32,098	10.9	2,080	—	—	—	—	—	—
Transportation ticket and reservation agents	28,892	4.9	2,038	30,586	4.4	2,067	23,225	7.7	1,942
Records clerks, n.e.c.	37,762	5.1	2,080	37,762	5.1	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	26,856	9.0	2,059	28,618	11.1	2,080	—	—	—
Traffic, shipping and receiving clerks	26,348	3.8	2,072	26,406	3.9	2,079	—	—	—
General office clerks	27,806	3.9	2,074	27,806	3.9	2,074	—	—	—
Teachers' aides	24,150	6.8	2,049	26,559	7.0	2,080	—	—	—
Administrative support, n.e.c.	12,028	4.7	1,242	—	—	—	12,028	4.7	1,242
	23,068	7.3	1,965	23,210	8.0	1,979	—	—	—
Blue collar	32,123	2.4	2,073	32,327	2.5	2,080	28,413	6.2	1,951
Precision production, craft, and repair									
Automobile mechanics	42,512	2.9	2,095	43,653	2.9	2,096	30,954	10.9	2,080
Industrial machinery repairers	37,329	2.2	2,175	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	47,912	7.5	2,080	47,912	7.5	2,080	—	—	—
Supervisors, electricians and power transmission installers	48,059	6.1	2,080	48,331	6.4	2,080	—	—	—
Supervisors, construction trades, n.e.c.	61,377	1.1	2,080	61,377	1.1	2,080	—	—	—
Electricians	57,578	5.9	2,263	57,578	5.9	2,263	—	—	—
Supervisors, production	47,819	10.1	2,080	47,819	10.1	2,080	—	—	—
Tool and die makers	43,102	5.0	2,080	43,102	5.0	2,080	—	—	—
	48,160	6.2	2,080	48,160	6.2	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Grinding, abrading, buffing, and polishing machine operators	29,536	4.0	2,075	29,519	4.0	2,075	—	—	—
Numerical control machine operators	32,727	12.5	2,080	32,727	12.5	2,080	—	—	—
Fabricating machine operators, n.e.c.	30,861	9.8	2,080	30,861	9.8	2,080	—	—	—
Molding and casting machine operators	26,379	8.0	2,078	26,379	8.0	2,078	—	—	—
Printing press operators	21,615	4.4	2,061	21,615	4.4	2,061	—	—	—
Miscellaneous machine operators, n.e.c.	30,834	7.9	2,075	30,834	7.9	2,075	—	—	—
Welders and cutters	25,685	6.4	2,080	25,685	6.4	2,080	—	—	—
Assemblers	30,950	9.1	2,080	30,950	9.1	2,080	—	—	—
Production inspectors, checkers and examiners ...	32,829	7.2	2,079	32,829	7.2	2,079	—	—	—
	29,247	13.5	2,080	29,247	13.5	2,080	—	—	—
Transportation and material moving									
Truck drivers	29,463	4.2	2,062	29,991	4.7	2,106	25,434	5.3	1,730
Industrial truck and tractor equipment operators	31,126	6.8	2,138	31,266	7.0	2,142	—	—	—
	29,162	6.9	2,080	28,930	7.1	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers	\$23,757	5.5	2,047	\$23,704	5.7	2,046	\$25,623	8.2	2,080
Construction laborers	30,654	7.6	2,080	30,654	7.6	2,080	—	—	—
Production helpers	20,927	10.3	2,080	19,916	9.7	2,080	—	—	—
Stock handlers and baggers ...	22,257	11.8	2,039	22,093	12.1	2,037	—	—	—
Freight, stock, and material handlers, n.e.c.	27,367	12.3	2,017	27,367	12.3	2,017	—	—	—
Hand packers and packagers	22,978	10.4	2,078	22,978	10.4	2,078	—	—	—
Laborers, except construction, n.e.c.	21,323	10.8	2,039	21,196	11.1	2,038	—	—	—
Service	20,709	4.8	1,988	17,769	4.5	2,028	28,454	7.2	1,883
Protective service	29,670	10.7	2,124	18,537	4.3	2,079	36,468	5.8	2,151
Police and detectives, public service	39,566	3.3	2,080	—	—	—	39,566	3.3	2,080
Guards and police, except public service	18,675	4.5	2,075	18,498	4.5	2,079	—	—	—
Food service	13,044	5.8	1,819	13,535	6.3	1,968	10,728	13.6	1,116
Waiters, waitresses, and bartenders	7,122	17.1	1,956	7,122	17.1	1,956	—	—	—
Waiters and waitresses	6,455	16.5	1,947	6,455	16.5	1,947	—	—	—
Other food service	15,546	5.6	1,761	17,143	5.7	1,974	10,728	13.6	1,116
Cooks	18,589	5.5	2,030	18,580	5.8	2,037	—	—	—
Food preparation, n.e.c.	11,520	6.4	1,501	14,449	7.8	2,010	—	—	—
Health service	20,761	5.9	2,057	20,767	6.0	2,059	—	—	—
Health aides, except nursing ..	22,911	5.3	2,066	22,989	5.4	2,070	—	—	—
Nursing aides, orderlies and attendants	16,733	3.8	2,040	16,733	3.8	2,040	—	—	—
Cleaning and building service	21,080	6.5	2,079	20,341	7.2	2,078	24,793	8.6	2,080
Maids and housemen	15,305	3.9	2,074	15,305	3.9	2,074	—	—	—
Janitors and cleaners	22,639	7.2	2,080	22,011	8.9	2,080	24,793	8.6	2,080
Personal service	20,321	8.8	1,814	21,513	10.5	1,977	—	—	—
Service, n.e.c.	18,529	8.0	1,798	—	—	—	—	—	—

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, Indianapolis, IN, January 2001

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.46	2.7	\$16.03	3.0	\$18.91	4.0
All excluding sales	16.51	2.5	16.06	2.9	18.91	4.0
White collar	19.91	3.7	19.54	4.4	21.50	5.4
1	8.59	5.7	—	—	9.40	5.6
2	9.32	2.9	9.44	3.5	8.83	1.4
3	9.99	7.7	9.97	8.6	10.17	5.2
4	12.94	3.9	13.05	4.2	11.79	4.4
5	14.40	3.2	14.80	3.2	12.37	7.0
6	14.51	4.2	14.80	4.9	12.94	2.9
7	17.52	3.2	18.34	3.8	15.73	3.6
8	22.01	4.4	22.03	4.2	21.94	12.3
9	27.69	3.3	25.46	4.4	30.73	3.7
10	37.90	21.8	37.90	21.8	—	—
11	34.22	3.2	33.77	3.3	—	—
12	41.45	4.0	41.35	4.1	—	—
13	62.91	22.9	62.91	22.9	—	—
Not able to be leveled	22.84	11.2	22.79	11.3	—	—
White collar excluding sales	20.57	3.6	20.30	4.3	21.50	5.4
1	9.52	4.6	—	—	9.40	5.6
2	9.90	2.9	10.29	3.2	8.83	1.4
3	11.18	9.2	11.35	10.6	10.17	5.2
4	12.61	3.0	12.71	3.3	11.79	4.4
5	14.60	3.2	15.08	3.1	12.37	7.0
6	14.38	4.4	14.66	5.1	12.94	2.9
7	17.59	3.6	18.59	4.3	15.73	3.6
8	22.32	4.1	22.46	3.2	21.95	12.6
9	27.75	3.4	25.42	4.6	30.73	3.7
10	28.70	3.8	28.70	3.8	—	—
11	34.22	3.2	33.77	3.3	—	—
12	41.45	4.0	41.35	4.1	—	—
13	62.91	22.9	62.91	22.9	—	—
Not able to be leveled	23.66	13.5	23.62	13.6	—	—
Professional specialty and technical	24.84	4.0	24.39	5.1	25.85	6.2
Professional specialty	26.79	4.5	26.25	6.3	27.77	5.9
5	13.87	8.7	14.65	5.5	—	—
6	13.59	15.4	13.46	17.4	—	—
7	18.21	5.8	18.96	6.2	—	—
8	21.89	8.6	21.34	3.4	—	—
9	28.08	3.5	24.57	2.9	31.24	3.8
10	28.17	8.7	28.17	8.7	—	—
11	32.06	2.6	32.12	2.7	—	—
12	41.87	5.6	41.87	5.6	—	—
Engineers, architects, and surveyors	29.15	3.6	29.21	4.0	—	—
7	21.83	4.8	21.83	4.8	—	—
9	27.76	3.7	27.40	4.8	—	—
11	31.52	4.5	31.81	4.5	—	—
Civil engineers	29.09	4.8	—	—	—	—
Electrical and electronic engineers	28.67	6.8	28.67	6.8	—	—
Mechanical engineers	28.93	9.6	28.93	9.6	—	—
Engineers, n.e.c.	29.25	8.1	29.25	8.1	—	—
Mathematical and computer scientists	29.99	8.1	29.99	8.1	—	—
9	27.06	4.4	27.06	4.4	—	—
Computer systems analysts and scientists	27.66	6.0	27.66	6.0	—	—
9	27.06	4.4	27.06	4.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.00	3.9	23.39	4.1	20.48	7.1
9	22.20	3.4	22.75	3.4	19.79	4.8
Registered nurses	22.69	4.8	23.13	5.2	19.97	4.7
9	21.46	2.3	21.95	2.5	19.97	4.7
Teachers, college and university	45.36	21.1	45.36	21.1	—	—
Teachers, except college and university	30.11	7.1	22.94	13.6	30.39	7.3
9	33.11	4.1	29.92	7.0	33.20	4.2
Elementary school teachers	27.06	6.2	—	—	—	—
9	28.41	7.8	—	—	—	—

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, Indianapolis, IN, January 2001 — 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						
Teachers, n.e.c.	\$36.65	5.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.66	12.3	\$12.66	13.7	\$17.71	14.8
6	11.24	14.8	—	—	—	—
Social workers	14.76	12.6	12.68	14.2	17.88	15.0
6	11.24	14.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.74	21.5	18.38	22.1	—	—
Technical	18.59	6.4	19.69	6.7	13.35	7.9
4	14.61	7.1	—	—	—	—
5	14.19	7.8	15.53	6.8	—	—
6	14.84	6.3	15.86	6.1	—	—
7	18.63	6.5	18.44	7.7	—	—
8	22.38	6.4	—	—	—	—
9	25.79	3.5	25.79	3.5	—	—
Licensed practical nurses	15.34	3.3	15.51	3.7	—	—
6	14.72	3.1	—	—	—	—
7	15.22	3.7	—	—	—	—
Health technologists and technicians, n.e.c.	13.61	3.9	13.78	4.2	—	—
Engineering technicians, n.e.c.	19.14	14.6	—	—	—	—
Drafters	19.02	10.6	19.02	10.6	—	—
Executive, administrative, and managerial	27.29	6.3	28.35	7.0	22.72	13.8
7	16.59	6.8	18.31	10.1	—	—
8	22.23	5.8	22.33	5.9	—	—
9	27.95	12.5	28.36	16.2	27.02	17.1
10	29.34	3.0	29.34	3.0	—	—
11	35.64	4.0	35.10	4.3	—	—
12	40.95	5.6	40.72	5.7	—	—
Not able to be leveled	32.12	9.4	32.12	9.4	—	—
Executives, administrators, and managers	32.60	6.7	33.70	7.4	28.39	14.3
7	15.26	5.9	—	—	—	—
8	22.25	5.8	22.25	5.8	—	—
9	30.15	16.4	31.41	24.4	28.24	16.8
11	38.26	6.2	38.73	8.2	—	—
12	41.83	6.0	41.61	6.1	—	—
Financial managers	32.92	21.0	32.92	21.0	—	—
Administrators, education and related fields	37.17	6.6	—	—	—	—
Managers, medicine and health	26.16	7.2	26.53	7.7	—	—
Managers and administrators, n.e.c.	33.26	13.7	33.06	13.9	—	—
12	39.18	6.5	38.71	6.4	—	—
Management related	20.96	8.0	22.29	8.9	—	—
7	17.69	9.3	—	—	—	—
8	22.22	9.1	22.39	9.3	—	—
9	23.67	7.9	24.32	7.9	—	—
11	31.43	4.0	31.43	4.0	—	—
Accountants and auditors	19.05	10.8	19.05	10.8	—	—
Other financial officers	24.69	4.5	24.69	4.5	—	—
Personnel, training, and labor relations specialists	16.59	17.9	—	—	—	—
Management related, n.e.c.	22.67	6.0	22.89	6.2	—	—
Sales	15.73	18.8	15.71	18.8	—	—
2	7.42	4.3	7.42	4.3	—	—
3	7.50	3.4	7.50	3.4	—	—
4	14.81	15.9	14.81	15.9	—	—
Supervisors, sales	19.13	23.4	19.13	23.4	—	—
Sales workers, other commodities	8.22	11.6	8.22	11.6	—	—

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, Indianapolis, IN, January 2001 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Cashiers	\$7.41	2.3	\$7.41	2.3	—	—
2	7.36	5.0	7.36	5.0	—	—
3	7.26	2.8	7.26	2.8	—	—
Administrative support, including clerical	12.76	3.4	13.07	3.9	\$10.90	3.4
1	9.52	4.6	—	—	9.40	5.6
2	9.90	2.9	10.29	3.2	8.83	1.4
3	11.28	9.6	11.46	11.1	10.20	5.5
4	12.68	3.3	12.80	3.5	11.58	4.7
5	14.54	3.6	14.65	3.9	13.70	3.6
6	14.51	5.6	14.53	5.7	—	—
7	17.43	8.0	18.72	10.2	—	—
Supervisors, general office	15.43	10.9	—	—	—	—
Secretaries	14.13	4.8	14.73	4.2	11.96	7.9
4	12.44	5.7	13.41	5.7	—	—
5	15.25	6.1	15.35	6.2	—	—
Transportation ticket and reservation agents	17.66	5.9	17.66	5.9	—	—
Records clerks, n.e.c.	13.05	8.8	13.76	11.1	—	—
3	11.59	5.3	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.68	3.7	12.67	3.8	—	—
4	10.91	4.1	10.91	4.1	—	—
5	13.96	7.3	—	—	—	—
Stock and inventory clerks	12.93	7.7	12.85	8.2	—	—
General office clerks	11.70	6.6	12.68	6.8	9.12	1.5
3	9.91	4.4	10.55	4.5	—	—
Data entry keyers	12.06	7.3	12.31	7.7	—	—
Teachers' aides	9.44	4.2	—	—	9.44	4.2
Administrative support, n.e.c.	11.72	6.3	11.71	6.8	—	—
3	10.65	4.0	10.72	4.6	—	—
4	12.01	6.6	12.53	8.8	—	—
Blue collar	15.11	2.3	15.14	2.4	14.61	5.9
1	7.99	4.1	7.99	4.1	—	—
2	10.79	3.6	10.78	3.6	—	—
3	15.01	4.0	15.10	4.2	12.96	5.1
4	15.00	3.8	15.15	4.2	13.64	8.9
5	14.87	3.3	14.86	3.4	—	—
6	18.04	7.2	18.64	6.8	—	—
7	22.17	2.5	22.36	2.6	17.58	5.7
8	23.95	4.5	23.95	4.5	—	—
9	24.83	4.7	24.83	4.7	—	—
Precision production, craft, and repair	20.25	3.0	20.77	3.0	14.88	10.9
3	12.71	10.3	12.62	11.7	—	—
4	11.98	8.7	13.71	1.7	—	—
5	14.81	2.6	14.80	2.7	—	—
6	18.54	11.2	20.34	10.2	—	—
7	22.24	2.6	22.44	2.7	17.58	5.7
8	23.95	4.5	23.95	4.5	—	—
9	25.93	4.1	25.93	4.1	—	—
Automobile mechanics	17.16	4.5	—	—	—	—
Industrial machinery repairers	23.03	7.5	23.03	7.5	—	—
7	25.04	5.3	25.04	5.3	—	—
Mechanics and repairers, n.e.c.	23.11	6.1	23.24	6.4	—	—
7	23.27	6.9	23.27	6.9	—	—
Supervisors, electricians and power transmission installers	29.51	1.1	29.51	1.1	—	—
Supervisors, construction trades, n.e.c.	25.44	7.5	25.44	7.5	—	—
Electricians	22.99	10.1	22.99	10.1	—	—
7	23.04	8.6	23.04	8.6	—	—
Supervisors, production	20.72	5.0	20.72	5.0	—	—
Tool and die makers	23.15	6.2	23.15	6.2	—	—

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, Indianapolis, IN, January 2001 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Tool and die makers —Continued						
7	\$23.34	6.5	\$23.34	6.5	—	—
Machine operators, assemblers, and inspectors						
1	14.16	3.9	14.15	3.9	—	—
2	7.57	9.7	7.57	9.7	—	—
3	10.55	5.3	10.55	5.3	—	—
4	16.72	6.3	16.72	6.3	—	—
5	15.65	7.0	15.65	7.0	—	—
6	15.15	3.4	15.10	3.4	—	—
6	16.57	6.3	16.57	6.3	—	—
Grinding, abrading, buffing, and polishing						
machine operators	15.73	12.5	15.73	12.5	—	—
Numerical control machine operators	14.84	9.8	14.84	9.8	—	—
Fabricating machine operators, n.e.c.	12.69	8.0	12.69	8.0	—	—
Molding and casting machine operators	10.49	4.1	10.49	4.1	—	—
Printing press operators	14.86	7.9	14.86	7.9	—	—
Miscellaneous machine operators, n.e.c.	12.35	6.4	12.35	6.4	—	—
Welders and cutters	14.88	9.1	14.88	9.1	—	—
5	15.36	8.4	15.36	8.4	—	—
Assemblers	15.77	7.2	15.77	7.2	—	—
2	10.17	4.2	10.17	4.2	—	—
3	17.45	14.0	17.45	14.0	—	—
Production inspectors, checkers and examiners ..	14.06	13.5	14.06	13.5	—	—
Transportation and material moving						
1	13.83	3.6	13.72	4.0	\$14.93	4.3
2	6.47	4.4	6.47	4.4	—	—
3	11.31	6.1	11.26	6.3	—	—
4	14.33	8.4	14.53	9.3	—	—
5	14.57	3.4	14.38	4.1	15.26	4.1
5	15.01	15.0	14.84	15.5	—	—
Truck drivers	14.57	4.9	14.61	5.1	—	—
4	14.42	4.3	14.49	4.6	—	—
Bus drivers	13.38	7.4	—	—	14.73	5.5
Motor transportation, n.e.c.	8.06	5.3	8.06	5.3	—	—
Industrial truck and tractor equipment operators ..	13.90	6.8	13.78	6.9	—	—
3	15.80	9.6	15.80	9.6	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	11.23	4.7	11.21	4.9	12.11	7.9
2	8.24	4.0	8.24	4.1	—	—
3	10.73	7.1	10.78	7.1	—	—
4	13.67	8.5	13.70	8.9	—	—
4	15.37	9.4	15.37	9.4	—	—
Construction laborers	14.74	7.6	14.74	7.6	—	—
Production helpers	10.06	10.3	9.58	9.7	—	—
Stock handlers and baggers	9.77	8.5	9.70	8.6	—	—
1	7.72	3.7	7.72	3.7	—	—
3	12.39	16.8	12.31	18.7	—	—
Freight, stock, and material handlers, n.e.c.	13.33	9.4	13.33	9.4	—	—
3	15.52	13.9	15.52	13.9	—	—
Hand packers and packagers	11.04	10.3	11.04	10.3	—	—
Laborers, except construction, n.e.c.	10.42	9.9	10.37	10.2	—	—
1	8.26	6.1	8.24	6.2	—	—
2	12.64	19.1	12.99	19.5	—	—
Service						
1	9.84	4.8	8.30	4.7	14.94	5.0
2	7.63	4.8	7.33	4.7	—	—
3	7.11	12.2	6.74	13.6	—	—
4	8.21	6.3	7.94	6.7	11.21	7.4
5	9.90	3.5	9.49	3.7	12.18	3.9
6	12.01	3.9	10.89	6.9	—	—
7	17.15	4.0	—	—	17.49	4.1
7	17.23	6.2	—	—	17.63	6.6

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, Indianapolis, IN, January 2001 — 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						
8	\$20.26	7.2	—	—	—	—
Protective service	13.84	10.3	\$8.93	4.9	\$16.93	5.2
6	17.58	4.3	—	—	—	—
7	17.63	6.6	—	—	17.63	6.6
Police and detectives, public service	19.02	3.3	—	—	19.02	3.3
Guards and police, except public service	9.00	5.2	8.91	5.1	—	—
Food service	6.51	6.4	6.21	6.5	9.51	6.0
1	6.75	5.6	6.43	4.7	—	—
2	5.16	13.8	4.73	14.8	—	—
3	6.82	16.2	6.77	16.5	—	—
4	8.97	10.4	8.88	11.5	—	—
Waiters, waitresses, and bartenders	3.64	12.4	3.64	12.4	—	—
1	4.86	14.6	4.86	14.6	—	—
2	2.98	16.3	2.98	16.3	—	—
3	4.36	28.2	4.36	28.2	—	—
Waiters and waitresses	3.09	11.9	3.09	11.9	—	—
2	2.52	8.7	2.52	8.7	—	—
Other food service	8.72	3.2	8.57	3.6	9.51	6.0
1	7.46	5.5	7.16	5.4	—	—
2	8.60	7.7	8.51	10.7	—	—
3	9.21	3.3	9.20	3.4	—	—
4	9.13	10.4	9.06	11.7	—	—
Cooks	9.09	4.4	9.05	4.6	—	—
3	9.35	4.2	9.35	4.2	—	—
4	9.17	4.4	—	—	—	—
Kitchen workers, food preparation	9.83	7.4	—	—	—	—
Food preparation, n.e.c.	7.71	4.0	7.22	4.3	—	—
1	7.45	5.7	7.13	5.6	—	—
Health service	10.18	5.5	10.15	5.7	—	—
3	8.77	4.9	8.67	5.0	—	—
4	9.70	5.5	9.70	5.5	—	—
Health aides, except nursing	11.10	4.9	11.11	5.0	—	—
3	9.52	2.9	9.52	2.9	—	—
4	10.31	4.1	10.31	4.1	—	—
Nursing aides, orderlies and attendants	8.90	7.4	8.79	7.5	—	—
3	8.31	5.7	8.12	5.5	—	—
Cleaning and building service	10.06	6.5	9.70	7.2	11.92	8.6
1	8.41	6.0	8.06	6.3	—	—
2	11.44	26.9	11.44	26.9	—	—
3	9.84	8.9	—	—	—	—
Maids and housemen	7.36	3.7	7.36	3.7	—	—
1	7.78	2.3	7.78	2.3	—	—
Janitors and cleaners	10.80	7.4	10.48	9.1	11.92	8.6
1	8.89	8.9	8.34	11.4	—	—
3	10.03	9.6	—	—	—	—
Personal service	10.59	8.8	10.22	10.5	—	—
Service, n.e.c.	9.65	8.4	8.81	6.5	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.13	2.6	\$16.76	3.0	\$19.14	4.1
All excluding sales	17.03	2.5	16.62	2.9	19.14	4.1
White collar	20.73	3.7	20.46	4.5	21.82	5.5
1	9.88	2.2	—	—	—	—
2	9.61	3.1	9.96	3.7	—	—
3	10.73	8.7	10.83	9.8	10.03	4.8
4	12.98	4.0	13.09	4.3	11.83	4.6
5	14.54	3.2	14.83	3.2	12.94	7.2
6	14.47	4.3	14.76	5.0	12.94	2.9
7	17.63	3.4	18.56	3.9	15.73	3.6
8	22.07	4.5	22.11	4.4	21.94	12.3
9	27.92	3.4	25.62	4.7	30.88	3.6
10	38.17	22.0	38.17	22.0	—	—
11	34.22	3.2	33.77	3.3	—	—
12	41.45	4.0	41.35	4.1	—	—
13	62.91	22.9	62.91	22.9	—	—
Not able to be leveled	22.84	11.2	22.79	11.3	—	—
White collar excluding sales	20.94	3.7	20.69	4.4	21.82	5.5
2	9.70	3.4	10.15	4.2	—	—
3	11.54	9.9	11.83	11.4	10.03	4.8
4	12.57	3.0	12.66	3.3	11.83	4.6
5	14.76	3.2	15.11	3.1	12.94	7.2
6	14.32	4.5	14.61	5.3	12.94	2.9
7	17.72	3.7	18.87	4.4	15.73	3.6
8	22.41	4.2	22.60	3.4	21.95	12.6
9	27.99	3.5	25.58	5.0	30.88	3.6
10	28.86	3.8	28.86	3.8	—	—
11	34.22	3.2	33.77	3.3	—	—
12	41.45	4.0	41.35	4.1	—	—
13	62.91	22.9	62.91	22.9	—	—
Not able to be leveled	23.66	13.5	23.62	13.6	—	—
Professional specialty and technical	25.19	4.1	24.75	5.3	26.14	6.1
Professional specialty	27.14	4.7	26.59	6.6	28.13	5.6
6	13.59	15.5	13.45	17.6	—	—
7	18.41	5.9	19.27	6.0	—	—
8	22.07	9.1	21.74	4.1	—	—
9	28.44	3.6	24.72	3.3	31.42	3.8
10	28.55	9.2	28.55	9.2	—	—
11	31.95	2.7	32.12	2.7	—	—
12	41.87	5.6	41.87	5.6	—	—
Engineers, architects, and surveyors	29.15	3.6	29.21	4.0	—	—
7	21.83	4.8	21.83	4.8	—	—
9	27.76	3.7	27.40	4.8	—	—
11	31.52	4.5	31.81	4.5	—	—
Civil engineers	29.09	4.8	—	—	—	—
Electrical and electronic engineers	28.67	6.8	28.67	6.8	—	—
Mechanical engineers	28.93	9.6	28.93	9.6	—	—
Engineers, n.e.c.	29.25	8.1	29.25	8.1	—	—
Mathematical and computer scientists	29.99	8.1	29.99	8.1	—	—
9	27.06	4.4	27.06	4.4	—	—
Computer systems analysts and scientists	27.66	6.0	27.66	6.0	—	—
9	27.06	4.4	27.06	4.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.08	4.5	23.66	4.7	19.13	3.5
9	21.93	3.7	22.53	3.6	19.45	4.7
Registered nurses	22.92	5.8	23.47	6.2	—	—
9	21.09	2.5	21.65	2.6	—	—
Teachers, college and university	45.43	21.1	45.43	21.1	—	—
Teachers, except college and university	30.50	6.3	22.94	13.6	30.81	6.5
9	33.11	4.1	29.92	7.0	33.20	4.2
Elementary school teachers	27.06	6.2	—	—	—	—
9	28.41	7.8	—	—	—	—
Teachers, n.e.c.	36.65	5.1	—	—	—	—
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, Indianapolis, IN, January 2001 — 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	\$14.75	12.7	\$12.64	14.3	\$17.88	15.0
6	11.24	14.8	—	—	—	—
Social workers	14.75	12.7	12.64	14.3	17.88	15.0
6	11.24	14.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.74	21.5	18.38	22.1	—	—
Technical	18.85	6.5	20.07	6.7	13.38	8.1
4	14.71	7.2	—	—	—	—
5	14.19	7.8	15.53	6.8	—	—
6	14.62	6.9	15.81	7.3	—	—
7	19.29	6.5	19.21	8.0	—	—
8	22.38	6.4	—	—	—	—
9	25.79	3.5	25.79	3.5	—	—
Licensed practical nurses	15.40	4.3	15.63	5.0	—	—
Engineering technicians, n.e.c.	19.14	14.6	—	—	—	—
Drafters	19.02	10.6	19.02	10.6	—	—
Executive, administrative, and managerial	27.32	6.3	28.40	7.0	22.72	13.8
7	16.59	6.8	18.31	10.1	—	—
8	22.23	5.8	22.33	5.9	—	—
9	27.95	12.5	28.36	16.2	27.02	17.1
10	29.34	3.0	29.34	3.0	—	—
11	35.64	4.0	35.10	4.3	—	—
12	40.95	5.6	40.72	5.7	—	—
Not able to be leveled	32.12	9.4	32.12	9.4	—	—
Executives, administrators, and managers	32.69	6.7	33.82	7.4	28.39	14.3
7	15.26	5.9	—	—	—	—
8	22.25	5.8	22.25	5.8	—	—
9	30.15	16.4	31.41	24.4	28.24	16.8
11	38.26	6.2	38.73	8.2	—	—
12	41.83	6.0	41.61	6.1	—	—
Financial managers	32.92	21.0	32.92	21.0	—	—
Administrators, education and related fields	37.17	6.6	—	—	—	—
Managers, medicine and health	26.16	7.2	26.53	7.7	—	—
Managers and administrators, n.e.c.	33.26	13.7	33.06	13.9	—	—
12	39.18	6.5	38.71	6.4	—	—
Management related	20.96	8.0	22.29	8.9	—	—
7	17.69	9.3	—	—	—	—
8	22.22	9.1	22.39	9.3	—	—
9	23.67	7.9	24.32	7.9	—	—
11	31.43	4.0	31.43	4.0	—	—
Accountants and auditors	19.05	10.8	19.05	10.8	—	—
Other financial officers	24.69	4.5	24.69	4.5	—	—
Personnel, training, and labor relations specialists	16.59	17.9	—	—	—	—
Management related, n.e.c.	22.67	6.0	22.89	6.2	—	—
Sales	18.98	19.2	18.97	19.3	—	—
3	7.94	5.3	7.94	5.3	—	—
Supervisors, sales	20.41	21.5	20.41	21.5	—	—
Cashiers	8.40	4.1	8.40	4.1	—	—
Administrative support, including clerical	12.97	3.4	13.29	3.9	11.07	3.5
2	9.70	3.4	10.15	4.2	—	—
3	11.64	10.3	11.95	11.9	10.06	5.1
4	12.62	3.3	12.73	3.6	11.63	4.8
5	14.59	3.5	14.71	3.8	13.70	3.6
6	14.51	5.6	14.53	5.7	—	—
7	17.43	8.0	18.72	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, Indianapolis, IN, January 2001 — 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						
Supervisors, general office	\$15.43	10.9	—	—	—	—
Secretaries	14.18	4.8	\$14.80	4.1	\$11.96	7.9
4	12.52	5.9	13.59	5.7	—	—
5	15.25	6.1	15.35	6.2	—	—
Transportation ticket and reservation agents	18.15	5.1	18.15	5.1	—	—
Records clerks, n.e.c.	13.05	8.8	13.76	11.1	—	—
3	11.59	5.3	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.72	3.8	12.70	3.9	—	—
4	10.91	4.1	10.91	4.1	—	—
Traffic, shipping and receiving clerks	13.41	3.9	13.41	3.9	—	—
General office clerks	11.78	6.8	12.77	7.0	—	—
3	9.88	4.4	10.52	4.7	—	—
Teachers' aides	9.68	3.2	—	—	9.68	3.2
Administrative support, n.e.c.	11.74	6.4	11.73	7.0	—	—
3	10.57	4.3	—	—	—	—
4	12.18	8.0	—	—	—	—
Blue collar	15.50	2.3	15.55	2.4	14.56	6.1
1	7.89	5.4	7.89	5.4	—	—
2	10.85	3.8	10.86	3.8	—	—
3	15.16	4.0	15.27	4.2	12.96	5.1
4	14.98	3.9	15.15	4.2	13.36	9.2
5	14.87	3.3	14.86	3.4	—	—
6	18.04	7.2	18.64	6.8	—	—
7	22.18	2.5	22.37	2.6	17.58	5.7
8	23.95	4.5	23.95	4.5	—	—
9	24.83	4.7	24.83	4.7	—	—
Precision production, craft, and repair	20.30	3.0	20.83	3.0	14.88	10.9
3	13.06	8.6	13.00	9.9	—	—
4	11.98	8.7	13.71	1.7	—	—
5	14.81	2.6	14.80	2.7	—	—
6	18.54	11.2	20.34	10.2	—	—
7	22.25	2.6	22.45	2.7	17.58	5.7
8	23.95	4.5	23.95	4.5	—	—
9	25.93	4.1	25.93	4.1	—	—
Automobile mechanics	17.16	4.5	—	—	—	—
Industrial machinery repairers	23.03	7.5	23.03	7.5	—	—
7	25.04	5.3	25.04	5.3	—	—
Mechanics and repairers, n.e.c.	23.11	6.1	23.24	6.4	—	—
7	23.27	6.9	23.27	6.9	—	—
Supervisors, electricians and power transmission installers	29.51	1.1	29.51	1.1	—	—
Supervisors, construction trades, n.e.c.	25.44	7.5	25.44	7.5	—	—
Electricians	22.99	10.1	22.99	10.1	—	—
7	23.04	8.6	23.04	8.6	—	—
Supervisors, production	20.72	5.0	20.72	5.0	—	—
Tool and die makers	23.15	6.2	23.15	6.2	—	—
7	23.34	6.5	23.34	6.5	—	—
Machine operators, assemblers, and inspectors	14.23	3.9	14.23	3.9	—	—
1	7.30	9.4	7.30	9.4	—	—
2	10.55	5.4	10.55	5.4	—	—
3	16.72	6.3	16.72	6.3	—	—
4	15.65	7.0	15.65	7.0	—	—
5	15.15	3.4	15.10	3.4	—	—
6	16.57	6.3	16.57	6.3	—	—
Grinding, abrading, buffing, and polishing machine operators	15.73	12.5	15.73	12.5	—	—
Numerical control machine operators	14.84	9.8	14.84	9.8	—	—
Fabricating machine operators, n.e.c.	12.69	8.0	12.69	8.0	—	—
Molding and casting machine operators	10.49	4.1	10.49	4.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001 — 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						
Printing press operators	\$14.86	7.9	\$14.86	7.9	—	—
Miscellaneous machine operators, n.e.c.	12.35	6.4	12.35	6.4	—	—
Welders and cutters	14.88	9.1	14.88	9.1	—	—
5	15.36	8.4	15.36	8.4	—	—
Assemblers	15.79	7.2	15.79	7.2	—	—
2	10.19	4.2	10.19	4.2	—	—
3	17.45	14.0	17.45	14.0	—	—
Production inspectors, checkers and examiners ..	14.06	13.5	14.06	13.5	—	—
Transportation and material moving	14.29	3.5	14.24	3.9	\$14.70	4.2
2	11.28	6.6	11.28	6.6	—	—
3	15.40	8.1	15.85	8.6	—	—
4	14.49	3.4	14.36	4.0	15.00	3.7
5	15.01	15.0	14.84	15.5	—	—
Truck drivers	14.56	4.9	14.60	5.1	—	—
4	14.39	4.2	14.46	4.6	—	—
Industrial truck and tractor equipment operators ..	14.02	6.9	13.91	7.1	—	—
3	15.80	9.6	15.80	9.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.60	5.0	11.58	5.1	12.32	8.2
1	8.14	5.4	8.14	5.4	—	—
2	11.05	7.5	11.11	7.6	—	—
3	13.46	7.9	13.47	8.4	—	—
4	15.41	10.1	15.41	10.1	—	—
Construction laborers	14.74	7.6	14.74	7.6	—	—
Production helpers	10.06	10.3	9.58	9.7	—	—
Stock handlers and baggers	10.92	11.3	10.84	11.6	—	—
1	8.23	6.5	8.23	6.5	—	—
3	12.48	17.0	12.41	18.9	—	—
Freight, stock, and material handlers, n.e.c.	13.57	10.7	13.57	10.7	—	—
3	15.10	14.1	15.10	14.1	—	—
Hand packers and packagers	11.06	10.4	11.06	10.4	—	—
Laborers, except construction, n.e.c.	10.46	10.0	10.40	10.3	—	—
1	8.24	6.2	8.24	6.2	—	—
2	12.87	19.6	13.26	20.1	—	—
Service	10.41	4.5	8.76	4.2	15.11	5.1
1	7.72	5.8	7.39	5.8	—	—
2	7.63	11.7	7.23	13.7	—	—
3	8.81	4.2	8.58	4.2	—	—
4	9.92	3.7	9.50	3.8	12.18	3.9
5	12.00	4.1	—	—	—	—
6	17.15	4.0	—	—	17.49	4.1
7	17.23	6.2	—	—	17.63	6.6
8	20.26	7.2	—	—	—	—
Protective service	13.97	10.1	8.92	4.3	16.95	5.3
6	17.58	4.3	—	—	—	—
7	17.63	6.6	—	—	17.63	6.6
Police and detectives, public service	19.02	3.3	—	—	19.02	3.3
Guards and police, except public service	9.00	4.6	8.90	4.5	—	—
Food service	7.17	5.8	6.88	6.0	9.62	7.0
1	6.57	7.4	6.23	5.9	—	—
2	5.79	12.3	5.31	13.8	—	—
3	8.37	13.2	8.37	13.2	—	—
4	9.13	10.4	9.06	11.7	—	—
Waiters, waitresses, and bartenders	3.64	16.5	3.64	16.5	—	—
2	3.06	19.2	3.06	19.2	—	—
Waiters and waitresses	3.32	16.0	3.32	16.0	—	—
Other food service	8.83	3.6	8.68	4.0	9.62	7.0
1	7.41	7.6	7.08	7.3	—	—
2	8.66	7.9	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
3	\$9.34	3.7	\$9.34	3.7	—	—
4	9.13	10.4	9.06	11.7	—	—
Cooks	9.16	4.8	9.12	5.0	—	—
3	9.59	4.4	9.59	4.4	—	—
4	9.17	4.4	—	—	—	—
Food preparation, n.e.c.	7.67	5.1	7.19	5.4	—	—
1	7.39	7.9	7.04	7.5	—	—
Health service	10.09	5.8	10.08	6.0	—	—
3	8.72	5.1	8.72	5.1	—	—
4	9.72	5.7	9.72	5.7	—	—
Health aides, except nursing	11.09	5.2	11.11	5.3	—	—
4	10.31	4.1	10.31	4.1	—	—
Nursing aides, orderlies and attendants	8.20	4.2	8.20	4.2	—	—
3	8.12	5.3	8.12	5.3	—	—
Cleaning and building service	10.14	6.5	9.79	7.2	\$11.92	8.6
1	8.55	6.0	8.19	6.3	—	—
2	11.45	27.0	11.45	27.0	—	—
3	9.84	8.9	—	—	—	—
Maids and housemen	7.38	3.9	7.38	3.9	—	—
Janitors and cleaners	10.88	7.2	10.58	8.9	11.92	8.6
1	9.07	8.2	—	—	—	—
3	10.03	9.6	—	—	—	—
Personal service	11.20	9.0	10.88	10.9	—	—
Service, n.e.c.	10.30	9.1	—	—	—	—

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2001

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	\$9.38	6.3	\$9.16	6.5	\$12.80	19.2
All excluding sales	9.95	7.4	9.71	7.7	12.80	19.2
White collar	11.11	7.3	10.90	7.3	13.35	28.6
1	7.60	4.1	—	—	—	—
2	8.81	5.9	8.83	6.0	—	—
3	7.81	4.2	7.73	4.0	—	—
4	12.10	10.9	12.22	11.8	—	—
5	11.17	15.3	—	—	—	—
6	15.86	8.8	15.86	8.8	—	—
9	23.28	3.6	23.53	3.9	—	—
White collar excluding sales	14.19	7.5	14.34	7.3	13.35	28.6
1	8.23	1.8	—	—	—	—
3	9.06	4.0	8.89	3.1	—	—
4	13.75	6.0	14.12	5.9	—	—
5	11.20	15.7	—	—	—	—
6	15.86	8.8	15.86	8.8	—	—
9	23.28	3.6	23.53	3.9	—	—
Professional specialty and technical	19.19	6.4	19.56	4.8	17.59	30.7
Professional specialty	20.78	7.6	21.56	5.0	18.12	32.0
9	23.28	3.6	23.53	3.9	—	—
Health related	22.65	3.9	22.12	4.3	—	—
9	23.29	3.6	23.54	3.9	—	—
Registered nurses	21.74	3.7	21.75	4.2	—	—
9	22.53	3.5	22.68	3.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	14.71	7.1	14.89	7.4	—	—
6	16.03	9.3	16.03	9.3	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	7.13	1.9	7.13	1.9	—	—
2	6.88	3.8	6.88	3.8	—	—
Cashiers	6.88	.8	6.88	.8	—	—
2	6.67	4.2	6.67	4.2	—	—
Administrative support, including clerical	10.31	5.0	10.55	5.3	8.73	7.9
1	8.23	1.8	—	—	—	—
3	9.10	4.3	8.92	3.4	—	—
4	14.23	5.6	14.51	5.4	—	—
Blue collar	9.65	5.8	9.45	5.9	—	—
1	8.20	4.4	8.20	4.5	—	—
2	9.80	6.3	9.43	6.1	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.23	9.4	9.58	10.7	—	—
1	6.47	4.4	6.47	4.4	—	—
Handlers, equipment cleaners, helpers, and laborers	9.39	8.2	9.39	8.3	—	—
1	8.43	4.6	8.43	4.6	—	—
Stock handlers and baggers	7.41	1.5	7.41	1.5	—	—
Service	6.22	11.9	6.03	12.4	—	—
1	7.21	3.0	7.06	2.6	—	—
2	5.27	24.2	5.27	24.2	—	—
3	6.03	17.9	5.66	17.6	—	—
Protective service	—	—	—	—	—	—

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, Indianapolis, IN, January 2001** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service	\$4.70	9.2	\$4.48	8.5	—	—
1	7.25	3.9	7.02	3.1	—	—
2	3.06	16.3	3.06	16.3	—	—
Waiters, waitresses, and bartenders	3.64	15.6	3.64	15.6	—	—
2	2.83	11.8	2.83	11.8	—	—
Waiters and waitresses	2.77	13.5	2.77	13.5	—	—
Other food service	7.92	3.1	7.68	3.6	—	—
1	7.60	2.8	7.36	.9	—	—
Food preparation, n.e.c.	7.84	3.7	7.36	.9	—	—
1	7.60	2.9	7.36	.9	—	—
Health service	10.60	10.4	10.50	11.8	—	—
3	9.04	9.4	8.39	7.5	—	—
Nursing aides, orderlies and attendants	10.43	11.4	10.27	13.4	—	—
3	8.96	11.1	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
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 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Indianapolis, IN, January 2001**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.13	\$9.38	\$18.93	\$15.65	\$16.28	\$20.02
All excluding sales	17.03	9.95	19.11	15.60	16.53	—
White collar	20.73	11.11	22.09	19.54	19.69	23.53
White-collar excluding sales	20.94	14.19	22.97	20.11	20.64	—
Professional specialty and technical	25.19	19.19	27.36	23.98	24.84	—
Professional specialty	27.14	20.78	29.42	25.80	26.79	—
Technical	18.85	14.71	18.03	18.72	18.59	—
Executive, administrative, and managerial	27.32	—	—	28.54	27.55	—
Sales	18.98	7.13	8.55	16.24	10.94	26.00
Administrative support, including clerical	12.97	10.31	13.99	12.64	12.78	—
Blue collar	15.50	9.65	18.09	12.80	15.07	—
Precision production, craft, and repair	20.30	—	22.76	17.96	20.23	—
Machine operators, assemblers, and inspectors	14.23	—	17.30	11.42	14.18	—
Transportation and material moving	14.29	10.23	15.44	12.66	13.63	—
Handlers, equipment cleaners, helpers, and laborers	11.60	9.39	14.48	9.36	11.23	—
Service	10.41	6.22	14.58	9.19	9.85	—
	Relative error ⁶ (percent)					
All occupations	2.6	6.3	3.5	3.5	2.5	16.7
All excluding sales	2.5	7.4	3.4	3.3	2.6	—
White collar	3.7	7.3	6.8	4.3	3.7	23.4
White-collar excluding sales	3.7	7.5	6.6	4.1	3.7	—
Professional specialty and technical	4.1	6.4	6.9	4.9	4.0	—
Professional specialty	4.7	7.6	6.8	5.7	4.5	—
Technical	6.5	7.1	13.1	6.9	6.4	—
Executive, administrative, and managerial	6.3	—	—	6.4	7.1	—
Sales	19.2	1.9	5.4	19.5	9.5	25.9
Administrative support, including clerical	3.4	5.0	13.9	3.4	3.5	—
Blue collar	2.3	5.8	3.3	3.5	2.3	—
Precision production, craft, and repair	3.0	—	3.6	4.2	3.1	—
Machine operators, assemblers, and inspectors	3.9	—	5.1	5.1	3.9	—
Transportation and material moving	3.5	9.4	5.9	5.2	3.9	—
Handlers, equipment cleaners, helpers, and laborers	5.0	8.2	6.9	4.0	5.0	—
Service	4.5	11.9	7.7	4.8	4.8	—

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

² 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, Indianapolis, IN, January 2001

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	\$16.03	-	-	\$22.41	-	-	-	-	-	-
All excluding sales	16.06	-	-	22.41	-	-	-	-	-	-
White collar	19.54	-	-	23.32	-	-	-	-	-	-
White-collar excluding sales	20.30	-	-	23.32	-	-	-	-	-	-
Professional specialty and technical	24.39	-	-	-	-	-	-	-	-	-
Professional specialty	26.25	-	-	-	-	-	-	-	-	-
Technical	19.69	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	28.35	-	-	-	-	-	-	-	-	-
Sales	15.71	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	13.07	-	-	-	-	-	-	-	-	-
Blue collar	15.14	-	-	22.26	-	-	-	-	-	-
Precision production, craft, and repair	20.77	-	-	24.94	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	14.15	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.72	-	-	18.29	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.21	-	-	15.03	-	-	-	-	-	-
Service	8.30	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.0	-	-	6.2	-	-	-	-	-	-
All excluding sales	2.9	-	-	6.2	-	-	-	-	-	-
White collar	4.4	-	-	24.2	-	-	-	-	-	-
White-collar excluding sales	4.3	-	-	24.2	-	-	-	-	-	-
Professional specialty and technical	5.1	-	-	-	-	-	-	-	-	-
Professional specialty	6.3	-	-	-	-	-	-	-	-	-
Technical	6.7	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	7.0	-	-	-	-	-	-	-	-	-
Sales	18.8	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.9	-	-	-	-	-	-	-	-	-
Blue collar	2.4	-	-	4.2	-	-	-	-	-	-
Precision production, craft, and repair	3.0	-	-	3.5	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	3.9	-	-	-	-	-	-	-	-	-
Transportation and material moving	4.0	-	-	7.2	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.9	-	-	6.8	-	-	-	-	-	-
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, Indianapolis, IN, January 2001

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	\$16.03	\$16.09	\$16.01	\$13.67	\$19.46
All excluding sales	16.06	14.98	16.39	14.04	19.62
White collar	19.54	23.92	18.55	16.65	20.93
White-collar excluding sales	20.30	22.60	19.85	18.42	21.35
Professional specialty and technical	24.39	29.85	23.77	21.73	25.59
Professional specialty	26.25	36.49	25.21	23.20	26.93
Technical	19.69	17.93	19.95	18.16	21.77
Executive, administrative, and managerial	28.35	31.14	27.54	25.25	31.21
Sales	15.71	27.92	11.07	10.20	14.78
Administrative support, including clerical	13.07	14.61	12.71	11.75	13.68
Blue collar	15.14	14.15	15.53	12.84	19.05
Precision production, craft, and repair	20.77	19.22	21.44	18.70	24.39
Machine operators, assemblers, and inspectors	14.15	11.18	15.19	11.79	18.14
Transportation and material moving	13.72	13.92	13.64	12.38	16.92
Handlers, equipment cleaners, helpers, and laborers	11.21	12.12	10.81	9.13	14.04
Service	8.30	6.50	9.02	8.35	11.52
Relative error ⁴ (percent)					
All occupations	3.0	8.7	2.9	4.7	2.8
All excluding sales	2.9	7.5	3.1	5.0	2.8
White collar	4.4	10.5	4.3	7.3	4.5
White-collar excluding sales	4.3	8.5	4.7	8.3	4.7
Professional specialty and technical	5.1	15.6	5.1	10.9	3.4
Professional specialty	6.3	12.6	6.3	13.7	3.8
Technical	6.7	9.6	7.4	14.2	6.9
Executive, administrative, and managerial	7.0	11.5	8.0	12.5	7.2
Sales	18.8	26.4	9.9	11.0	19.7
Administrative support, including clerical	3.9	4.7	4.4	5.1	5.2
Blue collar	2.4	5.4	2.8	4.5	3.0
Precision production, craft, and repair	3.0	4.7	3.7	7.2	2.6
Machine operators, assemblers, and inspectors	3.9	9.4	3.9	3.6	4.0
Transportation and material moving	4.0	6.4	4.9	4.7	10.2
Handlers, equipment cleaners, helpers, and laborers	4.9	9.0	5.5	4.8	8.5
Service	4.7	9.0	4.9	4.7	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 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, Indianapolis, IN, January 2001

Occupation ³	10	25	Median 50	75	90
All	\$7.69	\$9.88	\$13.60	\$21.00	\$27.74
All excluding sales	8.00	10.15	13.87	21.35	27.54
White collar	8.83	11.31	16.53	25.43	34.62
White collar excluding sales	9.80	12.10	17.10	25.79	35.39
Professional specialty and technical	13.28	17.97	24.29	30.69	37.43
Professional specialty	14.96	20.17	25.43	33.71	37.43
Engineers, architects, and surveyors	21.93	23.62	28.92	34.52	37.33
Civil engineers	19.56	28.92	28.92	34.52	37.47
Electrical and electronic engineers	23.29	25.43	26.44	31.73	35.63
Mechanical engineers	21.93	23.47	25.71	30.72	41.34
Engineers, n.e.c.	20.87	22.47	27.32	36.50	37.02
Mathematical and computer scientists	18.59	22.32	31.32	34.55	46.22
Computer systems analysts and scientists	19.62	22.32	27.11	31.32	34.55
Natural scientists	-	-	-	-	-
Health related	19.00	20.17	21.35	24.60	30.69
Registered nurses	19.42	20.17	21.00	23.13	30.69
Teachers, college and university	16.26	18.41	50.84	64.06	67.51
Teachers, except college and university	25.02	25.43	30.59	35.39	37.43
Elementary school teachers	25.02	25.02	25.43	25.43	34.17
Teachers, n.e.c.	35.39	35.39	37.43	37.43	44.42
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	8.08	10.44	14.78	15.67	21.49
Social workers	8.08	10.44	14.78	15.67	21.49
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8.83	8.83	17.97	20.32	31.28
Technical	10.47	13.58	17.50	24.53	27.37
Licensed practical nurses	13.77	14.12	14.50	17.00	17.57
Health technologists and technicians, n.e.c.	7.93	13.58	13.58	14.75	18.19
Engineering technicians, n.e.c.	12.39	12.39	20.15	24.53	25.79
Drafters	12.50	13.25	13.43	24.64	31.49
Executive, administrative, and managerial	12.52	16.70	24.15	34.15	45.34
Executives, administrators, and managers	14.15	18.95	30.86	38.54	58.97
Financial managers	12.78	17.60	36.98	45.34	50.76
Administrators, education and related fields	25.48	33.17	37.37	44.03	44.03
Managers, medicine and health	20.19	20.19	29.23	29.23	29.81
Managers and administrators, n.e.c.	12.52	22.00	34.68	38.54	55.72
Management related	12.10	14.11	19.31	25.45	32.36
Accountants and auditors	15.00	16.40	16.40	18.75	30.29
Other financial officers	18.93	24.09	24.15	27.31	30.01
Personnel, training, and labor relations specialists	12.10	12.10	12.47	15.18	34.09
Management related, n.e.c.	18.48	19.08	21.64	25.45	29.87
Sales	6.89	7.25	10.39	18.79	28.31
Supervisors, sales	10.85	10.85	15.98	28.31	28.31
Sales workers, other commodities	6.75	6.75	6.75	10.31	10.31
Cashiers	6.51	6.90	7.07	7.79	8.75
Administrative support, including clerical	8.95	10.18	11.84	14.41	17.26
Supervisors, general office	12.03	12.03	14.68	19.26	21.66
Secretaries	10.15	11.92	14.41	16.53	17.60
Transportation ticket and reservation agents	15.83	17.43	19.01	19.22	21.08
Records clerks, n.e.c.	9.53	9.94	12.84	13.88	21.53
Bookkeepers, accounting and auditing clerks	11.08	11.50	12.00	14.75	16.19
Stock and inventory clerks	9.00	12.12	14.31	14.31	14.31
General office clerks	9.00	9.05	10.29	13.00	16.83
Data entry keyers	9.35	10.43	10.83	14.46	15.45
Teachers' aides	8.09	8.13	9.11	10.83	11.16
Administrative support, n.e.c.	9.63	10.19	10.49	11.25	17.70
Blue collar	8.00	10.39	13.60	19.69	23.68
Precision production, craft, and repair	12.72	15.30	20.58	25.55	27.14
Automobile mechanics	15.00	15.30	17.10	19.04	19.04
Industrial machinery repairers	15.00	15.78	26.92	27.14	27.74

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, Indianapolis, IN, January 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Mechanics and repairers, n.e.c.	\$17.76	\$18.83	\$23.23	\$26.73	\$26.92
Supervisors, electricians and power transmission installers	28.60	28.60	28.60	30.15	30.15
Supervisors, construction trades, n.e.c.	22.55	22.55	23.60	26.08	38.68
Electricians	16.50	16.50	25.55	25.55	27.88
Supervisors, production	16.32	19.59	20.24	23.36	25.07
Tool and die makers	16.27	18.59	27.01	27.01	27.13
Machine operators, assemblers, and inspectors	8.67	10.39	12.58	17.68	23.25
Grinding, abrading, buffing, and polishing machine operators	9.41	10.35	15.60	19.41	23.26
Numerical control machine operators	11.70	12.30	14.13	14.83	20.09
Fabricating machine operators, n.e.c.	10.50	10.88	11.23	13.06	15.47
Molding and casting machine operators	8.67	9.70	10.39	10.39	13.24
Printing press operators	9.34	13.04	14.59	16.32	17.63
Miscellaneous machine operators, n.e.c.	7.25	10.84	12.49	14.75	17.23
Welders and cutters	10.90	11.10	13.47	19.69	20.25
Assemblers	9.10	10.32	13.06	22.78	23.26
Production inspectors, checkers and examiners ..	7.50	10.02	12.00	19.58	23.32
Transportation and material moving	8.63	11.31	13.50	16.01	20.73
Truck drivers	12.40	12.45	14.01	15.63	17.43
Bus drivers	11.31	11.31	12.35	14.80	17.00
Motor transportation, n.e.c.	5.15	7.00	8.63	9.22	9.28
Industrial truck and tractor equipment operators ..	9.00	11.24	12.89	14.60	23.21
Handlers, equipment cleaners, helpers, and laborers	7.03	8.15	10.00	13.25	18.75
Construction laborers	10.00	13.77	13.77	16.82	16.95
Production helpers	6.65	8.00	9.96	11.80	13.25
Stock handlers and baggers	7.00	7.25	8.77	10.77	13.13
Freight, stock, and material handlers, n.e.c.	5.93	10.39	13.60	14.83	20.20
Hand packers and packagers	7.60	7.65	9.85	11.75	19.44
Laborers, except construction, n.e.c.	6.02	7.78	9.00	11.74	16.86
Service	3.08	7.48	8.99	11.68	16.29
Protective service	8.00	9.35	11.95	18.74	21.13
Police and detectives, public service	16.29	17.71	19.39	20.81	21.13
Guards and police, except public service	8.00	8.00	9.30	9.35	10.00
Food service	2.13	3.04	7.38	8.80	10.34
Waiters, waitresses, and bartenders	2.13	2.13	2.85	3.78	7.17
Waiters and waitresses	2.13	2.13	2.73	3.04	3.78
Other food service	6.53	7.48	8.59	9.74	11.25
Cooks	6.53	8.40	9.34	10.20	10.34
Kitchen workers, food preparation	8.80	8.80	8.80	11.25	11.25
Food preparation, n.e.c.	5.67	7.25	7.50	8.59	8.99
Health service	7.19	8.25	10.03	12.25	13.21
Health aides, except nursing	8.74	9.61	10.90	13.21	13.21
Nursing aides, orderlies and attendants	7.19	7.19	8.25	9.72	13.25
Cleaning and building service	6.57	7.68	8.51	11.31	15.19
Maids and housemen	6.43	6.57	7.45	8.08	8.08
Janitors and cleaners	7.42	8.51	10.52	11.31	15.19
Personal service	7.70	8.86	9.94	15.00	15.00
Service, n.e.c.	6.58	8.86	9.92	9.94	15.09

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Indianapolis, IN, January 2001

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.48	\$9.41	\$13.34	\$20.44	\$27.13
All excluding sales	7.68	9.72	13.47	20.58	27.02
White collar	8.58	11.16	16.26	24.15	33.51
White collar excluding sales	9.90	12.08	16.83	24.92	34.15
Professional specialty and technical	13.50	18.03	22.32	30.28	36.50
Professional specialty	14.80	19.87	23.62	30.72	41.34
Engineers, architects, and surveyors	21.93	23.47	27.35	34.52	37.33
Electrical and electronic engineers	23.29	25.43	26.44	31.73	35.63
Mechanical engineers	21.93	23.47	25.71	30.72	41.34
Engineers, n.e.c.	20.87	22.47	27.32	36.50	37.02
Mathematical and computer scientists	18.59	22.32	31.32	34.55	46.22
Computer systems analysts and scientists	19.62	22.32	27.11	31.32	34.55
Health related	19.45	20.17	21.73	24.60	30.69
Registered nurses	19.78	20.17	21.00	23.98	30.69
Teachers, college and university	16.26	18.41	50.84	64.06	67.51
Teachers, except college and university	12.55	12.55	22.58	27.88	38.77
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	8.08	8.08	12.90	14.80	16.80
Social workers	8.08	8.08	12.90	14.80	16.80
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8.83	8.83	17.97	19.39	31.28
Technical	13.25	14.12	19.22	25.54	27.54
Licensed practical nurses	14.12	14.12	14.50	17.00	17.57
Health technologists and technicians, n.e.c.	7.93	13.58	13.58	14.75	18.19
Drafters	12.50	13.25	13.43	24.64	31.49
Executive, administrative, and managerial	12.52	17.60	24.23	34.68	46.63
Executives, administrators, and managers	13.94	19.46	30.86	45.34	58.97
Financial managers	12.78	17.60	36.98	45.34	50.76
Managers, medicine and health	20.19	20.19	29.23	29.23	29.81
Managers and administrators, n.e.c.	12.52	22.00	34.68	38.54	55.72
Management related	12.10	16.44	22.16	28.30	33.43
Accountants and auditors	15.00	16.40	16.40	18.75	30.29
Other financial officers	18.93	24.09	24.15	27.31	30.01
Management related, n.e.c.	18.84	19.18	21.64	25.45	29.87
Sales	6.89	7.25	10.39	17.45	28.31
Supervisors, sales	10.85	10.85	15.98	28.31	28.31
Sales workers, other commodities	6.75	6.75	6.75	10.31	10.31
Cashiers	6.51	6.90	7.07	7.79	8.75
Administrative support, including clerical	9.30	10.34	12.00	14.62	17.70
Secretaries	10.99	13.31	14.78	16.53	18.41
Transportation ticket and reservation agents	15.83	17.43	19.01	19.22	21.08
Records clerks, n.e.c.	9.53	9.80	12.84	14.04	21.53
Bookkeepers, accounting and auditing clerks	10.36	11.50	12.00	14.75	16.19
Stock and inventory clerks	9.00	12.12	13.34	14.31	14.31
General office clerks	9.44	10.08	12.21	13.43	18.00
Data entry keyers	9.35	10.83	11.80	14.46	15.45
Administrative support, n.e.c.	9.63	10.19	10.49	11.10	17.70
Blue collar	8.00	10.39	13.60	20.06	23.72
Precision production, craft, and repair	13.87	15.46	20.58	26.11	27.53
Industrial machinery repairers	15.00	15.78	26.92	27.14	27.74
Mechanics and repairers, n.e.c.	17.76	18.83	25.74	26.73	26.92
Supervisors, electricians and power transmission installers	28.60	28.60	28.60	30.15	30.15
Supervisors, construction trades, n.e.c.	22.55	22.55	23.60	26.08	38.68
Electricians	16.50	16.50	25.55	25.55	27.88
Supervisors, production	16.32	19.59	20.24	23.36	25.07
Tool and die makers	16.27	18.59	27.01	27.01	27.13
Machine operators, assemblers, and inspectors	8.67	10.39	12.58	17.68	23.25

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, Indianapolis, IN, January 2001 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Grinding, abrading, buffing, and polishing machine operators	\$9.41	\$10.35	\$15.60	\$19.41	\$23.26
Numerical control machine operators	11.70	12.30	14.13	14.83	20.09
Fabricating machine operators, n.e.c.	10.50	10.88	11.23	13.06	15.47
Molding and casting machine operators	8.67	9.70	10.39	10.39	13.24
Printing press operators	9.34	13.04	14.59	16.32	17.63
Miscellaneous machine operators, n.e.c.	7.25	10.84	12.49	14.75	17.23
Welders and cutters	10.90	11.10	13.47	19.69	20.25
Assemblers	9.10	10.32	13.06	22.78	23.26
Production inspectors, checkers and examiners ..	7.50	10.02	12.00	19.58	23.32
Transportation and material moving					
Truck drivers	12.40	12.45	14.01	15.63	17.43
Motor transportation, n.e.c.	5.15	7.00	8.63	9.22	9.28
Industrial truck and tractor equipment operators ..	9.00	10.30	12.89	14.60	23.21
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	10.00	13.77	13.77	16.82	16.95
Production helpers	6.65	8.00	9.96	11.80	13.25
Stock handlers and baggers	7.00	7.25	8.77	9.90	12.55
Freight, stock, and material handlers, n.e.c.	5.93	10.39	13.60	14.83	20.20
Hand packers and packagers	7.60	7.65	9.85	11.75	19.44
Laborers, except construction, n.e.c.	6.02	7.78	9.00	11.74	14.56
Service					
Protective service	8.00	8.00	9.30	9.35	9.50
Guards and police, except public service	8.00	8.00	9.30	9.35	9.35
Food service	2.13	2.85	6.53	8.80	10.21
Waiters, waitresses, and bartenders	2.13	2.13	2.85	3.78	7.17
Waiters and waitresses	2.13	2.13	2.73	3.04	3.78
Other food service	6.53	7.48	8.50	9.65	11.25
Cooks	6.53	8.20	8.81	10.20	10.85
Food preparation, n.e.c.	5.67	7.14	7.48	7.51	7.69
Health service	7.19	8.25	9.73	12.25	13.21
Health aides, except nursing	8.74	9.61	10.90	13.21	13.21
Nursing aides, orderlies and attendants	7.19	7.19	8.25	9.15	13.25
Cleaning and building service	6.50	7.45	8.50	11.31	14.45
Maids and housemen	6.43	6.57	7.45	8.08	8.08
Janitors and cleaners	7.25	8.25	8.51	11.31	15.19
Personal service	7.16	8.17	9.94	12.50	15.00
Service, n.e.c.	6.58	8.17	8.97	9.94	9.94

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Indianapolis, IN, January 2001

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.64	\$11.68	\$15.33	\$25.02	\$35.39
All excluding sales	9.64	11.68	15.33	25.02	35.39
White collar	9.11	12.47	17.84	29.88	37.37
White collar excluding sales	9.11	12.47	17.76	29.88	37.37
Professional specialty and technical	12.39	16.88	25.43	34.17	37.43
Professional specialty	15.33	22.55	26.31	35.39	37.43
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	17.04	17.56	19.90	21.37	21.94
Registered nurses	17.56	17.56	21.35	21.37	21.94
Teachers, except college and university	25.02	25.43	30.59	35.39	37.43
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	10.44	14.78	15.30	16.88	29.88
Social workers	14.78	14.78	15.30	16.88	29.88
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	10.47	10.47	12.39	13.90	18.63
Executive, administrative, and managerial	12.47	14.15	17.03	33.17	37.37
Executives, administrators, and managers	14.15	18.95	29.49	37.37	44.03
Management related	—	—	—	—	—
Sales	—	—	—	—	—
Administrative support, including clerical	8.35	8.95	10.15	12.63	14.51
Secretaries	10.15	10.15	11.92	12.63	13.04
General office clerks	8.95	9.05	9.05	9.16	10.14
Teachers' aides	8.09	8.13	9.11	10.83	11.16
Blue collar	9.64	11.55	14.80	17.00	20.66
Precision production, craft, and repair	9.64	11.55	15.10	19.62	21.86
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	12.35	13.19	14.80	17.00	17.46
Bus drivers	12.35	12.35	14.80	17.00	17.00
Handlers, equipment cleaners, helpers, and laborers	7.64	9.11	12.25	13.13	16.86
Service	9.47	11.68	13.88	19.28	21.13
Protective service	11.68	12.58	16.95	20.81	22.35
Police and detectives, public service	16.29	17.71	19.39	20.81	21.13
Food service	8.59	8.59	8.99	9.74	14.06
Other food service	8.59	8.59	8.99	9.74	14.06
Health service	—	—	—	—	—
Cleaning and building service	9.78	9.78	11.00	13.00	17.50
Janitors and cleaners	9.78	9.78	11.00	13.00	17.50
Personal service	—	—	—	—	—

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2001

Occupation ³	10	25	Median 50	75	90
All	\$8.25	\$10.39	\$14.12	\$22.12	\$28.60
All excluding sales	8.28	10.39	14.11	22.05	28.60
White collar	9.73	12.10	17.26	25.79	35.39
White collar excluding sales	10.15	12.39	17.56	26.31	35.39
Professional specialty and technical	13.43	17.97	24.53	30.72	37.43
Professional specialty	15.30	20.17	25.43	34.00	37.47
Engineers, architects, and surveyors	21.93	23.62	28.92	34.52	37.33
Civil engineers	19.56	28.92	28.92	34.52	37.47
Electrical and electronic engineers	23.29	25.43	26.44	31.73	35.63
Mechanical engineers	21.93	23.47	25.71	30.72	41.34
Engineers, n.e.c.	20.87	22.47	27.32	36.50	37.02
Mathematical and computer scientists	18.59	22.32	31.32	34.55	46.22
Computer systems analysts and scientists	19.62	22.32	27.11	31.32	34.55
Natural scientists	-	-	-	-	-
Health related	19.23	20.17	21.00	24.60	30.69
Registered nurses	19.61	20.17	21.00	23.98	30.69
Teachers, college and university	16.26	18.41	50.84	64.06	67.51
Teachers, except college and university	25.02	25.43	30.59	35.39	37.43
Elementary school teachers	25.02	25.02	25.43	25.43	34.17
Teachers, n.e.c.	35.39	35.39	37.43	37.43	44.42
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	8.08	10.44	14.78	15.67	21.49
Social workers	8.08	10.44	14.78	15.67	21.49
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8.83	8.83	17.97	20.32	31.28
Technical	10.47	13.58	17.90	24.64	27.37
Licensed practical nurses	13.77	14.12	14.16	17.10	17.57
Engineering technicians, n.e.c.	12.39	12.39	20.15	24.53	25.79
Drafters	12.50	13.25	13.43	24.64	31.49
Executive, administrative, and managerial	12.52	16.70	24.15	34.15	45.34
Executives, administrators, and managers	14.15	19.12	30.86	38.54	58.97
Financial managers	12.78	17.60	36.98	45.34	50.76
Administrators, education and related fields	25.48	33.17	37.37	44.03	44.03
Managers, medicine and health	20.19	20.19	29.23	29.23	29.81
Managers and administrators, n.e.c.	12.52	22.00	34.68	38.54	55.72
Management related	12.10	14.11	19.31	25.45	32.36
Accountants and auditors	15.00	16.40	16.40	18.75	30.29
Other financial officers	18.93	24.09	24.15	27.31	30.01
Personnel, training, and labor relations specialists	12.10	12.10	12.47	15.18	34.09
Management related, n.e.c.	18.48	19.08	21.64	25.45	29.87
Sales	7.28	9.75	16.25	22.25	28.31
Supervisors, sales	10.85	11.50	15.98	28.31	28.31
Cashiers	7.28	7.28	8.55	8.75	9.16
Administrative support, including clerical	9.05	10.34	11.99	14.51	17.43
Supervisors, general office	12.03	12.03	14.68	19.26	21.66
Secretaries	10.15	11.92	14.41	16.53	17.60
Transportation ticket and reservation agents	17.43	17.43	19.22	19.22	21.08
Records clerks, n.e.c.	9.53	9.94	12.84	13.88	21.53
Bookkeepers, accounting and auditing clerks	10.36	11.50	12.00	14.75	16.19
Traffic, shipping and receiving clerks	11.53	12.50	13.95	14.63	14.99
General office clerks	9.00	9.05	10.29	13.43	16.83
Teachers' aides	8.09	8.38	9.11	10.83	11.73
Administrative support, n.e.c.	9.63	10.19	10.49	11.10	17.70
Blue collar	8.67	10.65	14.01	20.24	23.80
Precision production, craft, and repair	13.00	15.30	20.58	25.55	27.14
Automobile mechanics	15.00	15.30	17.10	19.04	19.04
Industrial machinery repairers	15.00	15.78	26.92	27.14	27.74
Mechanics and repairers, n.e.c.	17.76	18.83	23.23	26.73	26.92
Supervisors, electricians and power transmission installers	28.60	28.60	28.60	30.15	30.15

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, Indianapolis, IN, January 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Supervisors, construction trades, n.e.c.	\$22.55	\$22.55	\$23.60	\$26.08	\$38.68
Electricians	16.50	16.50	25.55	25.55	27.88
Supervisors, production	16.32	19.59	20.24	23.36	25.07
Tool and die makers	16.27	18.59	27.01	27.01	27.13
Machine operators, assemblers, and inspectors	8.67	10.39	12.78	19.00	23.25
Grinding, abrading, buffing, and polishing machine operators	9.41	10.35	15.60	19.41	23.26
Numerical control machine operators	11.70	12.30	14.13	14.83	20.09
Fabricating machine operators, n.e.c.	10.50	10.88	11.23	13.06	15.47
Molding and casting machine operators	8.67	9.70	10.39	10.39	13.24
Printing press operators	9.34	13.04	14.59	16.32	17.63
Miscellaneous machine operators, n.e.c.	7.25	10.84	12.49	14.75	17.23
Welders and cutters	10.90	11.10	13.47	19.69	20.25
Assemblers	9.10	10.32	13.06	22.78	23.26
Production inspectors, checkers and examiners ..	7.50	10.02	12.00	19.58	23.32
Transportation and material moving	9.00	12.35	13.50	16.01	20.73
Truck drivers	12.40	12.45	14.01	15.00	17.43
Industrial truck and tractor equipment operators ..	9.00	11.24	13.41	14.60	23.21
Handlers, equipment cleaners, helpers, and laborers	7.32	8.77	10.18	13.60	19.44
Construction laborers	10.00	13.77	13.77	16.82	16.95
Production helpers	6.65	8.00	9.96	11.80	13.25
Stock handlers and baggers	7.45	8.77	9.15	10.84	19.72
Freight, stock, and material handlers, n.e.c.	5.57	10.18	13.60	18.11	22.81
Hand packers and packagers	7.60	7.65	9.85	11.75	19.44
Laborers, except construction, n.e.c.	6.02	7.78	9.00	11.74	16.86
Service	6.43	8.00	9.35	11.95	17.27
Protective service	8.00	9.35	11.95	18.74	21.13
Police and detectives, public service	16.29	17.71	19.39	20.81	21.13
Guards and police, except public service	8.00	8.00	9.30	9.35	10.00
Food service	2.13	3.78	8.20	9.34	11.25
Waiters, waitresses, and bartenders	2.13	2.13	2.85	3.61	7.68
Waiters and waitresses	2.13	2.13	2.85	3.11	5.75
Other food service	6.53	7.51	8.80	10.20	11.25
Cooks	6.53	8.20	9.58	10.20	10.85
Food preparation, n.e.c.	5.67	7.48	7.51	8.59	8.99
Health service	7.19	8.25	9.73	11.31	13.21
Health aides, except nursing	8.74	9.61	10.71	13.21	13.21
Nursing aides, orderlies and attendants	6.88	7.19	8.22	8.80	10.03
Cleaning and building service	6.57	7.75	8.51	11.31	15.19
Maids and housemen	6.43	6.57	7.45	8.08	8.08
Janitors and cleaners	7.42	8.51	10.52	11.31	15.19
Personal service	7.70	9.33	9.94	15.00	15.00
Service, n.e.c.	8.17	8.97	9.94	9.94	15.09

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2001

Occupation ³	10	25	Median 50	75	90
All	\$5.15	\$6.97	\$8.00	\$11.31	\$15.83
All excluding sales	3.04	7.10	8.50	11.33	18.75
White collar	6.89	7.07	8.14	13.50	20.67
White collar excluding sales	8.14	8.85	11.36	19.23	22.29
Professional specialty and technical	9.00	14.50	19.78	22.29	28.00
Professional specialty	9.00	19.23	21.92	23.35	28.00
Health related	19.00	19.78	21.94	23.69	28.00
Registered nurses	19.00	19.78	21.94	22.66	28.00
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Technical	12.00	13.77	14.50	17.00	20.44
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Sales	6.51	6.89	6.98	7.25	7.79
Cashiers	6.45	6.89	6.97	7.07	7.18
Administrative support, including clerical	8.13	8.35	9.35	11.31	14.34
Blue collar	7.00	7.13	9.00	11.31	14.83
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	6.00	7.00	11.31	11.31	14.95
Handlers, equipment cleaners, helpers, and laborers	7.00	7.13	8.77	10.47	14.83
Stock handlers and baggers	7.00	7.03	7.13	7.53	8.77
Service	2.13	2.13	6.87	8.40	10.11
Protective service	-	-	-	-	-
Food service	2.13	2.13	3.04	7.23	8.40
Waiters, waitresses, and bartenders	2.13	2.13	3.04	5.94	6.14
Waiters and waitresses	2.13	2.13	2.13	3.04	3.04
Other food service	7.03	7.25	7.69	8.40	8.50
Food preparation, n.e.c.	7.25	7.25	7.50	8.50	9.47
Health service	7.19	8.70	10.47	13.25	13.25
Nursing aides, orderlies and attendants	7.19	8.25	10.00	13.25	13.25
Cleaning and building service	-	-	-	-	-
Personal service	-	-	-	-	-

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

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

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 Indianapolis, IN, Metropolitan Statistical Area includes Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby 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.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to em-

ployment 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, as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1,000–2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. 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 new 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. For additional information on occupational leveling, see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of col-

lection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

Full-time worker. Any employee that the employer 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.

Straight-time. Time worked at the standard rate of pay for the job.

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate 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	2,580
Total in sample	435
Responding	229
Out of business or not in survey scope	34
Unable or refused to provide data	172

In this survey, the nonresponse rate 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 average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that

had average hourly wages at the 10th percentile or less for that occupation.

Note that the percentiles in earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Indianapolis, IN, January 2001**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	387,800	324,900	62,900
All excluding sales	360,000	297,200	62,800
White collar	184,100	143,800	40,300
White-collar excluding sales	156,300	116,100	40,200
Professional specialty and technical	67,900	43,000	24,800
Professional specialty	53,300	31,000	22,300
Technical	14,600	12,100	2,500
Executive, administrative, and managerial	27,800	22,400	5,400
Sales	27,800	27,800	–
Administrative support, including clerical	60,600	50,700	9,900
Blue collar	131,600	124,900	6,700
Precision production, craft, and repair	34,100	31,100	3,000
Machine operators, assemblers, and inspectors	38,200	38,100	–
Transportation and material moving	25,300	22,500	2,800
Handlers, equipment cleaners, helpers, and laborers	33,900	33,100	800
Service	72,200	56,200	16,000

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.