

Denver–Aurora–Boulder, CO National Compensation Survey June 2007



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March 2008

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 establishments and government agencies 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, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

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

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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	11
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	17
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers	19
6. Civilian workers: Hourly wage percentiles.....	25
7. Private industry workers: Hourly wage percentiles	28
8. State and local government workers: Hourly wage percentiles	31
9. Full-time civilian workers: Hourly wage percentiles	32
10. Part-time civilian workers: Hourly wage percentiles.....	35
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	36
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	40
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	43
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	44
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	45
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	47
17. Union and nonunion workers: Mean hourly earnings for major occupational groups	49
18. Time and incentive workers: Mean hourly earnings for major occupational groups	50
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group	51
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey	A – 5
Appendix table 2. Survey establishment response	A – 6
B. Standard Occupational Classification System.....	B – 1

Introduction

The tables in this bulletin summarize the NCS results for the Denver–Aurora–Boulder, CO, Combined Statistical Area (CSA). Data were collected between December 2006 and January 2008; the average reference month is June 2007. 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 an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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 800 detailed occupations, listed in Appendix B, 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Denver-Aurora-Boulder, CO CSA, June 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$22.25	2.9	36.1	\$21.86	3.3	36.1	\$25.47	2.5	36.5
Worker characteristics^{4,5}									
Management, professional, and related	33.15	3.0	38.7	33.76	3.5	38.9	30.23	2.5	37.9
Management, business, and financial	36.98	5.9	41.0	37.62	6.3	41.1	31.01	8.7	40.5
Professional and related	31.33	2.2	37.7	31.67	2.7	37.7	30.06	2.4	37.3
Service	11.77	6.0	30.1	10.20	7.2	29.7	19.91	11.1	32.2
Sales and office	18.29	8.3	35.4	18.34	8.7	35.3	17.28	3.0	36.8
Sales and related	20.82	16.9	34.2	20.83	16.9	34.2	—	—	—
Office and administrative support	16.24	2.8	36.4	16.14	3.1	36.3	17.33	3.0	37.1
Natural resources, construction, and maintenance	19.03	5.0	40.0	18.74	5.6	40.1	22.52	5.4	38.9
Construction and extraction	17.81	5.8	40.0	17.52	6.4	40.0	23.67	1.4	40.0
Installation, maintenance, and repair	22.60	6.3	39.9	22.76	7.1	40.2	21.70	10.0	38.2
Production, transportation, and material moving	14.93	5.3	36.7	14.84	5.5	36.6	17.52	7.1	38.2
Production	14.14	5.0	39.2	14.14	5.0	39.2	—	—	—
Transportation and material moving	15.69	7.2	34.6	15.57	7.8	34.4	17.52	7.1	38.2
Full time	23.48	3.0	39.9	23.05	3.4	39.9	27.10	2.1	40.0
Part time	11.98	3.4	20.4	11.83	3.7	20.2	13.08	8.4	22.0
Union	23.02	4.1	35.4	20.17	5.6	34.4	28.73	5.8	37.7
Nonunion	22.15	3.3	36.2	22.01	3.6	36.3	23.82	2.2	35.9
Time	21.53	2.5	36.1	21.01	2.9	36.0	25.47	2.5	36.5
Incentive	30.91	16.4	37.2	30.91	16.4	37.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	21.64	4.4	40.1	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	20.29	4.8	36.1	20.31	4.8	36.1	—	—	—
100-499 workers	21.65	6.3	35.1	21.68	6.4	35.1	20.27	1.4	38.6
500 workers or more	26.95	3.0	37.3	27.62	4.6	37.8	25.96	2.2	36.6

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

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.25	2.9	\$23.48	3.0	\$11.98	3.4
Management occupations	42.35	7.2	42.40	7.2	—	—
Level 9	25.44	8.7	25.43	8.9	—	—
Level 11	39.96	7.0	39.96	7.0	—	—
Level 12	41.10	8.3	41.10	8.3	—	—
Level 13	59.88	11.3	59.88	11.3	—	—
Not able to be leveled	46.35	12.0	46.35	12.0	—	—
General and operations managers	40.73	6.1	40.73	6.1	—	—
Level 11	48.41	8.4	48.41	8.4	—	—
Marketing and sales managers	69.25	13.3	71.83	11.0	—	—
Not able to be leveled	73.03	13.0	73.03	13.0	—	—
Marketing managers	77.87	11.7	—	—	—	—
Computer and information systems managers	56.66	1.1	56.66	1.1	—	—
Financial managers	34.99	10.0	34.99	10.0	—	—
Not able to be leveled	34.70	19.3	34.70	19.3	—	—
Construction managers	27.50	13.7	27.50	13.7	—	—
Education administrators	30.34	5.6	30.34	5.6	—	—
Engineering managers	58.88	11.4	58.88	11.4	—	—
Not able to be leveled	65.26	.6	65.26	.6	—	—
Medical and health services managers	40.77	5.3	40.77	5.3	—	—
Not able to be leveled	43.25	6.2	43.25	6.2	—	—
Property, real estate, and community association managers	39.40	15.7	39.40	15.7	—	—
Business and financial operations occupations	26.56	5.0	26.69	5.0	—	—
Level 6	18.75	8.5	18.75	8.5	—	—
Level 7	22.22	4.0	22.16	4.7	—	—
Level 8	23.52	4.7	23.52	4.7	—	—
Level 9	28.27	4.9	28.27	4.9	—	—
Level 10	32.72	6.7	32.72	6.7	—	—
Not able to be leveled	29.94	9.9	30.43	9.4	—	—
Buyers and purchasing agents	23.07	9.8	23.07	9.8	—	—
Human resources, training, and labor relations specialists	28.12	10.0	28.12	10.0	—	—
Level 9	27.06	13.6	27.06	13.6	—	—
Training and development specialists	30.68	6.0	30.68	6.0	—	—
Accountants and auditors	29.63	7.0	29.65	7.0	—	—
Level 9	29.48	8.2	29.48	8.2	—	—
Financial analysts and advisors	21.51	14.3	21.51	14.3	—	—
Computer and mathematical science occupations	35.44	4.4	35.51	4.4	—	—
Level 7	23.53	5.4	23.53	5.4	—	—
Level 9	33.52	6.5	33.52	6.5	—	—
Level 10	38.12	15.2	—	—	—	—
Level 11	39.23	4.3	39.23	4.3	—	—
Level 12	45.83	7.4	45.83	7.4	—	—
Level 13	60.76	1.5	60.76	1.5	—	—
Not able to be leveled	37.83	9.4	37.83	9.4	—	—
Computer programmers	35.86	9.9	35.86	9.9	—	—
Computer software engineers	40.66	10.7	40.66	10.7	—	—
Level 9	36.71	1.6	36.71	1.6	—	—
Not able to be leveled	40.88	12.6	40.88	12.6	—	—
Computer software engineers, applications	31.92	11.2	31.92	11.2	—	—
Computer software engineers, systems software	43.95	7.3	43.95	7.3	—	—
Level 9	37.28	1.3	37.28	1.3	—	—
Computer systems analysts	39.08	3.8	39.08	3.8	—	—
Not able to be leveled	34.98	4.0	34.98	4.0	—	—
Architecture and engineering occupations	34.04	4.5	34.21	4.1	—	—
Level 7	20.98	4.9	20.98	4.9	—	—
Level 8	26.20	4.0	26.20	4.0	—	—
Level 9	35.05	5.1	35.05	5.1	—	—
Level 11	39.19	5.5	39.19	5.5	—	—
Level 12	46.96	4.4	46.96	4.4	—	—
Not able to be leveled	45.00	10.3	45.00	10.3	—	—
Engineers	40.01	4.1	40.01	4.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Architecture and engineering occupations –Continued						
Engineers –Continued						
Level 8	\$30.47	5.0	\$30.47	5.0	–	–
Level 9	32.65	2.1	32.65	2.1	–	–
Level 11	43.47	3.8	43.47	3.8	–	–
Level 12	46.96	4.4	46.96	4.4	–	–
Not able to be leveled	49.23	11.1	49.23	11.1	–	–
Civil engineers	39.47	4.3	39.47	4.3	–	–
Electrical and electronics engineers	37.97	6.6	37.97	6.6	–	–
Electronics engineers, except computer	33.28	6.0	33.28	6.0	–	–
Drafters	23.77	1.6	24.72	1.5	–	–
Engineering technicians, except drafters	26.40	1.0	26.40	1.0	–	–
Life, physical, and social science occupations	27.31	4.9	27.22	4.9	–	–
Not able to be leveled	25.95	5.0	25.95	5.0	–	–
Physical scientists	31.60	4.3	31.60	4.3	–	–
Community and social services occupations	20.93	10.3	20.93	10.5	–	–
Level 7	18.59	8.1	18.59	8.1	–	–
Counselors	24.68	22.5	24.68	22.5	–	–
Social workers	20.69	4.3	20.69	4.3	–	–
Miscellaneous community and social service specialists	18.63	13.3	18.63	13.3	–	–
Education, training, and library occupations	30.27	6.5	32.09	6.9	\$14.71	8.1
Level 4	13.83	5.7	13.83	5.7	–	–
Level 7	25.92	5.9	27.81	6.9	–	–
Level 9	34.78	2.5	34.74	2.6	–	–
Not able to be leveled	36.64	16.8	49.30	9.2	–	–
Postsecondary teachers	44.62	8.5	44.70	8.6	–	–
Not able to be leveled	54.29	2.9	54.51	2.7	–	–
Primary, secondary, and special education school teachers	30.00	5.5	32.62	4.2	15.00	16.2
Level 7	27.24	7.0	27.81	6.9	–	–
Level 9	34.88	2.6	34.84	2.6	–	–
Elementary and middle school teachers	30.30	6.3	34.72	1.0	14.97	16.0
Level 7	31.42	1.9	32.67	1.9	–	–
Level 9	35.84	.2	35.82	.2	–	–
Elementary school teachers, except special education	29.89	6.8	34.75	.4	14.97	16.0
Level 7	31.41	6.5	–	–	–	–
Level 9	35.69	.3	35.66	.7	–	–
Middle school teachers, except special and vocational education	34.48	5.9	34.48	5.9	–	–
Secondary school teachers	36.57	2.5	36.57	2.5	–	–
Level 9	37.16	1.0	37.16	1.0	–	–
Secondary school teachers, except special and vocational education	36.83	1.8	36.84	1.8	–	–
Level 9	37.49	.1	37.50	.1	–	–
Teacher assistants	12.38	2.5	12.38	2.5	–	–
Level 4	13.17	2.1	13.17	2.1	–	–
Arts, design, entertainment, sports, and media occupations	23.08	6.9	23.28	6.7	–	–
Level 9	27.51	4.2	27.35	4.3	–	–
Not able to be leveled	23.33	12.9	–	–	–	–
Designers	19.82	6.4	19.82	6.4	–	–
Writers and editors	33.04	20.1	33.04	20.1	–	–
Editors	33.04	20.1	33.04	20.1	–	–
Healthcare practitioner and technical occupations	33.70	10.9	34.38	12.2	30.37	4.6
Level 3	15.07	1.4	–	–	–	–
Level 4	15.11	6.6	15.53	7.1	–	–
Level 5	18.63	10.3	18.60	10.8	–	–
Level 7	27.80	8.7	–	–	27.76	11.1
Level 8	29.56	2.2	29.88	2.3	28.58	4.1
Level 9	35.31	11.9	35.27	14.9	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Level 11	\$41.95	7.3	—	—	—	—
Pharmacists	32.11	17.6	—	—	—	—
Registered nurses	34.16	5.3	\$34.39	6.6	\$33.40	4.5
Level 7	32.28	9.0	—	—	—	—
Level 8	29.42	2.0	29.46	2.3	29.30	3.9
Level 9	35.89	11.9	36.03	15.6	—	—
Not able to be leveled	36.30	2.6	36.60	2.9	—	—
Therapists	28.10	8.5	28.17	8.8	—	—
Respiratory therapists	22.48	7.6	—	—	—	—
Medical and clinical laboratory technologists	24.64	5.7	—	—	—	—
Health diagnosing and treating practitioner support technicians	17.82	3.8	—	—	—	—
Licensed practical and licensed vocational nurses	21.11	4.1	—	—	—	—
Healthcare support occupations	15.00	4.6	15.16	4.8	12.60	5.4
Level 2	12.53	3.7	12.57	4.0	—	—
Level 3	13.74	2.1	13.97	2.2	—	—
Level 4	15.62	4.5	15.90	3.8	—	—
Nursing, psychiatric, and home health aides	12.99	2.1	13.02	2.6	—	—
Level 2	12.52	3.7	12.56	4.0	—	—
Level 3	13.78	2.8	13.98	3.2	—	—
Level 4	—	—	14.13	.3	—	—
Nursing aides, orderlies, and attendants	12.99	2.1	13.02	2.6	—	—
Level 2	12.52	3.7	12.56	4.0	—	—
Level 3	13.78	2.8	13.98	3.2	—	—
Miscellaneous healthcare support occupations	17.51	6.2	17.73	6.1	—	—
Level 4	16.24	4.1	16.56	2.6	—	—
Medical assistants	17.06	3.3	17.36	1.9	—	—
Level 4	15.94	4.8	—	—	—	—
Protective service occupations	23.90	16.1	26.28	11.9	16.29	27.5
Level 3	10.81	6.4	—	—	10.81	6.4
Level 6	22.73	7.7	22.73	7.7	—	—
Level 7	26.93	1.5	26.93	1.5	—	—
Police officers	28.05	5.4	28.05	5.4	—	—
Police and sheriff's patrol officers	28.05	5.4	28.05	5.4	—	—
Food preparation and serving related occupations	8.37	10.3	8.72	13.7	7.74	7.3
Level 1	7.07	18.0	7.07	18.4	7.06	21.1
Level 2	8.62	2.0	10.64	4.4	7.88	.5
Level 3	7.76	3.9	7.51	2.5	8.90	6.7
Level 4	9.95	14.3	9.97	14.8	—	—
First-line supervisors/managers, food preparation and serving workers	13.86	10.1	13.86	10.1	—	—
First-line supervisors/managers of food preparation and serving workers	13.83	11.5	13.83	11.5	—	—
Cooks	10.84	8.7	10.97	10.9	—	—
Level 3	10.09	5.1	10.04	7.1	—	—
Cooks, institution and cafeteria	12.24	2.3	—	—	—	—
Cooks, restaurant	10.81	2.2	10.94	1.4	—	—
Level 3	10.90	2.1	10.90	2.1	—	—
Food preparation workers	9.14	7.2	9.14	7.2	—	—
Food service, tipped	4.05	13.7	4.12	15.8	3.85	12.5
Level 1	3.70	8.6	—	—	3.39	20.1
Level 3	3.77	12.4	—	—	—	—
Waiters and waitresses	3.57	9.2	3.54	13.2	3.62	9.6
Level 1	3.41	8.0	—	—	—	—
Level 3	3.53	24.3	—	—	—	—
Fast food and counter workers	8.71	5.7	10.97	5.6	7.91	2.5
Level 2	8.32	5.8	—	—	7.57	.2
Level 3	9.94	11.2	—	—	—	—
Combined food preparation and serving workers, including fast food	8.87	5.4	11.38	5.0	7.98	3.1
Level 2	8.31	6.0	—	—	7.51	1.0

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations —Continued						
Combined food preparation and serving workers, including fast food —Continued						
Level 3	\$10.21	13.2	—	—	—	—
Food servers, nonrestaurant	12.74	13.5	—	—	\$13.40	26.3
Building and grounds cleaning and maintenance occupations	11.15	9.7	\$11.30	10.7	8.49	4.1
Level 1	9.54	7.4	9.65	9.0	8.28	5.0
Level 2	12.35	6.5	12.36	6.5	—	—
Level 3	11.35	4.7	11.37	4.8	—	—
Building cleaning workers	10.49	8.5	10.61	9.5	8.55	4.1
Level 1	9.11	5.3	9.18	6.4	—	—
Level 2	12.35	6.5	12.36	6.5	—	—
Level 3	11.26	4.9	11.28	5.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.69	5.5	12.07	5.4	8.55	4.1
Level 1	9.66	7.9	10.04	9.1	—	—
Level 2	12.97	4.6	12.98	4.7	—	—
Level 3	11.18	5.0	11.19	5.2	—	—
Maids and housekeeping cleaners	8.98	1.9	8.98	1.9	—	—
Level 1	8.77	.0	8.77	.0	—	—
Grounds maintenance workers	16.69	13.7	—	—	—	—
Personal care and service occupations	11.34	8.0	—	—	9.74	8.2
Level 1	8.08	5.0	—	—	8.08	5.0
Level 3	10.90	10.2	—	—	10.85	11.2
Ushers, lobby attendants, and ticket takers	8.24	6.0	—	—	8.24	6.0
Miscellaneous entertainment attendants and related workers	7.72	5.7	—	—	7.72	5.7
Amusement and recreation attendants	7.72	5.7	—	—	7.72	5.7
Recreation and fitness workers	13.17	3.6	—	—	13.17	3.6
Sales and related occupations	20.82	16.9	23.64	17.5	9.15	7.8
Level 2	8.96	8.7	9.93	20.4	8.20	3.3
Level 3	10.43	6.1	10.64	6.4	10.00	8.9
Level 4	13.28	2.2	13.41	2.1	12.17	21.0
Level 5	25.58	12.3	25.58	12.3	—	—
Level 6	25.59	27.7	25.59	27.7	—	—
Level 7	39.26	18.3	39.26	18.3	—	—
Not able to be leveled	29.02	23.3	30.11	21.6	—	—
First-line supervisors/managers, sales workers	12.97	18.5	12.97	18.5	—	—
First-line supervisors/managers of retail sales workers	13.11	18.2	13.11	18.2	—	—
Retail sales workers	11.80	3.9	12.72	4.3	9.05	1.6
Level 1	8.41	1.6	—	—	—	—
Level 2	9.17	7.8	10.11	19.9	8.32	5.1
Level 3	10.21	5.1	10.65	6.5	9.20	3.7
Level 4	14.81	2.5	14.88	2.8	—	—
Cashiers, all workers	10.42	6.3	10.84	7.1	9.56	2.2
Level 2	8.74	2.3	—	—	9.04	2.0
Level 3	10.72	12.1	11.43	14.7	9.59	2.7
Cashiers	10.42	6.3	10.84	7.1	9.56	2.2
Level 2	8.74	2.3	—	—	9.04	2.0
Level 3	10.72	12.1	11.43	14.7	9.59	2.7
Counter and rental clerks and parts salespersons	12.97	29.3	—	—	—	—
Retail salespersons	12.68	2.9	13.77	4.6	8.64	2.3
Level 2	9.62	9.2	—	—	—	—
Level 3	10.51	2.3	—	—	—	—
Level 4	14.20	3.9	14.29	4.6	—	—
Sales representatives, wholesale and manufacturing	37.25	6.1	37.25	6.1	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.17	5.9	29.17	5.9	—	—
Miscellaneous sales and related workers	11.23	30.9	—	—	—	—
Office and administrative support occupations	16.24	2.8	16.53	3.1	13.79	5.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
–Continued						
Level 1	\$9.30	13.0	–	–	–	–
Level 2	12.07	11.1	\$13.20	10.5	\$9.32	9.7
Level 3	12.41	1.4	12.44	2.5	12.28	6.7
Level 4	15.01	3.4	15.04	3.7	14.58	5.5
Level 5	17.50	2.7	17.63	2.8	–	–
Level 6	19.71	3.0	19.71	3.0	–	–
Level 7	21.91	4.1	21.85	4.3	–	–
Not able to be leveled	17.41	7.2	17.90	7.7	–	–
First-line supervisors/managers of office and administrative support workers	22.26	6.8	22.26	6.8	–	–
Financial clerks	14.88	3.6	14.91	3.7	–	–
Level 3	11.30	3.3	11.28	3.3	–	–
Level 4	14.17	6.5	14.17	6.5	–	–
Level 5	15.83	5.7	16.01	6.2	–	–
Level 6	19.89	2.2	19.89	2.2	–	–
Bookkeeping, accounting, and auditing clerks	14.94	5.4	14.99	5.6	–	–
Level 4	13.60	9.2	13.60	9.2	–	–
Level 5	16.07	6.2	16.34	6.7	–	–
Tellers	12.18	1.3	12.19	1.3	–	–
Customer service representatives	14.38	2.7	14.85	4.2	–	–
Level 4	13.83	6.5	13.83	6.5	–	–
Interviewers, except eligibility and loan	13.81	3.0	14.39	2.4	–	–
Receptionists and information clerks	12.95	4.5	13.20	3.6	11.46	11.3
Dispatchers	19.37	8.8	19.37	8.8	–	–
Production, planning, and expediting clerks	21.21	8.1	21.21	8.1	–	–
Shipping, receiving, and traffic clerks	12.85	4.7	–	–	–	–
Stock clerks and order fillers	12.45	13.0	13.11	12.6	10.75	1.6
Level 3	14.42	3.3	–	–	–	–
Level 4	15.66	2.5	–	–	–	–
Secretaries and administrative assistants	19.33	4.6	19.25	4.5	19.91	9.1
Level 4	16.57	4.1	16.58	4.2	–	–
Level 5	19.16	5.4	19.16	5.4	–	–
Level 6	21.75	6.7	21.75	6.7	–	–
Level 7	21.86	5.4	21.58	6.3	–	–
Executive secretaries and administrative assistants	21.32	3.7	21.64	3.5	–	–
Level 6	23.81	8.6	23.81	8.6	–	–
Level 7	22.53	7.0	22.44	9.0	–	–
Medical secretaries	16.57	4.2	16.63	4.1	–	–
Secretaries, except legal, medical, and executive	17.09	4.8	17.00	4.8	–	–
Level 4	15.75	3.5	15.76	3.5	–	–
Data entry and information processing workers	13.86	8.3	–	–	–	–
Data entry keyers	13.86	8.3	–	–	–	–
Office clerks, general	15.52	3.9	16.11	4.0	13.66	2.8
Level 3	12.31	3.8	12.14	4.4	–	–
Level 4	15.48	4.4	15.76	5.0	–	–
Level 5	17.55	3.4	17.57	3.5	–	–
Construction and extraction occupations	17.81	5.8	17.86	5.6	–	–
Level 4	14.60	4.0	14.64	4.0	–	–
Level 5	19.18	8.1	19.18	8.1	–	–
Level 6	19.74	7.5	19.74	7.5	–	–
First-line supervisors/managers of construction trades and extraction workers	25.80	10.1	25.80	10.1	–	–
Carpenters	19.14	2.6	–	–	–	–
Construction laborers	14.41	4.1	14.41	4.1	–	–
Construction equipment operators	21.17	4.0	21.17	4.0	–	–
Pipelayers, plumbers, pipefitters, and steamfitters	23.09	3.4	23.09	3.4	–	–
Roofers	13.20	.0	13.20	.0	–	–
Level 4	13.20	.0	13.20	.0	–	–
Installation, maintenance, and repair occupations	22.60	6.3	23.01	5.9	–	–
Level 5	18.82	6.5	18.82	6.5	–	–
Level 6	29.94	17.9	31.86	18.7	–	–
Level 7	25.40	5.0	25.40	5.0	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
–Continued						
Not able to be leveled	\$20.32	11.9	\$22.05	9.0	–	–
Industrial machinery installation, repair, and maintenance workers	19.93	9.4	21.79	6.5	–	–
Level 6	19.36	14.8	–	–	–	–
Level 7	24.66	4.7	24.66	4.7	–	–
Industrial machinery mechanics	23.43	.6	23.43	.6	–	–
Maintenance and repair workers, general	18.65	14.9	21.20	10.2	–	–
Miscellaneous installation, maintenance, and repair workers	20.64	9.1	20.64	9.1	–	–
Production occupations	14.14	5.0	14.27	5.1	\$10.77	3.7
Level 1	9.78	4.1	9.82	3.8	–	–
Level 2	10.14	2.7	10.15	2.8	–	–
Level 3	12.33	8.6	12.54	10.2	–	–
Level 4	13.34	3.3	13.34	3.3	–	–
Level 5	16.83	4.5	16.88	4.6	–	–
Level 6	18.77	9.8	18.77	9.8	–	–
Level 7	21.59	2.4	21.59	2.4	–	–
Not able to be leveled	17.90	11.6	18.08	11.1	–	–
Electrical, electronics, and electromechanical assemblers	14.10	14.1	17.10	13.3	–	–
Electrical and electronic equipment assemblers	14.10	14.1	17.10	13.3	–	–
Miscellaneous assemblers and fabricators	13.84	9.5	13.84	9.5	–	–
Level 3	15.20	.0	15.20	.0	–	–
Butchers and other meat, poultry, and fish processing workers	11.82	9.0	11.82	9.0	–	–
Level 3	11.62	1.1	11.62	1.1	–	–
Slaughterers and meat packers	10.45	.5	10.45	.5	–	–
Printers	19.39	12.2	19.39	12.2	–	–
Inspectors, testers, sorters, samplers, and weighers	17.66	4.9	17.66	4.9	–	–
Miscellaneous production workers	10.92	2.6	10.96	2.5	–	–
Level 2	10.60	.9	–	–	–	–
Transportation and material moving occupations	15.69	7.2	16.40	7.9	10.47	3.9
Level 1	10.51	4.5	11.01	3.6	9.43	10.1
Level 2	11.60	4.4	11.94	4.5	–	–
Level 3	15.71	3.4	15.74	3.5	–	–
Level 4	17.42	8.3	17.42	8.3	–	–
Level 5	16.80	4.9	16.81	4.9	–	–
Bus drivers	14.29	17.9	–	–	–	–
Driver/sales workers and truck drivers	15.22	2.3	15.46	1.9	–	–
Level 3	14.29	5.8	14.29	5.8	–	–
Level 4	20.94	4.8	20.94	4.8	–	–
Level 5	16.81	5.2	16.83	5.2	–	–
Truck drivers, heavy and tractor-trailer	18.12	6.9	18.12	6.9	–	–
Level 5	16.82	5.3	16.82	5.3	–	–
Truck drivers, light or delivery services	13.93	6.7	13.93	6.7	–	–
Industrial truck and tractor operators	12.19	4.2	12.19	4.2	–	–
Laborers and material movers, hand	13.13	7.4	14.47	8.9	9.93	3.5
Level 1	10.80	8.5	11.65	9.4	9.59	11.7
Level 2	11.18	4.6	11.87	4.3	–	–
Level 4	17.18	15.0	17.18	15.0	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Laborers and freight, stock, and material movers, hand	\$14.57	8.7	\$15.91	12.2	—	—
Level 1	11.74	9.0	—	—	—	—
Packers and packagers, hand	10.57	8.7	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.86	3.3	\$23.05	3.4	\$11.83	3.7
Management occupations	43.55	7.6	43.62	7.7	—	—
Level 9	26.08	10.1	26.08	10.3	—	—
Level 11	40.13	7.4	40.13	7.4	—	—
Level 12	41.10	8.3	41.10	8.3	—	—
Level 13	63.03	12.0	63.03	12.0	—	—
Not able to be leveled	48.81	13.0	48.81	13.0	—	—
General and operations managers	40.40	6.3	40.40	6.3	—	—
Level 11	48.41	8.4	48.41	8.4	—	—
Marketing and sales managers	69.25	13.3	71.83	11.0	—	—
Not able to be leveled	73.03	13.0	73.03	13.0	—	—
Marketing managers	77.87	11.7	—	—	—	—
Computer and information systems managers	56.66	1.1	56.66	1.1	—	—
Financial managers	34.99	10.0	34.99	10.0	—	—
Not able to be leveled	34.70	19.3	34.70	19.3	—	—
Construction managers	27.50	13.7	27.50	13.7	—	—
Engineering managers	58.88	11.4	58.88	11.4	—	—
Not able to be leveled	65.26	.6	65.26	.6	—	—
Medical and health services managers	39.92	5.6	39.92	5.6	—	—
Property, real estate, and community association managers	40.33	17.3	40.33	17.3	—	—
Business and financial operations occupations	26.53	5.4	26.61	5.4	—	—
Level 6	18.75	8.5	18.75	8.5	—	—
Level 7	22.13	4.7	22.16	4.7	—	—
Level 8	23.52	4.7	23.52	4.7	—	—
Level 9	28.38	5.8	28.38	5.8	—	—
Level 10	32.72	6.7	32.72	6.7	—	—
Not able to be leveled	29.94	9.9	30.43	9.4	—	—
Buyers and purchasing agents	23.07	9.8	23.07	9.8	—	—
Human resources, training, and labor relations specialists	27.07	11.6	27.07	11.6	—	—
Accountants and auditors	30.07	7.1	30.10	7.1	—	—
Level 9	30.79	8.2	30.79	8.2	—	—
Financial analysts and advisors	21.51	14.3	21.51	14.3	—	—
Computer and mathematical science occupations	35.48	4.4	35.55	4.4	—	—
Level 9	33.52	6.5	33.52	6.5	—	—
Level 10	38.12	15.2	—	—	—	—
Level 11	39.23	4.3	39.23	4.3	—	—
Level 12	45.83	7.4	45.83	7.4	—	—
Level 13	60.76	1.5	60.76	1.5	—	—
Not able to be leveled	37.83	9.4	37.83	9.4	—	—
Computer programmers	35.86	9.9	35.86	9.9	—	—
Computer software engineers	40.66	10.7	40.66	10.7	—	—
Level 9	36.71	1.6	36.71	1.6	—	—
Not able to be leveled	40.88	12.6	40.88	12.6	—	—
Computer software engineers, applications	31.92	11.2	31.92	11.2	—	—
Computer software engineers, systems software	43.95	7.3	43.95	7.3	—	—
Level 9	37.28	1.3	37.28	1.3	—	—
Computer systems analysts	39.35	3.8	39.35	3.8	—	—
Not able to be leveled	34.98	4.0	34.98	4.0	—	—
Architecture and engineering occupations	34.09	4.5	34.25	4.1	—	—
Level 7	20.98	4.9	20.98	4.9	—	—
Level 8	26.20	4.0	26.20	4.0	—	—
Level 9	35.05	5.1	35.05	5.1	—	—
Level 11	39.13	5.7	39.13	5.7	—	—
Level 12	46.96	4.4	46.96	4.4	—	—
Not able to be leveled	45.00	10.3	45.00	10.3	—	—
Engineers	40.00	4.1	40.00	4.1	—	—
Level 8	30.47	5.0	30.47	5.0	—	—
Level 9	32.65	2.1	32.65	2.1	—	—
Level 11	43.61	4.0	43.61	4.0	—	—
Level 12	46.96	4.4	46.96	4.4	—	—
Not able to be leveled	49.23	11.1	49.23	11.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Architecture and engineering occupations –Continued						
Civil engineers	\$39.42	4.4	\$39.42	4.4	–	–
Electrical and electronics engineers	37.97	6.6	37.97	6.6	–	–
Electronics engineers, except computer	33.28	6.0	33.28	6.0	–	–
Drafters	23.77	1.6	24.72	1.5	–	–
Engineering technicians, except drafters	26.40	1.0	26.40	1.0	–	–
Life, physical, and social science occupations	29.15	8.6	29.15	8.6	–	–
Community and social services occupations	18.71	9.0	18.66	9.1	–	–
Level 7	16.19	6.1	16.19	6.1	–	–
Counselors	17.40	10.0	17.40	10.0	–	–
Education, training, and library occupations	23.46	16.1	23.37	16.5	\$26.93	10.4
Level 9	21.39	15.9	–	–	–	–
Postsecondary teachers	35.95	10.9	35.95	10.9	–	–
Primary, secondary, and special education school teachers	20.37	14.3	19.96	14.1	–	–
Elementary and middle school teachers	32.61	.9	32.98	.8	–	–
Elementary school teachers, except special education	33.03	.5	33.61	1.8	–	–
Arts, design, entertainment, sports, and media occupations	23.76	7.6	23.61	7.2	–	–
Level 9	28.70	3.2	–	–	–	–
Designers	19.82	6.4	19.82	6.4	–	–
Writers and editors	33.04	20.1	33.04	20.1	–	–
Editors	33.04	20.1	33.04	20.1	–	–
Healthcare practitioner and technical occupations	33.73	12.0	34.41	13.7	30.61	4.6
Level 3	15.07	1.4	–	–	–	–
Level 4	15.11	6.6	15.53	7.1	–	–
Level 5	18.63	10.3	18.60	10.8	–	–
Level 7	27.80	8.7	–	–	27.76	11.1
Level 8	29.32	1.8	29.32	1.8	29.32	3.1
Level 9	35.90	14.2	36.04	18.6	–	–
Level 11	41.95	7.3	–	–	–	–
Pharmacists	32.11	17.6	–	–	–	–
Registered nurses	34.57	5.9	34.78	7.7	33.99	4.1
Level 7	32.28	9.0	–	–	–	–
Level 8	29.11	.7	28.72	.7	30.52	1.2
Level 9	37.30	12.4	38.10	16.6	–	–
Therapists	25.67	7.5	25.63	7.9	–	–
Respiratory therapists	22.48	7.6	–	–	–	–
Medical and clinical laboratory technologists	24.64	5.7	–	–	–	–
Health diagnosing and treating practitioner support technicians	17.82	3.8	–	–	–	–
Licensed practical and licensed vocational nurses	21.11	4.1	–	–	–	–
Healthcare support occupations	15.02	4.7	15.17	4.9	12.72	5.7
Level 2	12.53	3.7	12.57	4.0	–	–
Level 3	13.53	1.4	13.69	2.0	–	–
Level 4	15.62	4.5	15.90	3.8	–	–
Nursing, psychiatric, and home health aides	12.88	2.0	12.91	2.6	–	–
Level 2	12.52	3.7	12.56	4.0	–	–
Level 3	13.25	.8	13.50	2.9	–	–
Level 4	–	–	14.13	.3	–	–
Nursing aides, orderlies, and attendants	12.88	2.0	12.91	2.6	–	–
Level 2	12.52	3.7	12.56	4.0	–	–
Level 3	13.25	.8	13.50	2.9	–	–
Miscellaneous healthcare support occupations	17.56	6.2	17.73	6.1	–	–
Level 4	16.24	4.1	16.56	2.6	–	–
Medical assistants	17.06	3.3	17.36	1.9	–	–
Level 4	15.94	4.8	–	–	–	–
Food preparation and serving related occupations	8.35	10.4	8.71	13.8	7.73	7.4

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
-Continued						
Level 1	\$7.07	18.0	\$7.07	18.4	\$7.06	21.1
Level 2	8.58	1.9	10.57	4.5	7.87	.4
Level 3	7.76	3.9	7.51	2.5	8.87	6.8
Level 4	9.95	14.3	9.97	14.8	-	-
First-line supervisors/managers, food preparation and serving workers	13.86	10.1	13.86	10.1	-	-
First-line supervisors/managers of food preparation and serving workers	13.83	11.5	13.83	11.5	-	-
Cooks	10.84	8.7	10.97	10.9	-	-
Level 3	10.09	5.1	10.04	7.1	-	-
Cooks, institution and cafeteria	12.24	2.3	-	-	-	-
Cooks, restaurant	10.81	2.2	10.94	1.4	-	-
Level 3	10.90	2.1	10.90	2.1	-	-
Food preparation workers	9.14	7.2	9.14	7.2	-	-
Food service, tipped	4.05	13.7	4.12	15.8	3.85	12.5
Level 1	3.70	8.6	-	-	3.39	20.1
Level 3	3.77	12.4	-	-	-	-
Waiters and waitresses	3.57	9.2	3.54	13.2	3.62	9.6
Level 1	3.41	8.0	-	-	-	-
Level 3	3.53	24.3	-	-	-	-
Fast food and counter workers	8.67	5.9	10.94	5.9	7.89	2.6
Level 2	8.22	6.4	-	-	7.54	.1
Level 3	9.93	11.4	-	-	-	-
Combined food preparation and serving workers, including fast food	8.82	5.6	-	-	7.96	3.2
Level 2	8.20	6.6	-	-	-	-
Level 3	10.20	13.5	-	-	-	-
Food servers, nonrestaurant	12.74	13.5	-	-	13.40	26.3
Building and grounds cleaning and maintenance occupations	10.36	8.2	10.47	9.3	8.68	3.7
Level 1	9.48	7.8	9.57	9.5	-	-
Level 2	12.19	7.5	12.20	7.5	-	-
Level 3	10.71	7.8	10.70	8.3	-	-
Building cleaning workers	10.10	8.3	10.20	9.3	8.68	3.7
Level 1	9.00	5.2	9.05	6.1	-	-
Level 2	12.19	7.5	12.20	7.5	-	-
Level 3	10.50	8.3	10.48	8.8	-	-
Janitors and cleaners, except maids and housekeeping cleaners	11.27	6.5	11.68	6.5	8.68	3.7
Level 1	9.46	9.8	9.83	11.9	-	-
Level 2	12.85	5.3	12.87	5.4	-	-
Level 3	10.06	5.9	-	-	-	-
Maids and housekeeping cleaners	8.98	1.9	8.98	1.9	-	-
Level 1	8.77	.0	8.77	.0	-	-
Personal care and service occupations	11.75	11.8	-	-	9.39	11.3
Level 1	8.29	6.3	-	-	8.29	6.3
Level 3	10.80	14.3	-	-	10.80	14.3
Sales and related occupations	20.83	16.9	23.64	17.5	9.16	7.9
Level 2	8.97	8.8	9.93	20.4	8.21	3.3
Level 3	10.43	6.1	10.64	6.4	10.00	8.9
Level 4	13.28	2.2	13.41	2.1	12.17	21.0
Level 5	25.58	12.3	25.58	12.3	-	-
Level 6	25.59	27.7	25.59	27.7	-	-
Level 7	39.26	18.3	39.26	18.3	-	-
Not able to be leveled	29.02	23.3	30.11	21.6	-	-
First-line supervisors/managers, sales workers	12.97	18.5	12.97	18.5	-	-
First-line supervisors/managers of retail sales workers	13.11	18.2	13.11	18.2	-	-
Retail sales workers	11.81	4.0	12.72	4.3	9.06	1.6
Level 1	8.41	1.6	-	-	-	-
Level 2	9.18	7.9	10.11	19.9	8.34	5.1
Level 3	10.21	5.1	10.65	6.5	9.20	3.7

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Retail sales workers —Continued						
Level 4	\$14.81	2.5	\$14.88	2.8	—	—
Cashiers, all workers	10.43	6.3	10.84	7.1	\$9.58	2.2
Level 2	8.76	2.4	—	—	—	—
Level 3	10.72	12.1	11.43	14.7	9.59	2.7
Cashiers	10.43	6.3	10.84	7.1	9.58	2.2
Level 2	8.76	2.4	—	—	—	—
Level 3	10.72	12.1	11.43	14.7	9.59	2.7
Counter and rental clerks and parts salespersons	12.97	29.3	—	—	—	—
Retail salespersons	12.68	2.9	13.77	4.6	8.64	2.3
Level 2	9.62	9.2	—	—	—	—
Level 3	10.51	2.3	—	—	—	—
Level 4	14.20	3.9	14.29	4.6	—	—
Sales representatives, wholesale and manufacturing	37.25	6.1	37.25	6.1	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.17	5.9	29.17	5.9	—	—
Miscellaneous sales and related workers	11.23	30.9	—	—	—	—
Office and administrative support occupations						
Level 1	9.30	13.0	—	—	—	—
Level 2	12.07	11.1	13.20	10.5	9.32	9.7
Level 3	12.37	1.6	12.43	2.8	12.15	8.0
Level 4	15.02	3.6	15.04	3.9	14.70	5.4
Level 5	17.05	3.0	17.18	3.1	—	—
Level 6	19.85	3.6	19.85	3.6	—	—
Level 7	21.91	4.1	21.85	4.3	—	—
Not able to be leveled	17.22	7.7	17.70	8.3	—	—
First-line supervisors/managers of office and administrative support workers	22.26	6.8	22.26	6.8	—	—
Financial clerks	14.83	3.7	14.86	3.8	—	—
Level 3	11.30	3.3	11.28	3.3	—	—
Level 4	14.17	6.5	14.17	6.5	—	—
Level 5	15.84	5.8	16.03	6.3	—	—
Level 6	19.87	2.4	19.87	2.4	—	—
Bookkeeping, accounting, and auditing clerks	14.86	5.6	14.90	5.8	—	—
Level 4	13.60	9.2	13.60	9.2	—	—
Level 5	16.09	6.4	16.37	6.9	—	—
Tellers	12.18	1.3	12.19	1.3	—	—
Customer service representatives	14.38	2.7	14.85	4.2	—	—
Level 4	13.83	6.5	13.83	6.5	—	—
Interviewers, except eligibility and loan	13.20	1.8	—	—	—	—
Receptionists and information clerks	12.95	4.5	13.20	3.6	11.46	11.3
Production, planning, and expediting clerks	20.96	10.1	20.96	10.1	—	—
Shipping, receiving, and traffic clerks	12.85	4.7	—	—	—	—
Stock clerks and order fillers	12.45	13.0	13.11	12.6	10.75	1.6
Level 3	14.42	3.3	—	—	—	—
Level 4	15.66	2.5	—	—	—	—
Secretaries and administrative assistants	19.33	5.1	19.23	5.1	19.91	9.1
Level 4	16.67	4.4	16.68	4.4	—	—
Level 6	21.80	7.8	21.80	7.8	—	—
Level 7	21.86	5.4	21.58	6.3	—	—
Executive secretaries and administrative assistants	21.51	3.8	21.94	3.5	—	—
Level 6	23.81	8.6	23.81	8.6	—	—
Level 7	22.53	7.0	22.44	9.0	—	—
Medical secretaries	16.57	4.2	16.63	4.1	—	—
Secretaries, except legal, medical, and executive	16.99	5.6	16.88	5.6	—	—
Level 4	15.75	3.5	15.76	3.5	—	—
Data entry and information processing workers	13.86	8.3	—	—	—	—
Data entry keyers	13.86	8.3	—	—	—	—
Office clerks, general	15.56	4.7	16.21	4.9	13.70	3.2
Level 3	11.61	7.4	—	—	—	—
Level 4	15.55	5.3	15.82	6.3	—	—
Level 5	17.51	4.8	17.51	4.8	—	—
Construction and extraction occupations						
	17.52	6.4	17.57	6.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and extraction occupations —Continued						
Level 4	\$14.45	3.3	\$14.48	3.3	—	—
Level 5	19.22	8.7	19.22	8.7	—	—
Carpenters	19.14	2.6	—	—	—	—
Construction laborers	14.41	4.1	14.41	4.1	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	23.09	3.4	23.09	3.4	—	—
Roofers	13.20	.0	13.20	.0	—	—
Level 4	13.20	.0	13.20	.0	—	—
Installation, maintenance, and repair occupations	22.76	7.1	23.00	6.7	—	—
Level 5	18.78	8.2	18.78	8.2	—	—
Level 6	34.29	19.8	34.29	19.8	—	—
Level 7	24.71	6.4	24.71	6.4	—	—
Not able to be leveled	20.32	11.9	22.05	9.0	—	—
Industrial machinery installation, repair, and maintenance workers	19.68	13.3	21.93	6.7	—	—
Industrial machinery mechanics	23.43	.6	23.43	.6	—	—
Miscellaneous installation, maintenance, and repair workers	20.57	9.8	20.57	9.8	—	—
Production occupations	14.14	5.0	14.27	5.1	\$10.77	3.7
Level 1	9.78	4.1	9.82	3.8	—	—
Level 2	10.14	2.7	10.15	2.8	—	—
Level 3	12.33	8.6	12.54	10.2	—	—
Level 4	13.34	3.3	13.34	3.3	—	—
Level 5	16.83	4.5	16.88	4.6	—	—
Level 6	18.77	9.8	18.77	9.8	—	—
Level 7	21.59	2.4	21.59	2.4	—	—
Not able to be leveled	17.90	11.6	18.08	11.1	—	—
Electrical, electronics, and electromechanical assemblers	14.10	14.1	17.10	13.3	—	—
Electrical and electronic equipment assemblers	14.10	14.1	17.10	13.3	—	—
Miscellaneous assemblers and fabricators	13.84	9.5	13.84	9.5	—	—
Level 3	15.20	.0	15.20	.0	—	—
Butchers and other meat, poultry, and fish processing workers	11.82	9.0	11.82	9.0	—	—
Level 3	11.62	1.1	11.62	1.1	—	—
Slaughterers and meat packers	10.45	.5	10.45	.5	—	—
Printers	19.39	12.2	19.39	12.2	—	—
Inspectors, testers, sorters, samplers, and weighers	17.66	4.9	17.66	4.9	—	—
Miscellaneous production workers	10.92	2.6	10.96	2.5	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Miscellaneous production workers —Continued						
Level 2	\$10.60	0.9	—	—	—	—
Transportation and material moving occupations	15.57	7.8	\$16.30	8.5	\$10.23	3.0
Level 1	10.51	4.5	11.01	3.6	9.43	10.1
Level 2	11.48	4.5	11.81	4.7	—	—
Level 3	15.48	3.7	15.48	3.7	—	—
Level 4	17.16	8.7	17.16	8.7	—	—
Level 5	16.71	5.4	16.73	5.4	—	—
Driver/sales workers and truck drivers	15.00	2.2	15.24	1.7	—	—
Level 3	14.29	5.8	14.29	5.8	—	—
Level 4	20.64	5.5	20.64	5.5	—	—
Level 5	16.72	5.8	16.74	5.8	—	—
Truck drivers, heavy and tractor-trailer	17.81	7.3	17.81	7.3	—	—
Level 5	16.73	5.9	16.73	5.9	—	—
Truck drivers, light or delivery services	13.93	6.7	13.93	6.7	—	—
Industrial truck and tractor operators	12.19	4.2	12.19	4.2	—	—
Laborers and material movers, hand	13.09	7.6	14.47	9.2	9.93	3.5
Level 1	10.80	8.5	11.65	9.4	9.59	11.7
Level 2	10.88	3.9	11.44	3.5	—	—
Level 4	17.18	15.0	17.18	15.0	—	—
Laborers and freight, stock, and material movers, hand	14.57	8.7	15.91	12.2	—	—
Level 1	11.74	9.0	—	—	—	—
Packers and packagers, hand	10.57	8.7	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.47	2.5	\$27.10	2.1	\$13.08	8.4
Management occupations	32.43	12.1	32.43	12.1	—	—
Not able to be leveled	31.94	15.2	31.94	15.2	—	—
Education administrators	29.97	6.2	29.97	6.2	—	—
Business and financial operations occupations	26.88	6.6	27.82	5.3	—	—
Level 9	27.82	5.3	27.82	5.3	—	—
Life, physical, and social science occupations	25.77	5.3	25.59	4.9	—	—
Not able to be leveled	25.28	4.6	25.28	4.6	—	—
Community and social services occupations	26.18	16.2	26.18	16.2	—	—
Education, training, and library occupations	33.12	4.5	36.21	2.5	13.72	6.0
Level 4	13.83	5.7	13.83	5.7	—	—
Level 7	29.20	4.2	32.66	1.7	—	—
Level 9	36.20	.4	36.20	.5	—	—
Not able to be leveled	38.20	18.1	55.14	2.6	—	—
Postsecondary teachers	52.21	6.3	52.41	6.1	—	—
Primary, secondary, and special education school teachers	31.84	5.4	35.42	.9	14.33	14.7
Level 7	31.53	2.3	32.66	1.7	—	—
Level 9	36.36	.0	36.37	.1	—	—
Elementary and middle school teachers	30.17	6.6	34.82	1.0	—	—
Level 7	31.35	2.1	—	—	—	—
Level 9	35.88	.2	35.87	.1	—	—
Elementary school teachers, except special education	29.74	7.1	34.81	.4	—	—
Level 9	35.73	.3	35.72	.6	—	—
Secondary school teachers	36.57	2.5	36.57	2.5	—	—
Level 9	37.16	1.0	37.16	1.0	—	—
Secondary school teachers, except special and vocational education	36.83	1.8	36.84	1.8	—	—
Level 9	37.49	.1	37.50	.1	—	—
Teacher assistants	13.24	2.9	13.24	2.9	—	—
Level 4	13.17	2.1	13.17	2.1	—	—
Healthcare practitioner and technical occupations	33.46	6.1	—	—	—	—
Protective service occupations	24.33	18.4	26.45	12.2	—	—
Level 6	22.73	7.7	22.73	7.7	—	—
Level 7	26.93	1.5	26.93	1.5	—	—
Police officers	28.05	5.4	28.05	5.4	—	—
Police and sheriff's patrol officers	28.05	5.4	28.05	5.4	—	—
Building and grounds cleaning and maintenance occupations	15.17	9.4	15.40	9.7	—	—
Building cleaning workers	12.99	12.3	13.13	12.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.99	12.3	13.13	12.6	—	—
Personal care and service occupations	10.47	9.7	—	—	10.39	10.5
Recreation and fitness workers	13.30	3.7	—	—	13.30	3.7
Office and administrative support occupations	17.33	3.0	17.63	3.9	—	—
Level 3	12.69	2.3	—	—	—	—
Level 4	14.88	2.4	15.04	1.9	—	—
Level 5	19.64	6.1	19.79	5.8	—	—
Level 6	19.06	.7	19.06	.7	—	—
Office clerks, general	15.40	6.8	15.85	5.7	—	—
Construction and extraction occupations	23.67	1.4	23.67	1.4	—	—
Installation, maintenance, and repair occupations	21.70	10.0	23.01	8.1	—	—
Industrial machinery installation, repair, and maintenance workers	20.12	13.8	—	—	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Denver-Aurora-Boulder, CO CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations —Continued						
Maintenance and repair workers, general	\$20.12	13.8	—	—	—	—
Transportation and material moving occupations	17.52	7.1	\$17.84	7.1	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.25	2.9	\$23.48	3.0	\$11.98	3.4
Management occupations	42.35	7.2	42.40	7.2	—	—
Group II	31.97	18.5	—	—	—	—
Group III	35.54	6.7	—	—	—	—
Group IV	64.55	9.8	—	—	—	—
General and operations managers	40.73	6.1	40.73	6.1	—	—
Group III	44.30	7.1	44.30	7.1	—	—
Marketing and sales managers	69.25	13.3	71.83	11.0	—	—
Marketing managers	77.87	11.7	—	—	—	—
Computer and information systems managers	56.66	1.1	56.66	1.1	—	—
Financial managers	34.99	10.0	34.99	10.0	—	—
Group III	35.29	5.3	35.29	5.3	—	—
Construction managers	27.50	13.7	27.50	13.7	—	—
Group III	27.50	13.7	27.50	13.7	—	—
Education administrators	30.34	5.6	30.34	5.6	—	—
Engineering managers	58.88	11.4	58.88	11.4	—	—
Medical and health services managers	40.77	5.3	40.77	5.3	—	—
Property, real estate, and community association managers	39.40	15.7	39.40	15.7	—	—
Business and financial operations occupations	26.56	5.0	26.69	5.0	—	—
Group II	21.43	4.4	—	—	—	—
Group III	29.99	6.9	—	—	—	—
Buyers and purchasing agents	23.07	9.8	23.07	9.8	—	—
Human resources, training, and labor relations specialists	28.12	10.0	28.12	10.0	—	—
Group III	27.22	13.2	—	—	—	—
Training and development specialists	30.68	6.0	30.68	6.0	—	—
Accountants and auditors	29.63	7.0	29.65	7.0	—	—
Group II	24.34	4.2	24.39	4.2	—	—
Group III	30.34	6.1	30.34	6.1	—	—
Financial analysts and advisors	21.51	14.3	21.51	14.3	—	—
Computer and mathematical science occupations	35.44	4.4	35.51	4.4	—	—
Group II	22.55	5.1	—	—	—	—
Group III	38.64	1.9	—	—	—	—
Group IV	60.78	1.5	—	—	—	—
Computer programmers	35.86	9.9	35.86	9.9	—	—
Group III	36.28	6.5	36.28	6.5	—	—
Computer software engineers	40.66	10.7	40.66	10.7	—	—
Group III	39.59	3.1	—	—	—	—
Computer software engineers, applications	31.92	11.2	31.92	11.2	—	—
Computer software engineers, systems software	43.95	7.3	43.95	7.3	—	—
Group III	38.91	1.6	38.91	1.6	—	—
Computer systems analysts	39.08	3.8	39.08	3.8	—	—
Group III	43.91	4.6	43.91	4.6	—	—
Architecture and engineering occupations	34.04	4.5	34.21	4.1	—	—
Group II	24.15	5.8	—	—	—	—
Group III	37.71	2.1	—	—	—	—
Engineers	40.01	4.1	40.01	4.1	—	—
Group II	27.79	9.6	—	—	—	—
Group III	40.35	2.8	—	—	—	—
Civil engineers	39.47	4.3	39.47	4.3	—	—
Group III	45.18	1.1	45.18	1.1	—	—
Electrical and electronics engineers	37.97	6.6	37.97	6.6	—	—
Electronics engineers, except computer	33.28	6.0	33.28	6.0	—	—
Drafters	23.77	1.6	24.72	1.5	—	—
Engineering technicians, except drafters	26.40	1.0	26.40	1.0	—	—
Group II	21.50	1.0	—	—	—	—
Life, physical, and social science occupations	27.31	4.9	27.22	4.9	—	—
Group II	22.45	4.2	—	—	—	—
Group III	31.32	6.8	—	—	—	—
Physical scientists	31.60	4.3	31.60	4.3	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Community and social services occupations	\$20.93	10.3	\$20.93	10.5	—	—
Group II	18.10	11.6	—	—	—	—
Group III	26.80	13.7	—	—	—	—
Counselors	24.68	22.5	24.68	22.5	—	—
Social workers	20.69	4.3	20.69	4.3	—	—
Miscellaneous community and social service specialists	18.63	13.3	18.63	13.3	—	—
Education, training, and library occupations	30.27	6.5	32.09	6.9	\$14.71	8.1
Group I	13.48	5.9	—	—	—	—
Group II	22.12	13.8	—	—	—	—
Group III	36.33	2.7	—	—	—	—
Postsecondary teachers	44.62	8.5	44.70	8.6	—	—
Group III	42.82	7.4	—	—	—	—
Primary, secondary, and special education school teachers	30.00	5.5	32.62	4.2	15.00	16.2
Group II	27.45	6.9	—	—	—	—
Group III	34.88	2.6	—	—	—	—
Elementary and middle school teachers	30.30	6.3	34.72	1.0	14.97	16.0
Group II	31.51	1.8	—	—	—	—
Group III	35.84	.2	—	—	—	—
Elementary school teachers, except special education	29.89	6.8	34.75	.4	14.97	16.0
Group II	31.52	6.1	—	—	—	—
Group III	35.69	.3	35.66	.7	—	—
Middle school teachers, except special and vocational education	34.48	5.9	34.48	5.9	—	—
Secondary school teachers	36.57	2.5	36.57	2.5	—	—
Group III	37.16	1.0	—	—	—	—
Secondary school teachers, except special and vocational education	36.83	1.8	36.84	1.8	—	—
Group III	37.49	.1	37.50	.1	—	—
Teacher assistants	12.38	2.5	12.38	2.5	—	—
Group I	12.97	3.2	12.97	3.2	—	—
Arts, design, entertainment, sports, and media occupations	23.08	6.9	23.28	6.7	—	—
Group II	19.99	4.5	—	—	—	—
Group III	27.90	4.4	—	—	—	—
Designers	19.82	6.4	19.82	6.4	—	—
Group II	19.79	6.5	—	—	—	—
Writers and editors	33.04	20.1	33.04	20.1	—	—
Editors	33.04	20.1	33.04	20.1	—	—
Healthcare practitioner and technical occupations	33.70	10.9	34.38	12.2	30.37	4.6
Group I	15.10	5.7	—	—	—	—
Group II	26.38	5.2	—	—	—	—
Group III	45.89	21.0	—	—	—	—
Pharmacists	32.11	17.6	—	—	—	—
Registered nurses	34.16	5.3	34.39	6.6	33.40	4.5
Group II	29.60	1.8	29.43	2.3	30.06	3.5
Group III	36.51	9.1	36.75	11.4	—	—
Therapists	28.10	8.5	28.17	8.8	—	—
Group II	22.04	7.7	—	—	—	—
Respiratory therapists	22.48	7.6	—	—	—	—
Clinical laboratory technologists and technicians						
Group I	14.81	.7	—	—	—	—
Medical and clinical laboratory technologists	24.64	5.7	—	—	—	—
Health diagnosing and treating practitioner support technicians	17.82	3.8	—	—	—	—
Licensed practical and licensed vocational nurses	21.11	4.1	—	—	—	—
Healthcare support occupations	15.00	4.6	15.16	4.8	12.60	5.4
Group I	13.74	2.7	—	—	—	—
Group II	18.80	6.3	—	—	—	—
Nursing, psychiatric, and home health aides	12.99	2.1	13.02	2.6	—	—
Group I	12.96	2.2	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations —Continued						
Nursing aides, orderlies, and attendants	\$12.99	2.1	\$13.02	2.6	—	—
Group I	12.96	2.2	12.99	2.8	—	—
Miscellaneous healthcare support occupations	17.51	6.2	17.73	6.1	—	—
Group I	15.65	2.3	—	—	—	—
Medical assistants	17.06	3.3	17.36	1.9	—	—
Group I	15.87	4.3	16.35	2.5	—	—
Protective service occupations	23.90	16.1	26.28	11.9	\$16.29	27.5
Group I	10.81	6.4	—	—	—	—
Group II	24.16	6.9	—	—	—	—
Police officers	28.05	5.4	28.05	5.4	—	—
Group II	28.05	5.4	—	—	—	—
Police and sheriff's patrol officers	28.05	5.4	28.05	5.4	—	—
Group II	28.05	5.4	28.05	5.4	—	—
Food preparation and serving related occupations	8.37	10.3	8.72	13.7	7.74	7.3
Group I	7.89	8.2	—	—	—	—
Group II	15.61	4.9	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	13.86	10.1	13.86	10.1	—	—
First-line supervisors/managers of food preparation and serving workers	13.83	11.5	13.83	11.5	—	—
Cooks	10.84	8.7	10.97	10.9	—	—
Group I	10.22	4.0	—	—	—	—
Cooks, institution and cafeteria	12.24	2.3	—	—	—	—
Cooks, restaurant	10.81	2.2	10.94	1.4	—	—
Group I	10.81	2.2	10.94	1.4	—	—
Food preparation workers	9.14	7.2	9.14	7.2	—	—
Group I	9.14	7.2	9.14	7.2	—	—
Food service, tipped	4.05	13.7	4.12	15.8	3.85	12.5
Group I	3.95	10.8	—	—	—	—
Waiters and waitresses	3.57	9.2	3.54	13.2	3.62	9.6
Group I	3.56	9.0	3.53	13.0	3.62	9.6
Fast food and counter workers	8.71	5.7	10.97	5.6	7.91	2.5
Group I	8.71	5.7	—	—	—	—
Combined food preparation and serving workers, including fast food	8.87	5.4	11.38	5.0	7.98	3.1
Group I	8.87	5.4	11.38	5.0	7.98	3.1
Food servers, nonrestaurant	12.74	13.5	—	—	13.40	26.3
Group I	12.74	13.5	—	—	13.40	26.3
Building and grounds cleaning and maintenance occupations	11.15	9.7	11.30	10.7	8.49	4.1
Group I	10.47	8.1	—	—	—	—
Building cleaning workers	10.49	8.5	10.61	9.5	8.55	4.1
Group I	10.24	8.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.69	5.5	12.07	5.4	8.55	4.1
Group I	11.33	5.1	11.68	5.0	8.55	4.1
Maids and housekeeping cleaners	8.98	1.9	8.98	1.9	—	—
Group I	8.89	.0	8.89	.0	—	—
Grounds maintenance workers	16.69	13.7	—	—	—	—
Personal care and service occupations	11.34	8.0	—	—	9.74	8.2
Group I	10.81	10.3	—	—	—	—
Ushers, lobby attendants, and ticket takers	8.24	6.0	—	—	8.24	6.0
Group I	8.24	6.0	—	—	8.24	6.0
Miscellaneous entertainment attendants and related workers	7.72	5.7	—	—	7.72	5.7
Group I	7.72	5.7	—	—	—	—
Amusement and recreation attendants	7.72	5.7	—	—	7.72	5.7
Group I	7.72	5.7	—	—	7.72	5.7
Recreation and fitness workers	13.17	3.6	—	—	13.17	3.6
Sales and related occupations	20.82	16.9	23.64	17.5	9.15	7.8

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Group I	\$10.67	5.2	—	—	—	—
Group II	31.21	14.2	—	—	—	—
First-line supervisors/managers, sales workers	12.97	18.5	\$12.97	18.5	—	—
First-line supervisors/managers of retail sales workers	13.11	18.2	13.11	18.2	—	—
Retail sales workers	11.80	3.9	12.72	4.3	\$9.05	1.6
Group I	11.09	1.8	—	—	—	—
Group II	18.79	8.0	—	—	—	—
Cashiers, all workers	10.42	6.3	10.84	7.1	9.56	2.2
Group I	10.39	6.2	—	—	—	—
Cashiers	10.42	6.3	10.84	7.1	9.56	2.2
Group I	10.39	6.2	10.79	6.9	9.53	1.9
Counter and rental clerks and parts salespersons	12.97	29.3	—	—	—	—
Retail salespersons	12.68	2.9	13.77	4.6	8.64	2.3
Group I	11.72	1.3	12.79	1.4	8.55	1.4
Sales representatives, wholesale and manufacturing	37.25	6.1	37.25	6.1	—	—
Group II	35.73	14.1	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.17	5.9	29.17	5.9	—	—
Group II	27.73	7.3	27.73	7.3	—	—
Miscellaneous sales and related workers	11.23	30.9	—	—	—	—
Group I	9.12	23.2	—	—	—	—
Office and administrative support occupations	16.24	2.8	16.53	3.1	13.79	5.1
Group I	13.89	2.5	—	—	—	—
Group II	19.47	2.4	—	—	—	—
First-line supervisors/managers of office and administrative support workers	22.26	6.8	22.26	6.8	—	—
Group II	21.05	8.3	21.05	8.3	—	—
Financial clerks	14.88	3.6	14.91	3.7	—	—
Group I	13.29	4.7	—	—	—	—
Group II	17.35	3.9	—	—	—	—
Bookkeeping, accounting, and auditing clerks	14.94	5.4	14.99	5.6	—	—
Group I	13.03	6.9	13.03	6.9	—	—
Group II	17.24	3.5	17.47	4.0	—	—
Tellers	12.18	1.3	12.19	1.3	—	—
Group I	12.09	2.4	—	—	—	—
Customer service representatives	14.38	2.7	14.85	4.2	—	—
Group I	12.82	5.3	13.30	5.6	—	—
Group II	18.66	4.1	18.68	4.1	—	—
Interviewers, except eligibility and loan	13.81	3.0	14.39	2.4	—	—
Group I	14.02	3.5	14.39	2.4	—	—
Receptionists and information clerks	12.95	4.5	13.20	3.6	11.46	11.3
Group I	12.28	3.5	12.62	2.2	—	—
Dispatchers	19.37	8.8	19.37	8.8	—	—
Production, planning, and expediting clerks	21.21	8.1	21.21	8.1	—	—
Group II	20.96	10.1	20.96	10.1	—	—
Shipping, receiving, and traffic clerks	12.85	4.7	—	—	—	—
Stock clerks and order fillers	12.45	13.0	13.11	12.6	10.75	1.6
Group I	12.39	13.5	13.09	13.7	10.75	1.6
Secretaries and administrative assistants	19.33	4.6	19.25	4.5	19.91	9.1
Group I	16.08	4.5	—	—	—	—
Group II	21.42	3.9	—	—	—	—
Executive secretaries and administrative assistants	21.32	3.7	21.64	3.5	—	—
Group II	22.84	4.4	22.88	4.9	—	—
Medical secretaries	16.57	4.2	16.63	4.1	—	—
Group I	15.36	7.9	—	—	—	—
Secretaries, except legal, medical, and executive	17.09	4.8	17.00	4.8	—	—
Group I	15.78	3.3	15.79	3.3	—	—
Group II	18.14	5.0	18.14	5.0	—	—
Data entry and information processing workers	13.86	8.3	—	—	—	—
Group I	14.02	9.3	—	—	—	—
Data entry keyers	13.86	8.3	—	—	—	—
Group I	14.02	9.3	—	—	—	—
Office clerks, general	15.52	3.9	16.11	4.0	13.66	2.8
Group I	14.51	3.6	14.80	4.4	13.39	5.1

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Office clerks, general —Continued						
Group II	\$17.82	3.4	\$17.80	3.6	—	—
Construction and extraction occupations	17.81	5.8	17.86	5.6	—	—
Group I	14.30	1.8	—	—	—	—
Group II	21.03	.6	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	25.80	10.1	25.80	10.1	—	—
Carpenters	19.14	2.6	—	—	—	—
Construction laborers	14.41	4.1	14.41	4.1	—	—
Construction equipment operators	21.17	4.0	21.17	4.0	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	23.09	3.4	23.09	3.4	—	—
Roofers	13.20	.0	13.20	.0	—	—
Group I	13.20	.0	13.20	.0	—	—
Installation, maintenance, and repair occupations	22.60	6.3	23.01	5.9	—	—
Group I	16.72	4.8	—	—	—	—
Group II	24.40	7.3	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	19.93	9.4	21.79	6.5	—	—
Group II	20.85	8.0	—	—	—	—
Industrial machinery mechanics	23.43	.6	23.43	.6	—	—
Group II	23.43	.6	23.43	.6	—	—
Maintenance and repair workers, general	18.65	14.9	21.20	10.2	—	—
Group II	19.89	12.5	21.20	10.2	—	—
Miscellaneous installation, maintenance, and repair workers	20.64	9.1	20.64	9.1	—	—
Production occupations	14.14	5.0	14.27	5.1	\$10.77	3.7
Group I	11.54	4.4	—	—	—	—
Group II	18.52	5.8	—	—	—	—
Electrical, electronics, and electromechanical assemblers	14.10	14.1	17.10	13.3	—	—
Electrical and electronic equipment assemblers	14.10	14.1	17.10	13.3	—	—
Miscellaneous assemblers and fabricators	13.84	9.5	13.84	9.5	—	—
Group I	13.41	13.2	—	—	—	—
Butchers and other meat, poultry, and fish processing workers	11.82	9.0	11.82	9.0	—	—
Group I	10.93	4.2	—	—	—	—
Slaughtering and meat packers	10.45	.5	10.45	.5	—	—
Group I	10.45	.5	10.45	.5	—	—
Printers	19.39	12.2	19.39	12.2	—	—
Group II	19.39	12.2	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers	17.66	4.9	17.66	4.9	—	—
Miscellaneous production workers	10.92	2.6	10.96	2.5	—	—
Group I	10.48	3.4	—	—	—	—
Transportation and material moving occupations	15.69	7.2	16.40	7.9	10.47	3.9
Group I	13.95	2.8	—	—	—	—
Group II	19.36	14.1	—	—	—	—
Bus drivers	14.29	17.9	—	—	—	—
Group I	14.29	17.9	—	—	—	—
Driver/sales workers and truck drivers	15.22	2.3	15.46	1.9	—	—
Group I	14.95	3.5	—	—	—	—
Group II	16.28	5.0	—	—	—	—
Truck drivers, heavy and tractor-trailer	18.12	6.9	18.12	6.9	—	—
Group I	18.93	7.2	18.93	7.2	—	—
Group II	16.82	5.3	16.82	5.3	—	—
Truck drivers, light or delivery services	13.93	6.7	13.93	6.7	—	—
Group I	13.76	7.2	13.76	7.2	—	—
Industrial truck and tractor operators	12.19	4.2	12.19	4.2	—	—
Group I	12.19	4.2	12.19	4.2	—	—
Laborers and material movers, hand	13.13	7.4	14.47	8.9	9.93	3.5
Group I	13.10	7.4	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Laborers and freight, stock, and material movers, hand	\$14.57	8.7	\$15.91	12.2	—	—
Group I	14.55	8.8	15.91	12.4	—	—
Packers and packagers, hand	10.57	8.7	—	—	—	—
Group I	10.57	8.7	—	—	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles¹, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.00	\$12.00	\$18.00	\$27.35	\$41.72
Management occupations	19.23	28.88	39.06	53.04	72.18
General and operations managers	28.88	32.84	40.87	47.60	53.04
Marketing and sales managers	31.88	54.47	70.00	94.74	98.98
Marketing managers	31.88	70.00	94.74	98.98	98.98
Computer and information systems managers	29.70	46.69	56.25	72.18	84.62
Financial managers	19.23	28.65	32.69	39.96	43.51
Construction managers	18.48	22.00	28.85	30.84	38.83
Education administrators	15.08	18.73	34.52	38.13	44.23
Engineering managers	39.44	44.02	64.09	68.26	72.36
Medical and health services managers	34.38	36.80	41.60	45.67	47.26
Property, real estate, and community association managers	22.60	25.63	40.85	49.04	55.17
Business and financial operations occupations	16.97	20.21	25.21	32.36	38.46
Buyers and purchasing agents	13.44	20.21	21.58	25.21	31.27
Human resources, training, and labor relations specialists	15.49	22.22	28.85	33.80	36.33
Training and development specialists	23.69	27.77	31.88	33.80	36.33
Accountants and auditors	21.94	22.84	26.78	38.46	41.61
Financial analysts and advisors	17.54	17.54	17.54	22.21	32.05
Computer and mathematical science occupations	19.80	26.44	33.83	45.78	51.92
Computer programmers	22.47	28.04	34.12	37.31	53.65
Computer software engineers	26.44	29.69	40.20	46.61	58.37
Computer software engineers, applications	26.44	26.44	26.44	35.58	46.64
Computer software engineers, systems software	28.55	35.83	45.78	46.61	63.15
Computer systems analysts	29.44	33.83	37.50	47.12	48.84
Architecture and engineering occupations	20.88	24.91	30.68	42.64	51.19
Engineers	26.25	30.68	39.10	48.06	55.74
Civil engineers	30.29	30.99	42.64	44.76	48.23
Electrical and electronics engineers	27.16	31.49	38.51	43.27	47.51
Electronics engineers, except computer	20.48	28.08	34.28	40.67	43.02
Drafters	15.00	20.00	24.97	29.20	29.20
Engineering technicians, except drafters	20.05	20.92	27.24	29.63	34.13
Life, physical, and social science occupations	20.16	20.16	23.49	33.33	38.62
Physical scientists	21.31	24.43	32.28	36.37	42.03
Community and social services occupations	12.12	16.75	20.52	22.98	27.40
Counselors	13.26	16.75	19.84	30.44	44.76
Social workers	14.42	17.55	18.77	25.87	27.40
Miscellaneous community and social service specialists	11.83	12.12	20.89	21.64	21.98
Education, training, and library occupations	10.91	15.00	28.15	40.21	50.85
Postsecondary teachers	20.30	28.33	39.35	57.69	72.57
Primary, secondary, and special education school teachers	10.91	19.67	30.10	39.21	46.60
Elementary and middle school teachers	10.91	23.75	30.79	39.04	46.19
Elementary school teachers, except special education	10.91	23.47	30.45	38.82	45.93
Middle school teachers, except special and vocational education	20.01	27.42	33.30	42.02	48.31
Secondary school teachers	24.05	28.00	36.73	44.76	49.74
Secondary school teachers, except special and vocational education	24.05	28.41	37.18	45.13	50.18
Teacher assistants	10.10	11.12	11.97	12.78	15.79
Arts, design, entertainment, sports, and media occupations	13.86	19.58	20.90	29.06	33.17
Designers	9.90	12.55	16.83	21.43	40.28
Writers and editors	14.73	30.24	30.88	42.23	51.40
Editors	14.73	30.24	30.88	42.23	51.40
Healthcare practitioner and technical occupations	16.29	20.28	30.35	38.73	51.18
Pharmacists	13.25	13.57	47.25	49.38	51.06
Registered nurses	24.97	28.75	34.30	38.95	47.51
Therapists	19.93	21.72	28.43	29.85	38.82

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Denver-Aurora-Boulder, CO CSA, June 2007** —
Continued

Occupation ²	10	25	Median 50	75	90
Healthcare practitioner and technical occupations					
—Continued					
Respiratory therapists	\$19.93	\$19.93	\$19.93	\$25.35	\$27.46
Medical and clinical laboratory technologists	20.00	20.00	25.72	28.97	28.97
Health diagnosing and treating practitioner support technicians	15.65	15.96	16.61	19.98	19.98
Licensed practical and licensed vocational nurses	19.00	19.50	21.21	22.41	24.50
Healthcare support occupations					
Nursing, psychiatric, and home health aides	11.25	12.50	14.50	17.00	19.14
Nursing aides, orderlies, and attendants	10.93	11.54	13.00	13.76	15.47
Miscellaneous healthcare support occupations	10.93	11.54	13.00	13.75	15.50
Medical assistants	14.30	15.87	17.75	18.64	20.00
	15.00	15.87	17.75	18.43	19.30
Protective service occupations					
Police officers	11.45	18.32	22.95	27.80	35.91
Police and sheriff's patrol officers	22.95	24.09	28.28	31.44	33.22
	22.95	24.09	28.28	31.44	33.22
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	3.83	4.63	8.00	10.50	13.57
First-line supervisors/managers of food preparation and serving workers	9.50	9.50	12.50	17.95	19.10
Cooks	9.50	9.50	12.50	17.95	19.10
Cooks, institution and cafeteria	8.00	9.01	10.22	12.25	15.00
Cooks, restaurant	11.34	11.51	11.96	13.29	14.53
Food preparation workers	9.00	9.50	10.50	12.25	13.25
Food service, tipped	7.50	7.50	9.50	9.80	11.00
Waiters and waitresses	2.13	3.15	3.83	4.25	6.00
Fast food and counter workers	2.13	2.89	3.83	3.83	3.85
Combined food preparation and serving workers, including fast food	7.00	7.22	7.75	9.52	13.33
Food servers, nonrestaurant	7.00	10.00	10.80	14.00	17.69
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	8.00	8.50	10.02	12.60	15.00
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.50	9.76	12.08	14.98
Maids and housekeeping cleaners	8.00	9.42	11.83	13.64	15.00
Grounds maintenance workers	7.67	8.50	8.75	9.50	10.50
	11.98	13.44	15.00	21.00	23.28
Personal care and service occupations					
Ushers, lobby attendants, and ticket takers	7.20	7.72	9.03	11.03	22.00
Miscellaneous entertainment attendants and related workers	7.28	7.30	9.03	9.03	9.03
Amusement and recreation attendants	6.25	6.88	7.72	8.75	9.00
Recreation and fitness workers	6.25	6.88	7.72	8.75	9.00
	10.00	10.30	13.09	15.00	16.87
Sales and related occupations					
First-line supervisors/managers, sales workers	7.25	8.57	13.11	22.16	45.60
First-line supervisors/managers of retail sales workers	8.57	10.25	10.25	15.65	26.22
Retail sales workers	8.57	8.57	10.00	17.30	17.30
Cashiers, all workers	7.50	8.25	10.00	14.45	16.95
Cashiers	7.50	8.00	9.06	11.57	15.96
Counter and rental clerks and parts salespersons	7.50	8.00	9.06	11.57	15.96
Retail salespersons	7.75	7.75	13.37	13.37	22.16
Sales representatives, wholesale and manufacturing	7.80	9.20	12.00	14.56	20.55
Sales representatives, wholesale and manufacturing, except technical and scientific products	18.51	18.51	37.33	46.16	61.03
Miscellaneous sales and related workers	15.14	18.51	20.23	32.69	53.45
	7.00	7.00	7.00	11.50	20.30
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	10.90	12.76	15.48	18.64	22.48
Financial clerks	17.55	19.85	22.12	26.28	27.16
Bookkeeping, accounting, and auditing clerks	10.75	11.67	14.80	17.96	19.71
Tellers	10.68	12.09	15.00	17.55	19.32
Customer service representatives	10.71	10.85	11.35	13.10	14.75
	11.00	12.16	12.88	16.98	19.23

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Denver-Aurora-Boulder, CO CSA, June 2007** —
Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Interviewers, except eligibility and loan	\$12.10	\$12.72	\$13.50	\$14.70	\$15.80
Receptionists and information clerks	10.00	12.26	12.87	14.47	15.47
Dispatchers	16.63	17.12	19.23	19.28	26.06
Production, planning, and expediting clerks	16.31	17.65	20.79	25.44	25.44
Shipping, receiving, and traffic clerks	9.09	10.00	11.90	14.77	17.36
Stock clerks and order fillers	7.50	7.66	13.89	15.96	16.36
Secretaries and administrative assistants	15.00	15.68	18.36	21.68	25.64
Executive secretaries and administrative assistants	17.68	18.29	20.65	23.69	26.03
Medical secretaries	12.83	15.43	15.55	19.06	20.16
Secretaries, except legal, medical, and executive	15.00	15.00	16.75	18.46	20.74
Data entry and information processing workers	10.99	10.99	14.00	17.00	17.00
Data entry keyers	10.99	10.99	14.00	17.00	17.00
Office clerks, general	12.31	12.76	14.71	17.12	19.63
Construction and extraction occupations	11.81	14.25	16.26	21.38	22.80
First-line supervisors/managers of construction trades and extraction workers	17.52	20.19	26.78	30.84	32.30
Carpenters	16.26	16.26	19.25	22.68	22.68
Construction laborers	10.43	14.00	14.90	14.90	15.00
Construction equipment operators	15.00	16.00	19.59	22.65	26.43
Pipelayers, plumbers, pipefitters, and steamfitters	14.50	21.38	21.38	28.55	32.36
Roofers	10.25	11.30	13.00	15.00	16.00
Installation, maintenance, and repair occupations	14.50	17.50	20.27	26.59	30.08
Industrial machinery installation, repair, and maintenance workers	10.93	16.57	20.80	25.63	27.45
Industrial machinery mechanics	18.46	18.92	24.16	26.73	26.73
Maintenance and repair workers, general	10.09	14.19	19.55	23.13	27.45
Miscellaneous installation, maintenance, and repair workers	14.50	19.39	19.39	20.10	24.93
Production occupations	9.37	10.14	12.75	17.16	21.15
Electrical, electronics, and electromechanical assemblers	10.84	10.84	12.20	14.20	23.18
Electrical and electronic equipment assemblers	10.84	10.84	12.20	14.20	23.18
Miscellaneous assemblers and fabricators	9.15	10.55	14.37	15.03	17.50
Butchers and other meat, poultry, and fish processing workers	9.06	9.11	10.55	12.59	18.25
Slaughterers and meat packers	9.06	9.06	10.55	10.55	13.10
Printers	13.00	17.01	19.00	19.36	29.63
Inspectors, testers, sorters, samplers, and weighers	12.00	13.75	17.51	19.05	23.15
Miscellaneous production workers	9.00	9.53	11.00	12.00	12.08
Transportation and material moving occupations	9.00	10.84	13.75	18.00	20.95
Bus drivers	7.24	7.24	14.84	18.55	18.55
Driver/sales workers and truck drivers	10.14	10.88	15.00	18.61	20.46
Truck drivers, heavy and tractor-trailer	15.00	15.96	18.61	20.46	20.46
Truck drivers, light or delivery services	10.14	10.88	12.00	15.00	18.59
Industrial truck and tractor operators	9.64	10.35	12.00	13.25	14.95
Laborers and material movers, hand	8.00	9.74	11.85	16.45	20.16
Laborers and freight, stock, and material movers, hand	9.00	10.84	12.00	20.00	21.00
Packers and packagers, hand	6.91	7.30	11.85	11.85	15.44

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles¹, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.57	\$11.73	\$17.23	\$26.78	\$41.60
Management occupations	22.50	29.21	39.96	55.17	72.18
General and operations managers	28.88	32.84	40.87	47.60	53.04
Marketing and sales managers	31.88	54.47	70.00	94.74	98.98
Marketing managers	31.88	70.00	94.74	98.98	98.98
Computer and information systems managers	29.70	46.69	56.25	72.18	84.62
Financial managers	19.23	28.65	32.69	39.96	43.51
Construction managers	18.48	22.00	28.85	30.84	38.83
Engineering managers	39.44	44.02	64.09	68.26	72.36
Medical and health services managers	34.38	36.80	36.80	44.87	45.67
Property, real estate, and community association managers	16.25	25.63	40.85	49.04	55.17
Business and financial operations occupations	16.97	20.21	25.21	32.89	38.46
Buyers and purchasing agents	13.44	20.21	21.58	25.21	31.27
Human resources, training, and labor relations specialists	15.49	20.91	27.77	33.80	33.80
Accountants and auditors	21.99	22.84	27.60	38.46	41.61
Financial analysts and advisors	17.54	17.54	17.54	22.21	32.05
Computer and mathematical science occupations	19.80	26.44	33.83	45.78	51.92
Computer programmers	22.47	28.04	34.12	37.31	53.65
Computer software engineers	26.44	29.69	40.20	46.61	58.37
Computer software engineers, applications	26.44	26.44	26.44	35.58	46.64
Computer software engineers, systems software	28.55	35.83	45.78	46.61	63.15
Computer systems analysts	29.44	33.83	37.55	47.56	48.84
Architecture and engineering occupations	20.88	24.91	30.68	43.15	51.45
Engineers	25.81	30.68	39.09	48.08	56.41
Civil engineers	30.29	30.99	42.64	44.95	48.23
Electrical and electronics engineers	27.16	31.49	38.51	43.27	47.51
Electronics engineers, except computer	20.48	28.08	34.28	40.67	43.02
Drafters	15.00	20.00	24.97	29.20	29.20
Engineering technicians, except drafters	20.05	20.92	27.24	29.63	34.13
Life, physical, and social science occupations	21.19	21.35	26.49	36.37	36.79
Community and social services occupations	11.83	14.03	18.61	21.64	25.42
Counselors	12.54	13.91	17.01	18.97	22.52
Education, training, and library occupations	11.12	12.21	18.98	29.36	46.54
Postsecondary teachers	20.30	20.30	30.15	46.54	57.69
Primary, secondary, and special education school teachers	13.86	14.48	17.55	25.43	33.01
Elementary and middle school teachers	27.42	29.54	30.79	36.25	37.79
Elementary school teachers, except special education	27.13	28.05	35.52	36.28	39.60
Arts, design, entertainment, sports, and media occupations	14.00	20.32	20.90	30.24	33.81
Designers	9.90	12.55	16.83	21.43	40.28
Writers and editors	14.73	30.24	30.88	42.23	51.40
Editors	14.73	30.24	30.88	42.23	51.40
Healthcare practitioner and technical occupations	16.29	20.28	29.99	38.73	64.93
Pharmacists	13.25	13.57	47.25	49.38	51.06
Registered nurses	25.50	28.86	34.50	39.00	47.51
Therapists	19.93	19.93	27.22	29.31	29.85
Respiratory therapists	19.93	19.93	19.93	25.35	27.46
Medical and clinical laboratory technologists	20.00	20.00	25.72	28.97	28.97
Health diagnosing and treating practitioner support technicians	15.65	15.96	16.61	19.98	19.98
Licensed practical and licensed vocational nurses	19.00	19.50	21.21	22.41	24.50
Healthcare support occupations	11.25	12.45	14.50	17.10	19.29
Nursing, psychiatric, and home health aides	10.93	11.54	12.94	13.62	15.15
Nursing aides, orderlies, and attendants	10.93	11.54	12.94	13.62	15.15
Miscellaneous healthcare support occupations	14.50	15.87	17.75	18.64	20.00
Medical assistants	15.00	15.87	17.75	18.43	19.30

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations	\$3.83	\$4.63	\$8.00	\$10.48	\$13.57
First-line supervisors/managers, food preparation and serving workers	9.50	9.50	12.50	17.95	19.10
First-line supervisors/managers of food preparation and serving workers	9.50	9.50	12.50	17.95	19.10
Cooks	8.00	9.01	10.22	12.25	15.00
Cooks, institution and cafeteria	11.34	11.51	11.96	13.29	14.53
Cooks, restaurant	9.00	9.50	10.50	12.25	13.25
Food preparation workers	7.50	7.50	9.50	9.80	11.00
Food service, tipped	2.13	3.15	3.83	4.25	6.00
Waiters and waitresses	2.13	2.89	3.83	3.83	3.85
Fast food and counter workers	7.00	7.22	7.72	9.25	13.33
Combined food preparation and serving workers, including fast food	7.00	7.22	7.65	9.59	13.57
Food servers, nonrestaurant	7.00	10.00	10.80	14.00	17.69
Building and grounds cleaning and maintenance occupations	8.00	8.50	9.50	12.08	15.00
Building cleaning workers	8.00	8.50	9.40	11.77	13.85
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.00	11.40	13.64	15.00
Maids and housekeeping cleaners	7.67	8.50	8.75	9.50	10.50
Personal care and service occupations	7.30	7.75	9.03	11.00	26.90
Sales and related occupations	7.25	8.57	13.11	22.16	45.60
First-line supervisors/managers, sales workers	8.57	10.25	10.25	15.65	26.22
First-line supervisors/managers of retail sales workers	8.57	8.57	10.00	17.30	17.30
Retail sales workers	7.50	8.25	10.00	14.45	16.95
Cashiers, all workers	7.50	8.00	9.06	11.57	15.96
Cashiers	7.50	8.00	9.06	11.57	15.96
Counter and rental clerks and parts salespersons	7.75	7.75	13.37	13.37	22.16
Retail salespersons	7.80	9.20	12.00	14.56	20.55
Sales representatives, wholesale and manufacturing	18.51	18.51	37.33	46.16	61.03
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.14	18.51	20.23	32.69	53.45
Miscellaneous sales and related workers	7.00	7.00	7.00	11.50	20.30
Office and administrative support occupations	10.75	12.67	15.41	18.50	22.42
First-line supervisors/managers of office and administrative support workers	17.55	19.85	22.12	26.28	27.16
Financial clerks	10.75	11.65	14.80	17.96	19.71
Bookkeeping, accounting, and auditing clerks	10.68	12.04	14.81	17.51	18.50
Tellers	10.71	10.85	11.35	13.10	14.75
Customer service representatives	11.00	12.16	12.88	16.98	19.23
Interviewers, except eligibility and loan	11.93	12.46	12.90	13.50	14.56
Receptionists and information clerks	10.00	12.26	12.87	14.47	15.47
Production, planning, and expediting clerks	16.12	17.65	20.79	25.44	25.44
Shipping, receiving, and traffic clerks	9.09	10.00	11.90	14.77	17.36
Stock clerks and order fillers	7.50	7.66	13.89	15.96	16.36
Secretaries and administrative assistants	15.00	15.55	18.36	21.42	25.64
Executive secretaries and administrative assistants	18.00	18.36	20.65	24.22	27.11
Medical secretaries	12.83	15.43	15.55	19.06	20.16
Secretaries, except legal, medical, and executive	15.00	15.00	16.75	17.52	21.42
Data entry and information processing workers	10.99	10.99	14.00	17.00	17.00
Data entry keyers	10.99	10.99	14.00	17.00	17.00
Office clerks, general	11.82	13.05	14.44	17.11	19.28
Construction and extraction occupations	11.50	14.00	16.26	20.19	22.68
Carpenters	16.26	16.26	19.25	22.68	22.68
Construction laborers	10.43	14.00	14.90	14.90	15.00
Pipelayers, plumbers, pipefitters, and steamfitters	14.50	21.38	21.38	28.55	32.36
Roofers	10.25	11.30	13.00	15.00	16.00
Installation, maintenance, and repair occupations	14.50	17.50	20.10	26.50	30.08
Industrial machinery installation, repair, and maintenance workers	7.20	17.53	20.50	25.10	26.73
Industrial machinery mechanics	18.46	18.92	24.16	26.73	26.73

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations					
-Continued					
Miscellaneous installation, maintenance, and repair workers	\$14.00	\$19.39	\$19.39	\$20.10	\$28.80
Production occupations					
Electrical, electronics, and electromechanical assemblers	9.37	10.14	12.75	17.16	21.15
Electrical and electronic equipment assemblers	10.84	10.84	12.20	14.20	23.18
Miscellaneous assemblers and fabricators	10.84	10.84	12.20	14.20	23.18
Butchers and other meat, poultry, and fish processing workers	9.15	10.55	14.37	15.03	17.50
Slaughterers and meat packers	9.06	9.11	10.55	12.59	18.25
Printers	9.06	9.06	10.55	10.55	13.10
Inspectors, testers, sorters, samplers, and weighers	13.00	17.01	19.00	19.36	29.63
Miscellaneous production workers	12.00	13.75	17.51	19.05	23.15
Transportation and material moving occupations					
Driver/sales workers and truck drivers	9.00	10.50	13.25	17.93	20.46
Truck drivers, heavy and tractor-trailer	10.14	10.88	14.50	18.00	20.46
Truck drivers, light or delivery services	15.00	15.96	18.00	20.00	20.46
Industrial truck and tractor operators	10.14	10.88	12.00	15.00	18.59
Laborers and material movers, hand	9.64	10.35	12.00	13.25	14.95
Laborers and freight, stock, and material movers, hand	8.00	9.50	11.85	17.77	20.19
Packers and packagers, hand	9.00	10.84	12.00	20.00	21.00
	6.91	7.30	11.85	11.85	15.44

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles¹, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$11.81	\$16.42	\$22.05	\$32.61	\$44.23
Management occupations	15.68	19.82	34.24	44.23	47.26
Education administrators	15.08	18.51	34.52	38.13	44.23
Business and financial operations occupations	22.89	22.89	24.04	31.50	36.33
Life, physical, and social science occupations	19.57	20.16	20.16	31.51	38.83
Community and social services occupations	17.95	19.14	22.45	30.24	43.23
Education, training, and library occupations	10.91	21.45	32.04	42.70	52.64
Postsecondary teachers	28.31	36.12	52.01	64.39	77.88
Primary, secondary, and special education school teachers	10.91	24.34	32.35	41.24	47.31
Elementary and middle school teachers	10.91	23.34	30.65	39.56	46.63
Elementary school teachers, except special education	10.91	23.06	30.14	39.04	46.19
Secondary school teachers	24.05	28.00	36.73	44.76	49.74
Secondary school teachers, except special and vocational education	24.05	28.41	37.18	45.13	50.18
Teacher assistants	9.41	11.15	13.20	15.45	17.31
Healthcare practitioner and technical occupations	22.26	25.80	34.25	38.64	46.69
Protective service occupations	13.68	18.32	22.14	30.38	36.87
Police officers	22.95	24.09	28.28	31.44	33.22
Police and sheriff's patrol officers	22.95	24.09	28.28	31.44	33.22
Building and grounds cleaning and maintenance occupations	9.76	10.97	13.21	21.00	22.05
Building cleaning workers	9.76	10.09	11.94	14.07	22.05
Janitors and cleaners, except maids and housekeeping cleaners	9.76	10.09	11.94	14.07	22.05
Personal care and service occupations	6.85	7.28	10.00	13.09	16.00
Recreation and fitness workers	10.00	10.30	13.09	15.00	17.00
Office and administrative support occupations	12.41	14.32	16.73	20.08	23.62
Office clerks, general	12.31	12.41	15.03	17.57	20.08
Construction and extraction occupations	17.93	20.03	22.58	26.43	30.84
Installation, maintenance, and repair occupations	13.10	17.23	21.15	27.45	30.37
Industrial machinery installation, repair, and maintenance workers	10.93	14.42	21.15	25.63	27.45
Maintenance and repair workers, general	10.93	14.42	21.15	25.63	27.45
Transportation and material moving occupations	14.19	14.84	17.49	18.55	23.43

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.92	\$13.16	\$19.02	\$28.88	\$43.68
Management occupations	19.23	28.88	39.06	53.04	72.18
General and operations managers	28.88	32.84	40.87	47.60	53.04
Marketing and sales managers	40.44	54.47	70.00	94.74	98.98
Computer and information systems managers	29.70	46.69	56.25	72.18	84.62
Financial managers	19.23	28.65	32.69	39.96	43.51
Construction managers	18.48	22.00	28.85	30.84	38.83
Education administrators	15.08	18.73	34.52	38.13	44.23
Engineering managers	39.44	44.02	64.09	68.26	72.36
Medical and health services managers	34.38	36.80	41.60	45.67	47.26
Property, real estate, and community association managers	22.60	25.63	40.85	49.04	55.17
Business and financial operations occupations	17.54	20.21	25.21	32.36	38.46
Buyers and purchasing agents	13.44	20.21	21.58	25.21	31.27
Human resources, training, and labor relations specialists	15.49	22.22	28.85	33.80	36.33
Training and development specialists	23.69	27.77	31.88	33.80	36.33
Accountants and auditors	21.94	22.84	26.78	38.46	41.61
Financial analysts and advisors	17.54	17.54	17.54	22.21	32.05
Computer and mathematical science occupations	19.80	26.05	33.83	45.78	51.92
Computer programmers	22.47	28.04	34.12	37.31	53.65
Computer software engineers	26.44	29.69	40.20	46.61	58.37
Computer software engineers, applications	26.44	26.44	26.44	35.58	46.64
Computer software engineers, systems software	28.55	35.83	45.78	46.61	63.15
Computer systems analysts	29.44	33.83	37.50	47.12	48.84
Architecture and engineering occupations	20.88	24.91	30.68	43.15	51.45
Engineers	26.25	30.68	39.10	48.06	55.74
Civil engineers	30.29	30.99	42.64	44.76	48.23
Electrical and electronics engineers	27.16	31.49	38.51	43.27	47.51
Electronics engineers, except computer	20.48	28.08	34.28	40.67	43.02
Drafters	18.00	20.83	25.00	29.20	29.20
Engineering technicians, except drafters	20.05	20.92	27.24	29.63	34.13
Life, physical, and social science occupations	20.16	20.16	23.49	33.33	37.86
Physical scientists	21.31	24.43	32.28	36.37	42.03
Community and social services occupations	12.12	16.75	20.16	23.06	27.40
Counselors	13.26	16.75	19.84	30.44	44.76
Social workers	14.42	17.55	18.77	25.87	27.40
Miscellaneous community and social service specialists	11.83	12.12	20.89	21.64	21.98
Education, training, and library occupations	12.02	18.98	29.78	41.84	52.22
Postsecondary teachers	20.30	28.33	39.35	57.69	72.57
Primary, secondary, and special education school teachers	17.55	24.92	32.29	40.77	47.14
Elementary and middle school teachers	24.00	27.41	34.00	41.33	47.19
Elementary school teachers, except special education	24.10	27.41	34.04	41.33	47.14
Middle school teachers, except special and vocational education	20.01	27.42	33.30	42.02	48.31
Secondary school teachers	24.05	28.00	36.73	44.76	49.74
Secondary school teachers, except special and vocational education	24.05	28.41	37.18	45.13	50.18
Teacher assistants	10.10	11.12	11.97	12.78	15.79
Arts, design, entertainment, sports, and media occupations	14.00	19.58	20.90	28.85	31.80
Designers	9.90	12.55	16.83	21.43	40.28
Writers and editors	14.73	30.24	30.88	42.23	51.40
Editors	14.73	30.24	30.88	42.23	51.40
Healthcare practitioner and technical occupations	16.29	20.28	30.02	39.49	72.56
Registered nurses	24.35	28.18	34.66	39.49	47.51
Therapists	19.93	20.29	28.43	29.85	40.06

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Denver-Aurora-Boulder, CO CSA, June 2007
— Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Healthcare support occupations	\$11.27	\$12.94	\$14.77	\$17.60	\$19.30
Nursing, psychiatric, and home health aides	10.93	11.54	13.11	13.76	15.50
Nursing aides, orderlies, and attendants	10.93	11.54	13.10	13.75	15.51
Miscellaneous healthcare support occupations	15.00	15.87	18.05	18.86	20.00
Medical assistants	15.15	15.87	17.75	18.43	19.30
Protective service occupations	17.08	19.31	24.09	31.44	38.05
Police officers	22.95	24.09	28.28	31.44	33.22
Police and sheriff's patrol officers	22.95	24.09	28.28	31.44	33.22
Food preparation and serving related occupations	3.83	4.25	9.23	12.00	14.14
First-line supervisors/managers, food preparation and serving workers	9.50	9.50	12.50	17.95	19.10
First-line supervisors/managers of food preparation and serving workers	9.50	9.50	12.50	17.95	19.10
Cooks	8.00	9.50	10.50	12.53	15.00
Cooks, restaurant	9.00	9.50	10.59	12.50	13.25
Food preparation workers	7.50	7.50	9.50	9.80	11.00
Food service, tipped	2.13	3.78	3.83	4.25	6.00
Waiters and waitresses	2.13	3.15	3.83	3.85	3.85
Fast food and counter workers	7.36	8.85	10.67	13.57	14.42
Combined food preparation and serving workers, including fast food	7.36	9.63	10.69	13.57	14.42
Building and grounds cleaning and maintenance occupations	8.00	8.68	10.34	12.62	15.00
Building cleaning workers	8.00	8.50	9.83	12.08	15.00
Janitors and cleaners, except maids and housekeeping cleaners	8.00	9.99	12.08	13.85	15.00
Maids and housekeeping cleaners	7.67	8.50	8.75	9.50	10.50
Sales and related occupations	8.05	10.25	14.56	27.42	46.16
First-line supervisors/managers, sales workers	8.57	10.25	10.25	15.65	26.22
First-line supervisors/managers of retail sales workers	8.57	8.57	10.00	17.30	17.30
Retail sales workers	8.00	9.00	12.00	14.56	18.06
Cashiers, all workers	8.00	8.05	9.31	14.52	16.36
Cashiers	8.00	8.05	9.31	14.52	16.36
Retail salespersons	9.00	10.00	13.50	14.56	21.32
Sales representatives, wholesale and manufacturing	18.51	18.51	37.33	46.16	61.03
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.14	18.51	20.23	32.69	53.45
Office and administrative support occupations	11.00	12.87	15.75	19.23	22.69
First-line supervisors/managers of office and administrative support workers	17.55	19.85	22.12	26.28	27.16
Financial clerks	10.75	11.65	14.81	17.96	19.71
Bookkeeping, accounting, and auditing clerks	10.68	12.06	15.00	18.00	19.32
Tellers	10.71	10.85	11.35	13.10	14.79
Customer service representatives	11.77	12.27	13.36	17.43	19.68
Interviewers, except eligibility and loan	13.30	13.50	14.18	15.04	16.40
Receptionists and information clerks	10.01	12.26	12.87	14.47	15.95
Dispatchers	16.63	17.12	19.23	19.28	26.06
Production, planning, and expediting clerks	16.31	17.65	20.79	25.44	25.44
Stock clerks and order fillers	6.85	10.65	14.39	15.96	16.36
Secretaries and administrative assistants	15.00	15.55	18.36	21.68	25.42
Executive secretaries and administrative assistants	17.48	18.36	21.31	23.60	29.57
Medical secretaries	12.83	15.55	15.55	19.06	20.16
Secretaries, except legal, medical, and executive	15.00	15.00	16.75	17.75	20.74
Office clerks, general	12.04	13.17	15.92	18.51	20.53
Construction and extraction occupations	11.81	14.31	16.26	21.38	22.80
First-line supervisors/managers of construction trades and extraction workers	17.52	20.19	26.78	30.84	32.30
Construction laborers	10.43	14.00	14.90	14.90	15.00
Construction equipment operators	15.00	16.00	19.59	22.65	26.43
Pipelayers, plumbers, pipefitters, and steamfitters	14.50	21.38	21.38	28.55	32.36
Roofers	10.25	11.30	13.00	15.00	16.00

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Denver-Aurora-Boulder, CO CSA, June 2007
— Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Installation, maintenance, and repair occupations	\$14.80	\$17.50	\$20.80	\$26.72	\$30.20
Industrial machinery installation, repair, and maintenance workers	16.33	18.00	21.15	26.73	27.45
Industrial machinery mechanics	18.46	18.92	24.16	26.73	26.73
Maintenance and repair workers, general	14.42	17.02	21.15	26.53	27.45
Miscellaneous installation, maintenance, and repair workers	14.50	19.39	19.39	20.10	24.93
Production occupations	9.37	10.14	13.00	17.51	21.63
Electrical, electronics, and electromechanical assemblers	11.00	14.20	14.20	23.18	23.18
Electrical and electronic equipment assemblers	11.00	14.20	14.20	23.18	23.18
Miscellaneous assemblers and fabricators	9.15	10.55	14.37	15.03	17.50
Butchers and other meat, poultry, and fish processing workers	9.06	9.11	10.55	12.59	18.25
Slaughterers and meat packers	9.06	9.06	10.55	10.55	13.10
Printers	13.00	17.01	19.00	19.36	29.63
Inspectors, testers, sorters, samplers, and weighers	12.00	13.75	17.51	19.05	23.15
Miscellaneous production workers	9.00	9.53	11.00	12.00	12.08
Transportation and material moving occupations	9.92	11.50	14.50	18.55	21.06
Driver/sales workers and truck drivers	10.14	11.50	15.13	18.61	20.46
Truck drivers, heavy and tractor-trailer	15.00	15.96	18.61	20.46	20.46
Truck drivers, light or delivery services	10.14	10.88	12.00	15.00	18.59
Industrial truck and tractor operators	9.64	10.35	12.00	13.25	14.95
Laborers and material movers, hand	9.92	11.50	11.93	19.98	21.00
Laborers and freight, stock, and material movers, hand	10.84	11.65	16.45	20.08	21.26

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.00	\$7.50	\$9.60	\$13.69	\$21.11
Education, training, and library occupations	10.00	10.91	10.91	10.91	28.05
Primary, secondary, and special education school teachers	10.91	10.91	10.91	10.91	30.55
Elementary and middle school teachers	10.91	10.91	10.91	10.91	30.55
Elementary school teachers, except special education	10.91	10.91	10.91	10.91	30.55
Healthcare practitioner and technical occupations	16.53	25.47	31.09	37.00	39.00
Registered nurses	27.74	29.99	33.72	37.47	39.00
Healthcare support occupations	10.92	11.80	11.80	13.75	15.55
Protective service occupations	8.00	8.76	13.68	26.44	26.44
Food preparation and serving related occupations	3.83	6.85	7.50	8.90	11.00
Food service, tipped	2.59	2.59	3.83	3.83	5.42
Waiters and waitresses	2.59	2.59	3.83	3.83	4.87
Fast food and counter workers	7.00	7.15	7.50	8.40	9.52
Combined food preparation and serving workers, including fast food	7.00	7.22	7.50	8.50	9.59
Food servers, nonrestaurant	9.37	10.00	11.00	15.00	24.38
Building and grounds cleaning and maintenance occupations	7.10	7.50	8.00	10.00	10.00
Building cleaning workers	7.50	7.50	8.05	10.00	10.00
Janitors and cleaners, except maids and housekeeping cleaners	7.50	7.50	8.05	10.00	10.00
Personal care and service occupations	7.00	7.65	9.03	10.50	13.09
Ushers, lobby attendants, and ticket takers	7.28	7.30	9.03	9.03	9.03
Miscellaneous entertainment attendants and related workers	6.25	6.88	7.72	8.75	9.00
Amusement and recreation attendants	6.25	6.88	7.72	8.75	9.00
Recreation and fitness workers	10.00	10.30	13.09	15.00	16.87
Sales and related occupations	7.00	7.00	7.70	10.00	12.50
Retail sales workers	7.00	7.50	8.15	10.00	11.40
Cashiers, all workers	7.50	7.50	9.00	10.42	11.74
Cashiers	7.50	7.50	9.00	10.42	11.74
Retail salespersons	7.00	7.41	7.85	9.50	10.95
Office and administrative support occupations	9.29	10.66	13.70	15.96	18.00
Receptionists and information clerks	9.00	9.29	9.89	12.00	15.44
Stock clerks and order fillers	7.66	7.66	7.66	15.96	15.96
Secretaries and administrative assistants	18.00	18.00	18.00	20.38	25.64
Office clerks, general	12.31	12.60	14.00	14.44	14.44
Production occupations	9.85	10.84	10.84	10.84	12.75
Transportation and material moving occupations	7.30	8.59	9.00	13.04	15.00
Laborers and material movers, hand	7.30	8.50	8.59	10.00	15.00

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.48	\$19.02	\$936	\$750	39.9	\$47,972	\$38,584	2,043
Management occupations	42.40	39.06	1,762	1,599	41.6	91,179	82,772	2,150
General and operations managers	40.73	40.87	1,680	1,635	41.3	87,380	85,010	2,146
Marketing and sales managers	71.83	70.00	3,069	2,800	42.7	159,576	145,604	2,222
Computer and information systems managers	56.66	56.25	2,266	2,250	40.0	117,844	117,000	2,080
Financial managers	34.99	32.69	1,451	1,346	41.5	75,476	70,000	2,157
Construction managers	27.50	28.85	1,178	1,208	42.8	61,251	62,835	2,227
Education administrators	30.34	34.52	1,229	1,381	40.5	59,273	63,969	1,954
Engineering managers	58.88	64.09	2,452	2,585	41.6	127,503	134,426	2,166
Medical and health services managers	40.77	41.60	1,691	1,719	41.5	87,953	89,375	2,157
Property, real estate, and community association managers	39.40	40.85	1,581	1,634	40.1	82,208	84,974	2,086
Business and financial operations occupations	26.69	25.21	1,079	1,013	40.4	56,094	52,686	2,102
Buyers and purchasing agents	23.07	21.58	965	863	41.8	50,194	44,888	2,176
Human resources, training, and labor relations specialists	28.12	28.85	1,127	1,154	40.1	58,607	60,000	2,084
Training and development specialists	30.68	31.88	1,227	1,275	40.0	63,805	66,300	2,080
Accountants and auditors	29.65	26.78	1,209	1,167	40.8	62,751	60,674	2,116
Financial analysts and advisors	21.51	17.54	861	702	40.0	44,747	36,481	2,080
Computer and mathematical science occupations	35.51	33.83	1,423	1,353	40.1	73,998	70,368	2,084
Computer programmers	35.86	34.12	1,434	1,365	40.0	74,592	70,970	2,080
Computer software engineers	40.66	40.20	1,634	1,608	40.2	84,993	83,616	2,090
Computer software engineers, applications	31.92	26.44	1,291	1,058	40.4	67,136	54,999	2,103
Computer software engineers, systems software	43.95	45.78	1,763	1,831	40.1	91,669	95,231	2,086
Computer systems analysts	39.08	37.50	1,563	1,500	40.0	81,292	78,000	2,080
Architecture and engineering occupations	34.21	30.68	1,376	1,227	40.2	71,576	63,806	2,093
Engineers	40.01	39.10	1,614	1,600	40.3	83,951	83,200	2,098
Civil engineers	39.47	42.64	1,579	1,706	40.0	82,102	88,691	2,080
Electrical and electronics engineers	37.97	38.51	1,556	1,635	41.0	80,925	84,999	2,131
Electronics engineers, except computer	33.28	34.28	1,393	1,371	41.8	72,423	71,300	2,176
Drafters	24.72	25.00	989	1,000	40.0	51,417	52,000	2,080
Engineering technicians, except drafters	26.40	27.24	1,056	1,090	40.0	54,906	56,663	2,080
Life, physical, and social science occupations	27.22	23.49	1,088	940	40.0	55,726	48,853	2,047
Physical scientists	31.60	32.28	1,264	1,291	40.0	65,724	67,144	2,080
Community and social services occupations	20.93	20.16	835	803	39.9	42,280	41,829	2,020
Counselors	24.68	19.84	977	779	39.6	46,168	41,240	1,871
Social workers	20.69	18.77	827	751	40.0	43,030	39,037	2,080
Miscellaneous community and social service specialists	18.63	20.89	745	835	40.0	38,756	43,441	2,080
Education, training, and library occupations	32.09	29.78	1,280	1,174	39.9	51,744	47,500	1,612
Postsecondary teachers	44.70	39.35	1,967	1,862	44.0	83,983	70,680	1,879
Primary, secondary, and special education school teachers	32.62	32.29	1,271	1,245	39.0	49,093	47,672	1,505
Elementary and middle school teachers	34.72	34.00	1,348	1,315	38.8	49,803	48,452	1,434

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Education, training, and library occupations –Continued								
Elementary school teachers, except special education	\$34.75	\$34.04	\$1,351	\$1,319	38.9	\$49,875	\$48,607	1,435
Middle school teachers, except special and vocational education	34.48	33.30	1,322	1,260	38.3	49,251	46,890	1,428
Secondary school teachers	36.57	36.73	1,425	1,427	39.0	53,222	53,301	1,455
Secondary school teachers, except special and vocational education	36.84	37.18	1,437	1,447	39.0	53,693	54,118	1,458
Teacher assistants	12.38	11.97	461	473	37.3	19,674	20,362	1,589
Arts, design, entertainment, sports, and media occupations								
Designers	23.28	20.90	931	836	40.0	48,186	43,470	2,070
Writers and editors	19.82	16.83	793	673	40.0	41,221	35,000	2,080
Editors	33.04	30.88	1,322	1,235	40.0	68,723	64,220	2,080
Editors	33.04	30.88	1,322	1,235	40.0	68,724	64,220	2,080
Healthcare practitioner and technical occupations								
Registered nurses	34.38	30.02	1,324	1,146	38.5	67,278	57,509	1,957
Therapists	34.39	34.66	1,336	1,302	38.8	66,679	63,120	1,939
Therapists	28.17	28.43	1,004	896	35.6	49,216	46,566	1,747
Healthcare support occupations								
Nursing, psychiatric, and home health aides	15.16	14.77	587	568	38.7	30,517	29,515	2,012
Nursing aides, orderlies, and attendants	13.02	13.11	509	505	39.1	26,452	26,280	2,031
Miscellaneous healthcare support occupations	13.02	13.10	509	505	39.1	26,446	26,280	2,031
Medical assistants	17.73	18.05	676	669	38.1	35,159	34,763	1,983
Medical assistants	17.36	17.75	694	710	40.0	36,106	36,920	2,080
Protective service occupations								
Police officers	26.28	24.09	1,100	1,074	41.9	57,202	55,825	2,177
Police and sheriff's patrol officers ..	28.05	28.28	1,122	1,131	40.0	58,336	58,822	2,080
Police and sheriff's patrol officers ...	28.05	28.28	1,122	1,131	40.0	58,336	58,822	2,080
Food preparation and serving related occupations								
First-line supervisors/managers, food preparation and serving workers ..	8.72	9.23	343	360	39.3	17,768	18,720	2,037
First-line supervisors/managers of food preparation and serving workers	13.86	12.50	613	675	44.2	31,887	35,100	2,300
Cooks	13.83	12.50	621	675	44.9	32,268	35,100	2,334
Cooks, restaurant	10.97	10.50	438	420	39.9	22,763	21,840	2,075
Food preparation workers	10.94	10.59	435	424	39.8	22,641	22,027	2,070
Food service, tipped	9.14	9.50	366	380	40.0	19,019	19,760	2,080
Waiters and waitresses	4.12	3.83	154	149	37.3	7,992	7,767	1,938
Fast food and counter workers	3.54	3.83	130	126	36.7	6,757	6,552	1,908
Combined food preparation and serving workers, including fast food	10.97	10.67	430	425	39.2	21,650	22,110	1,973
Combined food preparation and serving workers, including fast food	11.38	10.69	444	428	39.0	22,227	22,194	1,953
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	11.30	10.34	451	405	39.9	23,461	21,050	2,076
Janitors and cleaners, except maids and housekeeping cleaners	10.61	9.83	423	390	39.9	22,018	20,292	2,075
Maids and housekeeping cleaners	12.07	12.08	481	483	39.8	24,997	25,124	2,071
Maids and housekeeping cleaners	8.98	8.75	359	350	40.0	18,688	18,200	2,080
Sales and related occupations								
First-line supervisors/managers, sales workers	23.64	14.56	952	606	40.3	49,505	31,512	2,094
First-line supervisors/managers, sales workers	12.97	10.25	536	410	41.3	27,866	21,320	2,148

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
–Continued								
First-line supervisors/managers of retail sales workers	\$13.11	\$10.00	\$580	\$626	44.3	\$30,178	\$32,546	2,303
Retail sales workers	12.72	12.00	515	463	40.4	26,763	24,068	2,103
Cashiers, all workers	10.84	9.31	429	372	39.6	22,324	19,359	2,060
Cashiers	10.84	9.31	429	372	39.6	22,324	19,359	2,060
Retail salespersons	13.77	13.50	564	540	41.0	29,333	28,080	2,130
Sales representatives, wholesale and manufacturing	37.25	37.33	1,499	1,493	40.2	77,935	77,642	2,092
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.17	20.23	1,180	809	40.5	61,381	42,072	2,104
Office and administrative support occupations	16.53	15.75	647	616	39.1	33,595	31,970	2,032
First-line supervisors/managers of office and administrative support workers	22.26	22.12	896	866	40.2	46,587	45,053	2,093
Financial clerks	14.91	14.81	561	524	37.6	29,174	27,248	1,956
Bookkeeping, accounting, and auditing clerks	14.99	15.00	543	504	36.3	28,255	26,223	1,885
Tellers	12.19	11.35	487	454	40.0	25,345	23,608	2,080
Customer service representatives	14.85	13.36	581	532	39.2	30,230	27,676	2,036
Interviewers, except eligibility and loan	14.39	14.18	576	567	40.0	29,934	29,494	2,080
Receptionists and information clerks ..	13.20	12.87	518	515	39.3	26,936	26,778	2,041
Dispatchers	19.37	19.23	814	771	42.0	42,331	40,102	2,186
Production, planning, and expediting clerks	21.21	20.79	892	800	42.0	46,358	41,600	2,185
Stock clerks and order fillers	13.11	14.39	517	575	39.4	26,877	29,925	2,050
Secretaries and administrative assistants	19.25	18.36	762	726	39.6	39,382	37,745	2,046
Executive secretaries and administrative assistants	21.64	21.31	869	848	40.1	45,176	44,117	2,087
Medical secretaries	16.63	15.55	648	622	39.0	33,710	32,338	2,027
Secretaries, except legal, medical, and executive	17.00	16.75	669	669	39.3	34,004	31,200	2,000
Office clerks, general	16.11	15.92	630	623	39.1	32,714	32,386	2,030
Construction and extraction occupations	17.86	16.26	717	650	40.2	37,139	33,821	2,079
First-line supervisors/managers of construction trades and extraction workers	25.80	26.78	1,143	1,120	44.3	59,443	58,240	2,304
Construction laborers	14.41	14.90	576	596	40.0	29,972	30,990	2,080
Construction equipment operators	21.17	19.59	847	784	40.0	41,162	33,800	1,945
Pipelayers, plumbers, pipefitters, and steamfitters	23.09	21.38	918	855	39.7	47,710	44,470	2,066
Roofers	13.20	13.00	528	520	40.0	27,456	27,040	2,080
Installation, maintenance, and repair occupations	23.01	20.80	932	840	40.5	48,481	43,680	2,107
Industrial machinery installation, repair, and maintenance workers	21.79	21.15	867	846	39.8	45,078	43,992	2,068
Industrial machinery mechanics	23.43	24.16	921	966	39.3	47,867	50,244	2,043
Maintenance and repair workers, general	21.20	21.15	848	846	40.0	44,104	43,992	2,080
Miscellaneous installation, maintenance, and repair workers	20.64	19.39	826	775	40.0	42,940	40,321	2,080
Production occupations	14.27	13.00	567	518	39.8	29,464	26,642	2,064
Electrical, electronics, and electromechanical assemblers	17.10	14.20	684	568	40.0	35,575	29,536	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Electrical and electronic equipment assemblers	\$17.10	\$14.20	\$684	\$568	40.0	\$35,575	\$29,536	2,080
Miscellaneous assemblers and fabricators	13.84	14.37	554	575	40.0	28,790	29,881	2,080
Butchers and other meat, poultry, and fish processing workers	11.82	10.55	473	422	40.0	24,583	21,944	2,080
Slaughterers and meat packers	10.45	10.55	418	422	40.0	21,729	21,944	2,080
Printers	19.39	19.00	739	726	38.1	38,421	37,748	1,981
Inspectors, testers, sorters, samplers, and weighers	17.66	17.51	706	700	40.0	36,724	36,421	2,080
Miscellaneous production workers	10.96	11.00	436	440	39.8	22,694	22,880	2,070
Transportation and material moving occupations								
Driver/sales workers and truck drivers	16.40	14.50	645	580	39.3	33,392	29,515	2,036
Truck drivers, heavy and tractor-trailer	15.46	15.13	620	600	40.1	32,103	31,200	2,076
Truck drivers, light or delivery services	18.12	18.61	739	744	40.8	37,926	37,440	2,093
Industrial truck and tractor operators ..	13.93	12.00	557	480	40.0	28,973	24,960	2,080
Laborers and material movers, hand ..	12.19	12.00	485	480	39.8	25,222	24,960	2,069
Laborers and freight, stock, and material movers, hand	14.47	11.93	579	477	40.0	30,103	24,812	2,080
Laborers and freight, stock, and material movers, hand	15.91	16.45	637	658	40.0	33,103	34,208	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.05	\$18.43	\$919	\$724	39.9	\$47,668	\$37,565	2,068
Management occupations	43.62	39.96	1,814	1,634	41.6	94,328	84,974	2,162
General and operations managers	40.40	40.87	1,669	1,635	41.3	86,789	85,010	2,148
Marketing and sales managers	71.83	70.00	3,069	2,800	42.7	159,576	145,604	2,222
Computer and information systems managers	56.66	56.25	2,266	2,250	40.0	117,844	117,000	2,080
Financial managers	34.99	32.69	1,451	1,346	41.5	75,476	70,000	2,157
Construction managers	27.50	28.85	1,178	1,208	42.8	61,251	62,835	2,227
Engineering managers	58.88	64.09	2,452	2,585	41.6	127,503	134,426	2,166
Medical and health services managers	39.92	36.80	1,664	1,719	41.7	86,544	89,375	2,168
Property, real estate, and community association managers	40.33	40.85	1,618	1,634	40.1	84,158	84,974	2,087
Business and financial operations occupations	26.61	25.21	1,075	1,013	40.4	55,924	52,686	2,101
Buyers and purchasing agents	23.07	21.58	965	863	41.8	50,194	44,888	2,176
Human resources, training, and labor relations specialists	27.07	27.77	1,086	1,111	40.1	56,455	57,768	2,085
Accountants and auditors	30.10	27.60	1,222	1,205	40.6	63,528	62,670	2,111
Financial analysts and advisors	21.51	17.54	861	702	40.0	44,747	36,481	2,080
Computer and mathematical science occupations	35.55	33.83	1,425	1,353	40.1	74,078	70,368	2,084
Computer programmers	35.86	34.12	1,434	1,365	40.0	74,592	70,970	2,080
Computer software engineers	40.66	40.20	1,634	1,608	40.2	84,993	83,616	2,090
Computer software engineers, applications	31.92	26.44	1,291	1,058	40.4	67,136	54,999	2,103
Computer software engineers, systems software	43.95	45.78	1,763	1,831	40.1	91,669	95,231	2,086
Computer systems analysts	39.35	37.55	1,574	1,502	40.0	81,845	78,104	2,080
Architecture and engineering occupations	34.25	30.68	1,378	1,227	40.2	71,679	63,806	2,093
Engineers	40.00	39.09	1,614	1,596	40.4	83,937	82,992	2,098
Civil engineers	39.42	42.64	1,577	1,706	40.0	81,989	88,691	2,080
Electrical and electronics engineers	37.97	38.51	1,556	1,635	41.0	80,925	84,999	2,131
Electronics engineers, except computer	33.28	34.28	1,393	1,371	41.8	72,423	71,300	2,176
Drafters	24.72	25.00	989	1,000	40.0	51,417	52,000	2,080
Engineering technicians, except drafters	26.40	27.24	1,056	1,090	40.0	54,906	56,663	2,080
Life, physical, and social science occupations	29.15	26.49	1,164	1,080	39.9	60,528	56,172	2,076
Community and social services occupations	18.66	18.61	744	743	39.8	38,663	38,661	2,072
Counselors	17.40	17.01	684	673	39.3	35,548	35,001	2,043
Education, training, and library occupations	23.37	18.98	958	702	41.0	46,152	39,476	1,975
Postsecondary teachers	35.95	30.15	1,543	1,410	42.9	69,178	58,000	1,924
Primary, secondary, and special education school teachers	19.96	17.55	795	702	39.8	38,749	36,500	1,941
Elementary and middle school teachers	32.98	33.01	1,286	1,238	39.0	49,864	50,252	1,512
Elementary school teachers, except special education	33.61	35.52	1,301	1,413	38.7	51,565	51,155	1,534
Arts, design, entertainment, sports, and media occupations	23.61	20.90	944	836	40.0	49,108	43,470	2,080
Designers	19.82	16.83	793	673	40.0	41,221	35,000	2,080
Writers and editors	33.04	30.88	1,322	1,235	40.0	68,723	64,220	2,080
Editors	33.04	30.88	1,322	1,235	40.0	68,724	64,220	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare practitioner and technical occupations	\$34.41	\$29.63	\$1,326	\$1,120	38.5	\$68,941	\$58,240	2,004
Registered nurses	34.78	34.67	1,354	1,299	38.9	70,403	67,538	2,024
Therapists	25.63	27.48	905	855	35.3	47,062	44,455	1,836
Healthcare support occupations	15.17	14.65	588	572	38.8	30,598	29,723	2,017
Nursing, psychiatric, and home health aides	12.91	12.96	507	505	39.3	26,354	26,280	2,041
Nursing aides, orderlies, and attendants	12.91	12.96	507	505	39.3	26,348	26,280	2,041
Miscellaneous healthcare support occupations	17.73	18.05	676	669	38.1	35,159	34,763	1,983
Medical assistants	17.36	17.75	694	710	40.0	36,106	36,920	2,080
Food preparation and serving related occupations	8.71	9.23	343	360	39.4	17,834	18,720	2,048
First-line supervisors/managers, food preparation and serving workers ..	13.86	12.50	613	675	44.2	31,887	35,100	2,300
First-line supervisors/managers of food preparation and serving workers	13.83	12.50	621	675	44.9	32,268	35,100	2,334
Cooks	10.97	10.50	438	420	39.9	22,763	21,840	2,075
Cooks, restaurant	10.94	10.59	435	424	39.8	22,641	22,027	2,070
Food preparation workers	9.14	9.50	366	380	40.0	19,019	19,760	2,080
Food service, tipped	4.12	3.83	154	149	37.3	7,992	7,767	1,938
Waiters and waitresses	3.54	3.83	130	126	36.7	6,757	6,552	1,908
Fast food and counter workers	10.94	10.67	437	427	40.0	22,748	22,194	2,080
Building and grounds cleaning and maintenance occupations	10.47	9.52	418	380	39.9	21,723	19,760	2,075
Building cleaning workers	10.20	9.50	407	376	39.9	21,163	19,552	2,074
Janitors and cleaners, except maids and housekeeping cleaners	11.68	12.08	464	483	39.8	24,147	25,124	2,067
Maids and housekeeping cleaners	8.98	8.75	359	350	40.0	18,688	18,200	2,080
Sales and related occupations	23.64	14.56	952	606	40.3	49,505	31,512	2,094
First-line supervisors/managers, sales workers	12.97	10.25	536	410	41.3	27,866	21,320	2,148
First-line supervisors/managers of retail sales workers	13.11	10.00	580	626	44.3	30,178	32,546	2,303
Retail sales workers	12.72	12.00	515	463	40.4	26,763	24,068	2,103
Cashiers, all workers	10.84	9.31	429	372	39.6	22,324	19,359	2,060
Cashiers	10.84	9.31	429	372	39.6	22,324	19,359	2,060
Retail salespersons	13.77	13.50	564	540	41.0	29,333	28,080	2,130
Sales representatives, wholesale and manufacturing	37.25	37.33	1,499	1,493	40.2	77,935	77,642	2,092
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.17	20.23	1,180	809	40.5	61,381	42,072	2,104
Office and administrative support occupations	16.43	15.55	641	607	39.0	33,346	31,576	2,030
First-line supervisors/managers of office and administrative support workers	22.26	22.12	896	866	40.2	46,587	45,053	2,093
Financial clerks	14.86	14.81	558	524	37.6	29,041	27,240	1,955
Bookkeeping, accounting, and auditing clerks	14.90	15.00	539	504	36.2	28,022	26,223	1,881
Tellers	12.19	11.35	487	454	40.0	25,345	23,608	2,080
Customer service representatives	14.85	13.36	581	532	39.2	30,230	27,676	2,036
Receptionists and information clerks ..	13.20	12.87	518	515	39.3	26,936	26,778	2,041
Production, planning, and expediting clerks	20.96	20.79	892	766	42.5	46,381	39,839	2,212
Stock clerks and order fillers	13.11	14.39	517	575	39.4	26,877	29,925	2,050

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Secretaries and administrative assistants	\$19.23	\$18.36	\$760	\$726	39.5	\$39,541	\$37,745	2,056
Executive secretaries and administrative assistants	21.94	21.31	881	852	40.2	45,827	44,321	2,088
Medical secretaries	16.63	15.55	648	622	39.0	33,710	32,338	2,027
Secretaries, except legal, medical, and executive	16.88	16.75	662	600	39.2	34,423	31,200	2,039
Office clerks, general	16.21	16.00	628	621	38.8	32,674	32,302	2,015
Construction and extraction occupations								
Construction laborers	17.57	16.26	706	650	40.2	36,531	33,821	2,079
Pipelayers, plumbers, pipefitters, and steamfitters	14.41	14.90	576	596	40.0	29,972	30,990	2,080
Roofers	23.09	21.38	918	855	39.7	47,710	44,470	2,066
Roofers	13.20	13.00	528	520	40.0	27,456	27,040	2,080
Installation, maintenance, and repair occupations								
Industrial machinery installation, repair, and maintenance workers	23.00	20.10	934	804	40.6	48,580	41,800	2,112
Industrial machinery mechanics	21.93	21.69	866	867	39.5	45,047	45,109	2,054
Miscellaneous installation, maintenance, and repair workers	23.43	24.16	921	966	39.3	47,867	50,244	2,043
Miscellaneous installation, maintenance, and repair workers	20.57	19.39	823	775	40.0	42,786	40,321	2,080
Production occupations								
Electrical, electronics, and electromechanical assemblers	14.27	13.00	567	518	39.8	29,464	26,642	2,064
Electrical and electronic equipment assemblers	17.10	14.20	684	568	40.0	35,575	29,536	2,080
Miscellaneous assemblers and fabricators	17.10	14.20	684	568	40.0	35,575	29,536	2,080
Butchers and other meat, poultry, and fish processing workers	13.84	14.37	554	575	40.0	28,790	29,881	2,080
Slaughterers and meat packers	11.82	10.55	473	422	40.0	24,583	21,944	2,080
Printers	10.45	10.55	418	422	40.0	21,729	21,944	2,080
Inspectors, testers, sorters, samplers, and weighers	19.39	19.00	739	726	38.1	38,421	37,748	1,981
Miscellaneous production workers	17.66	17.51	706	700	40.0	36,724	36,421	2,080
Miscellaneous production workers	10.96	11.00	436	440	39.8	22,694	22,880	2,070
Transportation and material moving occupations								
Driver/sales workers and truck drivers	16.30	13.95	642	560	39.4	33,289	29,016	2,042
Truck drivers, heavy and tractor-trailer	15.24	15.00	612	600	40.1	31,649	30,722	2,076
Truck drivers, light or delivery services	17.81	18.00	728	720	40.9	37,300	33,615	2,094
Industrial truck and tractor operators	13.93	12.00	557	480	40.0	28,973	24,960	2,080
Laborers and material movers, hand	12.19	12.00	485	480	39.8	25,222	24,960	2,069
Laborers and freight, stock, and material movers, hand	14.47	11.93	579	477	40.0	30,094	24,812	2,080
Laborers and freight, stock, and material movers, hand	15.91	16.45	637	658	40.0	33,103	34,208	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.10	\$23.43	\$1,084	\$934	40.0	\$50,257	\$45,157	1,854
Management occupations	32.43	34.24	1,339	1,327	41.3	66,650	65,478	2,055
Education administrators	29.97	34.52	1,215	1,379	40.5	58,428	63,441	1,949
Business and financial operations occupations	27.82	27.51	1,139	1,100	41.0	58,781	57,221	2,113
Life, physical, and social science occupations	25.59	20.16	1,024	807	40.0	51,778	41,941	2,023
Community and social services occupations	26.18	22.45	1,047	898	40.0	50,016	45,600	1,911
Education, training, and library occupations	36.21	35.08	1,427	1,361	39.4	53,725	49,684	1,484
Postsecondary teachers	52.41	52.01	2,359	2,407	45.0	96,449	90,910	1,840
Primary, secondary, and special education school teachers	35.42	35.02	1,374	1,349	38.8	50,786	49,739	1,434
Elementary and middle school teachers	34.82	34.03	1,351	1,319	38.8	49,800	48,421	1,430
Elementary school teachers, except special education	34.81	33.84	1,354	1,317	38.9	49,794	48,307	1,431
Secondary school teachers	36.57	36.73	1,425	1,427	39.0	53,222	53,301	1,455
Secondary school teachers, except special and vocational education	36.84	37.18	1,437	1,447	39.0	53,693	54,118	1,458
Teacher assistants	13.24	13.20	458	461	34.6	16,666	16,427	1,259
Protective service occupations	26.45	24.49	1,105	1,076	41.8	57,459	55,968	2,172
Police officers	28.05	28.28	1,122	1,131	40.0	58,336	58,822	2,080
Police and sheriff's patrol officers	28.05	28.28	1,122	1,131	40.0	58,336	58,822	2,080
Building and grounds cleaning and maintenance occupations	15.40	13.36	616	534	40.0	32,023	27,789	2,080
Building cleaning workers	13.13	12.01	525	480	40.0	27,308	24,981	2,080
Janitors and cleaners, except maids and housekeeping cleaners	13.13	12.01	525	480	40.0	27,308	24,981	2,080
Office and administrative support occupations	17.63	17.05	705	682	40.0	36,228	34,278	2,055
Office clerks, general	15.85	15.72	634	629	40.0	32,827	32,689	2,071
Construction and extraction occupations	23.67	22.58	947	903	40.0	49,229	46,966	2,080
Installation, maintenance, and repair occupations	23.01	22.51	920	900	40.0	47,859	46,821	2,080
Transportation and material moving occupations	17.84	18.55	696	741	39.0	34,778	36,317	1,950

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Denver-Aurora-Boulder, CO CSA, June 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$21.86	\$20.31	\$21.68	\$27.62
Management, professional, and related	33.76	32.06	34.66	36.26
Management, business, and financial	37.62	35.99	40.58	38.54
Professional and related	31.67	29.62	31.33	35.36
Service	10.20	9.63	10.68	14.25
Sales and office	18.34	18.97	16.96	17.91
Sales and related	20.83	20.94	20.12	21.48
Office and administrative support	16.14	15.87	15.74	17.48
Natural resources, construction, and maintenance	18.74	18.30	18.49	23.43
Construction and extraction	17.52	17.49	—	—
Installation, maintenance, and repair	22.76	21.48	22.51	27.84
Production, transportation, and material moving	14.84	12.75	15.00	19.88
Production	14.14	12.72	15.83	15.21
Transportation and material moving	15.57	12.77	14.07	26.44
	Relative error ³ (percent)			
All workers	3.3	4.8	6.4	4.6
Management, professional, and related	3.5	4.6	5.7	5.6
Management, business, and financial	6.3	7.5	11.6	8.2
Professional and related	2.7	5.2	3.4	4.9
Service	7.2	10.5	7.0	3.6
Sales and office	8.7	12.2	7.3	3.1
Sales and related	16.9	20.5	21.5	5.0
Office and administrative support	3.1	5.4	3.8	2.8
Natural resources, construction, and maintenance	5.6	4.1	17.4	13.7
Construction and extraction	6.4	3.6	—	—
Installation, maintenance, and repair	7.1	11.5	5.4	6.7
Production, transportation, and material moving	5.5	4.9	2.6	11.7
Production	5.0	7.9	6.1	3.6
Transportation and material moving	7.8	3.7	6.5	13.2

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.67	\$17.00	\$867	\$669	40.0	\$45,015	\$34,345	2,077
Management occupations	38.64	32.84	1,619	1,444	41.9	84,206	75,088	2,179
General and operations managers	40.12	40.87	1,646	1,635	41.0	85,596	85,010	2,134
Financial managers	30.54	32.69	1,290	1,308	42.2	67,082	67,999	2,196
Property, real estate, and community association managers	40.33	40.85	1,618	1,634	40.1	84,158	84,974	2,087
Business and financial operations occupations ...	26.02	23.01	1,065	1,008	40.9	55,367	52,441	2,128
Accountants and auditors	35.17	38.46	1,426	1,538	40.5	74,142	80,001	2,108
Computer and mathematical science occupations	31.13	26.49	1,245	1,059	40.0	64,757	55,093	2,080
Architecture and engineering occupations	32.44	29.20	1,310	1,168	40.4	68,103	60,740	2,100
Engineers	37.28	33.57	1,515	1,343	40.6	78,801	69,834	2,114
Life, physical, and social science occupations	29.48	33.33	1,174	1,250	39.8	61,043	64,999	2,070
Community and social services occupations	17.81	17.55	713	702	40.0	37,051	36,500	2,080
Education, training, and library occupations	18.30	14.48	762	579	41.7	39,632	30,118	2,166
Healthcare practitioner and technical occupations	45.44	30.35	1,654	896	36.4	85,987	46,566	1,892
Healthcare support occupations	17.18	17.68	650	640	37.9	33,812	33,280	1,968
Miscellaneous healthcare support occupations	18.12	18.43	684	680	37.8	35,589	35,360	1,964
Food preparation and serving related occupations	8.04	8.00	316	320	39.3	16,450	16,640	2,045
Cooks	10.83	10.00	432	390	39.9	22,470	20,280	2,074
Food service, tipped	3.73	3.83	139	134	37.2	7,224	6,971	1,935
Waiters and waitresses	3.53	3.83	129	126	36.7	6,732	6,552	1,909
Building and grounds cleaning and maintenance occupations	10.37	9.40	415	376	40.0	21,577	19,552	2,080
Building cleaning workers	10.11	9.00	404	360	40.0	21,030	18,720	2,080
Janitors and cleaners, except maids and housekeeping cleaners	11.68	12.08	467	483	40.0	24,287	25,124	2,080
Sales and related occupations	23.97	14.56	969	578	40.4	50,403	30,050	2,102
First-line supervisors/managers, sales workers	12.44	10.25	515	410	41.4	26,765	21,320	2,152
Retail sales workers	12.80	12.00	523	480	40.8	27,185	24,960	2,124
Cashiers, all workers	10.07	8.50	398	328	39.6	20,720	17,063	2,058
Cashiers	10.07	8.50	398	328	39.6	20,720	17,063	2,058
Retail salespersons	13.92	13.50	577	540	41.5	30,009	28,080	2,156
Sales representatives, wholesale and manufacturing	37.13	37.33	1,493	1,493	40.2	77,617	77,642	2,090
Sales representatives, wholesale and manufacturing, except technical and scientific products	26.11	18.51	1,056	740	40.4	54,911	38,501	2,103
Office and administrative support occupations	16.25	15.00	624	577	38.4	32,466	30,000	1,997
Financial clerks	14.74	15.00	530	463	36.0	27,562	24,050	1,870
Bookkeeping, accounting, and auditing clerks ...	15.69	15.41	539	463	34.4	28,033	24,050	1,787
Secretaries and administrative assistants	19.08	18.69	741	726	38.8	38,533	37,745	2,020
Office clerks, general	15.95	15.92	593	510	37.2	30,826	26,503	1,932
Construction and extraction occupations	17.55	16.26	705	650	40.2	36,435	33,821	2,076
Installation, maintenance, and repair occupations	21.85	19.00	900	760	41.2	46,795	39,520	2,142
Production occupations	12.84	11.00	512	440	39.9	26,605	22,880	2,073
Miscellaneous production workers	10.27	10.75	411	430	40.0	21,356	22,360	2,080
Transportation and material moving occupations	13.12	12.00	526	480	40.1	27,255	24,960	2,077

See footnotes at end of table.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Denver-Aurora-Boulder, CO CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations —Continued								
Driver/sales workers and truck drivers	\$14.07	\$14.07	\$565	\$563	40.2	\$29,185	\$28,600	2,075
Truck drivers, heavy and tractor-trailer	17.32	16.16	712	646	41.1	36,335	33,615	2,098
Truck drivers, light or delivery services	12.34	11.50	494	460	40.0	25,664	23,920	2,080
Laborers and material movers, hand	11.15	11.85	446	474	40.0	23,200	24,648	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Denver-Aurora-Boulder, CO CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$25.01	\$20.21	\$991	\$803	39.6	\$51,374	\$41,796	2,054
Management occupations	53.86	48.79	2,205	1,867	40.9	114,640	97,105	2,129
Marketing and sales managers	73.79	70.00	3,173	2,800	43.0	164,971	145,604	2,236
Computer and information systems managers	59.61	56.80	2,385	2,272	40.0	123,997	118,146	2,080
Financial managers	44.27	39.06	1,771	1,563	40.0	92,080	81,251	2,080
Engineering managers	62.93	65.57	2,523	2,629	40.1	131,204	136,718	2,085
Medical and health services managers	41.33	41.60	1,653	1,664	40.0	85,967	86,528	2,080
Business and financial operations occupations	26.91	25.33	1,081	1,013	40.2	56,199	52,686	2,088
Human resources, training, and labor relations specialists	30.20	30.70	1,212	1,228	40.1	63,039	63,856	2,087
Accountants and auditors	25.73	26.33	1,046	1,053	40.6	54,373	54,766	2,113
Financial analysts and advisors	21.51	17.54	861	702	40.0	44,747	36,481	2,080
Computer and mathematical science occupations	38.02	37.31	1,525	1,493	40.1	79,315	77,611	2,086
Computer software engineers	42.90	45.78	1,726	1,831	40.2	89,745	95,231	2,092
Computer software engineers, applications	37.34	35.58	1,527	1,423	40.9	79,402	74,000	2,126
Computer software engineers, systems software	43.95	45.78	1,763	1,831	40.1	91,669	95,231	2,086
Computer support specialists	24.71	22.89	989	916	40.0	51,402	47,620	2,080
Computer systems analysts	38.32	37.50	1,533	1,500	40.0	79,707	78,000	2,080
Architecture and engineering occupations	37.04	37.35	1,483	1,494	40.0	77,136	77,688	2,082
Engineers	42.65	43.68	1,709	1,747	40.1	88,866	90,854	2,084
Civil engineers	43.51	44.63	1,740	1,785	40.0	90,505	92,830	2,080
Electrical and electronics engineers	39.65	40.87	1,586	1,635	40.0	82,469	84,999	2,080
Engineering technicians, except drafters	26.02	24.47	1,041	979	40.0	54,123	50,906	2,080
Life, physical, and social science occupations	28.68	25.06	1,150	1,002	40.1	59,795	52,116	2,085
Community and social services occupations	21.45	21.57	844	848	39.3	43,874	44,117	2,045
Education, training, and library occupations	33.96	30.79	1,348	1,232	39.7	56,652	52,894	1,668
Primary, secondary, and special education school teachers	30.17	30.38	1,187	1,139	39.3	50,068	51,155	1,660
Elementary and middle school teachers	32.98	33.01	1,286	1,238	39.0	49,864	50,252	1,512
Elementary school teachers, except special education	33.61	35.52	1,301	1,413	38.7	51,565	51,155	1,534
Arts, design, entertainment, sports, and media occupations	25.58	27.89	1,023	1,115	40.0	53,207	58,001	2,080
Designers	16.76	14.00	670	560	40.0	34,854	29,120	2,080
Healthcare practitioner and technical occupations	30.54	28.75	1,202	1,133	39.3	62,488	58,906	2,046
Registered nurses	35.23	35.48	1,368	1,368	38.8	71,154	71,156	2,020
Therapists	26.11	26.05	1,021	1,008	39.1	53,095	52,416	2,034
Healthcare support occupations	13.46	13.00	533	518	39.6	27,727	26,913	2,060
Nursing, psychiatric, and home health aides	12.74	12.50	503	492	39.5	26,180	25,609	2,055
Nursing aides, orderlies, and attendants	12.73	12.50	503	491	39.5	26,171	25,542	2,055
Food preparation and serving related occupations	11.64	10.69	462	427	39.6	24,007	22,194	2,062
Cooks	11.67	11.54	467	462	40.0	24,263	24,003	2,080
Food service, tipped	8.56	9.35	323	374	37.7	16,804	19,444	1,963
Building and grounds cleaning and maintenance occupations	10.73	10.51	425	405	39.6	22,123	21,050	2,061
Building cleaning workers	10.47	10.12	414	393	39.6	21,552	20,446	2,058
Janitors and cleaners, except maids and housekeeping cleaners	11.70	11.00	455	433	38.9	23,680	22,506	2,024
Maids and housekeeping cleaners	9.52	9.33	381	373	40.0	19,798	19,406	2,080
Sales and related occupations	22.16	16.35	877	638	39.6	45,630	33,197	2,059
Retail sales workers	12.49	11.28	491	426	39.3	25,521	22,152	2,043

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Denver-Aurora-Boulder, CO CSA, June 2007** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations –Continued								
Cashiers, all workers	\$11.90	\$10.73	\$472	\$425	39.7	\$24,556	\$22,090	2,063
Cashiers	11.90	10.73	472	425	39.7	24,556	22,090	2,063
Retail salespersons	13.04	11.28	502	420	38.5	26,124	21,840	2,004
Sales representatives, wholesale and manufacturing	37.89	31.90	1,533	1,276	40.4	79,692	66,346	2,103
Office and administrative support occupations	16.55	15.96	654	638	39.5	34,020	33,176	2,055
First-line supervisors/managers of office and administrative support workers	22.49	22.12	915	866	40.7	47,595	45,053	2,117
Financial clerks	15.02	14.80	601	592	40.0	31,242	30,774	2,080
Bookkeeping, accounting, and auditing clerks ...	13.46	13.00	538	520	40.0	27,997	27,040	2,080
Customer service representatives	14.86	12.88	579	504	39.0	30,109	26,208	2,026
Receptionists and information clerks	13.62	14.47	525	550	38.5	27,290	28,593	2,004
Stock clerks and order fillers	14.82	15.96	593	638	40.0	30,816	33,197	2,080
Secretaries and administrative assistants	19.30	18.36	770	732	39.9	40,029	38,043	2,074
Executive secretaries and administrative assistants	22.12	21.31	889	852	40.2	46,225	44,321	2,090
Medical secretaries	16.13	15.55	636	622	39.4	33,085	32,338	2,051
Secretaries, except legal, medical, and executive	18.12	17.52	725	701	40.0	37,681	36,446	2,080
Office clerks, general	16.40	16.76	656	670	40.0	34,108	34,861	2,080
Construction and extraction occupations	17.64	17.52	709	748	40.2	36,855	38,896	2,090
Installation, maintenance, and repair occupations	24.86	24.93	987	997	39.7	51,348	51,854	2,065
Industrial machinery installation, repair, and maintenance workers	20.99	18.95	823	761	39.2	42,810	39,582	2,040
Production occupations	15.61	14.73	619	588	39.7	32,090	30,493	2,056
Electrical, electronics, and electromechanical assemblers	18.47	16.50	739	660	40.0	38,417	34,320	2,080
Electrical and electronic equipment assemblers	18.47	16.50	739	660	40.0	38,417	34,320	2,080
Miscellaneous assemblers and fabricators	13.05	14.39	522	576	40.0	27,146	29,931	2,080
Inspectors, testers, sorters, samplers, and weighers	17.66	17.51	706	700	40.0	36,724	36,421	2,080
Miscellaneous production workers	12.79	11.95	503	478	39.3	26,172	24,856	2,046
Transportation and material moving occupations	21.29	18.61	814	744	38.2	42,329	38,711	1,989
Driver/sales workers and truck drivers	18.04	18.61	721	744	40.0	37,516	38,711	2,080
Truck drivers, heavy and tractor-trailer	19.48	19.37	779	775	40.0	40,508	40,283	2,080
Truck drivers, light or delivery services	17.18	14.15	687	566	40.0	35,729	29,432	2,080
Laborers and material movers, hand	17.73	19.99	709	800	40.0	36,869	41,579	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Denver-Aurora-Boulder, CO CSA, June 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$23.02	\$20.17	\$28.73	\$22.15	\$22.01	\$23.82
Management, professional, and related	32.10	26.54	34.08	33.24	33.95	28.15
Management, business, and financial	—	—	—	37.06	37.63	31.42
Professional and related	32.30	26.61	34.37	31.20	31.88	26.98
Service	21.18	16.17	23.68	10.98	10.01	18.13
Sales and office	17.18	17.29	—	18.36	18.40	17.45
Sales and related	15.42	15.42	—	21.14	21.15	—
Office and administrative support	18.48	19.13	—	16.09	15.98	17.51
Natural resources, construction, and maintenance	—	—	—	18.41	18.11	21.96
Construction and extraction	—	—	—	17.38	16.94	23.67
Installation, maintenance, and repair	26.23	26.86	—	21.56	21.77	19.96
Production, transportation, and material moving	19.78	20.13	17.47	13.56	13.53	—
Production	16.01	16.01	—	13.81	13.81	—
Transportation and material moving	21.71	22.73	17.47	13.27	13.21	—
	Relative error ⁴ (percent)					
All workers	4.1	5.6	5.8	3.3	3.6	2.2
Management, professional, and related9	2.7	.4	3.3	3.6	4.0
Management, business, and financial	—	—	—	5.9	6.3	9.0
Professional and related9	2.7	.4	2.5	2.7	5.0
Service	14.2	9.8	19.2	6.2	7.6	8.6
Sales and office	3.0	3.0	—	8.8	9.2	3.1
Sales and related	1.5	1.5	—	17.6	17.6	—
Office and administrative support	4.3	3.7	—	3.0	3.2	3.1
Natural resources, construction, and maintenance	—	—	—	6.2	6.7	6.3
Construction and extraction	—	—	—	5.2	5.2	1.4
Installation, maintenance, and repair	3.4	3.9	—	8.7	9.5	15.0
Production, transportation, and material moving	12.7	13.9	8.2	3.7	3.7	—
Production	3.5	3.5	—	5.8	5.8	—
Transportation and material moving	15.2	16.3	8.2	2.7	2.7	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Denver-Aurora-Boulder, CO CSA, June 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$21.53	\$21.01	\$30.91	\$30.91
Management, professional, and related	32.83	33.40	43.49	43.49
Management, business, and financial	35.92	36.49	51.46	51.46
Professional and related	31.45	31.82	—	—
Service	11.73	10.13	—	—
Sales and office	15.40	15.28	29.91	29.91
Sales and related	13.72	13.72	31.04	31.04
Office and administrative support	16.23	16.12	16.56	16.56
Natural resources, construction, and maintenance	18.59	18.24	25.08	25.08
Construction and extraction	—	17.49	—	—
Installation, maintenance, and repair	21.60	21.58	28.21	28.21
Production, transportation, and material moving	14.94	14.85	—	—
Production	14.08	14.08	—	—
Transportation and material moving	15.79	15.66	—	—
	Relative error ⁴ (percent)			
All workers	2.5	2.9	16.4	16.4
Management, professional, and related	3.0	3.5	25.8	25.8
Management, business, and financial	6.2	6.7	28.4	28.4
Professional and related	2.2	2.7	—	—
Service	6.4	7.9	—	—
Sales and office	4.8	5.2	21.2	21.2
Sales and related	14.8	14.8	22.2	22.2
Office and administrative support	2.5	2.8	27.4	27.4
Natural resources, construction, and maintenance	3.8	4.4	24.6	24.6
Construction and extraction	—	5.0	—	—
Installation, maintenance, and repair	5.0	5.6	21.7	21.7
Production, transportation, and material moving	5.3	5.5	—	—
Production	4.6	4.6	—	—
Transportation and material moving	7.3	7.9	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Denver-Aurora-Boulder, CO CSA, June 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	\$23.60	\$19.54	-	-	-	\$23.82	-	-
Management, professional, and related	-	37.52	33.07	-	-	-	29.90	-	-
Management, business, and financial	-	41.25	36.75	-	-	-	32.32	-	-
Professional and related	-	35.64	22.43	-	-	-	29.45	-	-
Service	-	-	15.70	-	-	-	13.92	-	-
Sales and office	-	19.58	17.96	-	-	-	17.21	-	-
Sales and related	-	-	18.90	-	-	-	-	-	-
Office and administrative support	-	16.84	15.03	-	-	-	16.12	-	-
Natural resources, construction, and maintenance	-	21.33	22.46	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	24.87	25.05	-	-	-	-	-	-
Production, transportation, and material moving	-	15.03	16.21	-	-	-	-	-	-
Production	-	15.07	17.91	-	-	-	-	-	-
Transportation and material moving ...	-	14.81	16.02	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	6.0	4.8	-	-	-	7.6	-	-
Management, professional, and related	-	6.4	12.6	-	-	-	7.0	-	-
Management, business, and financial	-	5.4	16.5	-	-	-	5.5	-	-
Professional and related	-	8.3	5.1	-	-	-	9.1	-	-
Service	-	-	4.2	-	-	-	5.4	-	-
Sales and office	-	20.6	10.4	-	-	-	7.0	-	-
Sales and related	-	-	14.6	-	-	-	-	-	-
Office and administrative support	-	7.5	8.7	-	-	-	3.1	-	-
Natural resources, construction, and maintenance	-	5.5	10.4	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	5.5	9.6	-	-	-	-	-	-
Production, transportation, and material moving	-	2.3	8.9	-	-	-	-	-	-
Production	-	2.7	6.3	-	-	-	-	-	-
Transportation and material moving ...	-	.1	9.8	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Denver–Aurora–Boulder, CO, Combined Statistical Area (CSA) includes:

- Boulder, CO, Metropolitan Statistical Area: Boulder County, CO
- Denver–Aurora, CO, Metropolitan Statistical Area: Adams, Arapahoe, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Jefferson, and Park Counties, CO

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. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify 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 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. 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. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group 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 a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with as-

signed point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

Collection period

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

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS 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 during the initial interview, 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.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, Denver-Aurora-Boulder, CO CSA, June 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	1,343,500	1,181,400	162,000
Management, professional, and related	450,400	356,600	93,900
Management, business, and financial	131,600	118,100	13,500
Professional and related	318,800	238,400	80,400
Service	225,500	189,600	35,900
Sales and office	389,900	371,700	18,200
Sales and related	181,300	180,500	–
Office and administrative support	208,600	191,200	17,400
Natural resources, construction, and maintenance	111,400	102,700	8,700
Construction and extraction	74,700	71,100	3,500
Installation, maintenance, and repair	33,400	28,300	5,200
Production, transportation, and material moving	166,200	160,800	5,400
Production	76,400	76,400	–
Transportation and material moving	89,900	84,500	5,400

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

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Denver-Aurora-Boulder, CO CSA, June 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	54,442	54,180	262
Total in sample	583	546	37
Responding	339	303	36
Refused or unable to provide data	145	144	1
Out of business or not in survey scope	99	99	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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