

Honolulu, HI National Compensation Survey January 2004



U.S. Department of Labor
Elaine L. Chao, Secretary

Bureau of Labor Statistics
Kathleen P. Utgoff, Commissioner

June 2004

Bulletin 3120-79

Preface

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

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

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

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

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

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

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government	5
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government	7
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government	8
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government	11
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government	14
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government	19
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government	23
5–1. Selected worker characteristics: Mean hourly earnings by occupational group	25
5–2. Major industry division: Mean hourly earnings by occupational group, private industry	26
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry	27
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries.....	28
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry	30
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government.....	32
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries.....	33
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries.....	35
Appendixes:	
A. Technical Note	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group	A – 5
B. Occupational Classifications	B – 1
C. Occupational Leveling Criteria	C – 1
D. Evaluating Your Firm’s Jobs.....	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Honolulu, HI, metropolitan area. Data were collected between December 2003 and April 2004; the average reference month is January 2004. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1-1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay.

Establishment characteristics include goods and service producing and size of establishment.

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2-2 presents the same type of information for full-time workers only. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3-2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4-1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4-2 provides work level data for full-time workers. Table 4-3 provides similar data for workers designated as part-time.

Table 5-1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5-2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$17.81	3.7	34.9	\$16.70	3.9	34.4	\$20.97	8.6	36.5
Worker characteristics:⁴									
White-collar occupations ⁵	21.74	4.9	36.3	20.49	5.8	35.7	24.32	8.8	37.5
Professional specialty and technical	30.16	6.6	36.3	31.15	9.7	34.5	29.24	8.9	38.0
Executive, administrative, and managerial	27.98	8.1	40.7	29.63	6.4	41.2	24.92	21.2	40.0
Sales	12.61	3.6	32.2	12.52	3.7	32.0	—	—	—
Administrative support	14.48	2.2	36.7	14.56	2.8	37.4	14.25	3.4	34.8
Blue-collar occupations ⁵	16.46	4.2	37.2	16.85	4.8	36.6	14.69	5.2	40.0
Precision production, craft, and repair	20.30	8.3	39.5	21.05	9.1	39.4	17.14	16.4	40.0
Machine operators, assemblers, and inspectors	12.90	15.4	38.6	12.90	15.4	38.6	—	—	—
Transportation and material moving	15.54	6.2	36.4	15.81	6.7	35.9	—	—	—
Handlers, equipment cleaners, helpers, and laborers	13.33	2.5	35.3	13.48	2.9	34.1	—	—	—
Service occupations ⁵	11.21	2.6	31.4	10.53	2.5	31.4	14.12	6.7	31.6
Full time	18.92	4.0	39.1	17.88	4.3	39.2	21.58	9.2	38.7
Part time	9.78	4.3	19.8	9.88	4.5	20.2	8.86	13.8	16.7
Union	20.22	5.4	38.0	18.97	4.0	37.6	21.32	9.3	38.3
Nonunion	15.92	4.2	32.9	15.82	4.4	33.4	17.85	13.5	25.3
Time	17.68	3.8	34.9	16.51	4.1	34.4	20.97	8.6	36.5
Incentive	27.08	14.2	35.4	27.08	14.2	35.4	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	22.47	10.1	39.3	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.19	4.3	34.1	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.12	9.9	32.0	15.00	10.1	31.9	24.15	1.4	40.0
100-499 workers	16.00	4.3	34.3	16.00	4.3	34.3	—	—	—
500 workers or more	19.68	5.0	36.4	18.50	4.6	36.4	20.94	8.6	36.4

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.81	3.7	\$16.70	3.9	\$20.97	8.6
All excluding sales	18.34	3.8	17.28	4.1	21.03	8.6
White collar	21.74	4.9	20.49	5.8	24.32	8.8
White collar excluding sales	23.67	5.1	23.16	6.1	24.47	9.0
Professional specialty and technical	30.16	6.6	31.15	9.7	29.24	8.9
Professional specialty	30.53	7.0	30.23	3.5	30.79	12.9
Engineers, architects, and surveyors	23.71	4.7	26.33	7.7	—	—
Mathematical and computer scientists	24.85	6.6	24.85	6.6	—	—
Computer systems analysts and scientists	24.85	6.6	24.85	6.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.19	1.4	31.79	.9	—	—
Registered nurses	31.28	.8	31.41	.9	—	—
Teachers, college and university	55.99	9.7	45.91	11.7	—	—
Teachers, except college and university	29.79	3.9	29.14	5.7	29.96	4.7
Elementary school teachers	32.38	1.7	34.27	1.6	—	—
Secondary school teachers	32.52	2.7	—	—	—	—
Teachers, n.e.c.	19.46	2.4	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	21.87	19.2	13.91	19.2	—	—
Social workers	21.87	19.2	13.91	19.2	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.46	3.3	24.46	3.3	—	—
Technical	28.74	24.9	34.00	34.1	21.88	6.2
Clinical laboratory technologists and technicians	19.37	9.8	19.37	9.8	—	—
Radiological technicians	24.97	3.2	24.97	3.2	—	—
Licensed practical nurses	17.49	1.3	17.99	.5	—	—
Health technologists and technicians, n.e.c.	17.17	5.2	17.17	5.2	—	—
Executive, administrative, and managerial	27.98	8.1	29.63	6.4	24.92	21.2
Executives, administrators, and managers	33.09	8.3	33.86	8.8	—	—
Financial managers	37.80	7.3	37.80	7.3	—	—
Managers and administrators, n.e.c.	40.17	8.4	40.17	8.4	—	—
Management related	24.21	13.3	23.84	4.2	24.55	25.1
Accountants and auditors	25.58	8.1	25.15	9.0	—	—
Other financial officers	17.79	3.5	17.79	3.5	—	—
Management related, n.e.c.	25.84	10.5	23.00	9.0	—	—
Sales	12.61	3.6	12.52	3.7	—	—
Supervisors, sales	26.27	8.5	26.27	8.5	—	—
Sales workers, other commodities	9.32	5.4	9.32	5.4	—	—
Cashiers	9.80	6.0	9.37	5.1	—	—
Administrative support, including clerical	14.48	2.2	14.56	2.8	14.25	3.4
Secretaries	16.49	3.1	16.25	4.9	—	—
Hotel clerks	15.33	1.5	15.33	1.5	—	—
Transportation ticket and reservation agents	13.59	10.9	13.59	10.9	—	—
Receptionists	12.21	4.6	—	—	—	—
Records clerks, n.e.c.	15.65	14.6	15.65	14.6	—	—
Bookkeepers, accounting and auditing clerks	13.17	3.8	13.43	4.5	—	—
Payroll and timekeeping clerks	14.83	12.4	14.83	12.4	—	—
Telephone operators	13.69	2.3	13.69	2.3	—	—
Stock and inventory clerks	12.63	4.9	12.63	4.9	—	—
General office clerks	12.38	6.9	13.02	6.3	—	—
Teachers' aides	15.42	4.7	—	—	—	—
Administrative support, n.e.c.	13.72	7.5	13.72	7.5	—	—
Blue collar	16.46	4.2	16.85	4.8	14.69	5.2
Precision production, craft, and repair	20.30	8.3	21.05	9.1	17.14	16.4
Aircraft mechanics, except engine	23.79	11.7	23.79	11.7	—	—
Mechanics and repairers, n.e.c.	20.86	4.2	21.13	4.5	—	—
Plumbers, pipefitters and steamfitters	22.00	8.2	22.59	9.3	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$12.90	15.4	\$12.90	15.4	—	—
Transportation and material moving	15.54	6.2	15.81	6.7	—	—
Truck drivers	14.36	4.0	14.57	5.3	—	—
Industrial truck and tractor equipment operators ..	13.97	12.2	13.97	12.2	—	—
Handlers, equipment cleaners, helpers, and laborers	13.33	2.5	13.48	2.9	—	—
Groundskeepers and gardeners, except farm	12.40	2.8	12.88	7.2	—	—
Construction laborers	20.49	11.6	20.49	11.6	—	—
Stock handlers and baggers	11.50	9.2	11.50	9.2	—	—
Freight, stock, and material handlers, n.e.c.	14.01	16.1	14.01	16.1	—	—
Vehicle washers and equipment cleaners	10.34	12.6	10.34	12.6	—	—
Service	11.21	2.6	10.53	2.5	\$14.12	6.7
Protective service	13.37	11.9	9.49	7.9	18.89	7.2
Guards and police, except public service	9.28	7.7	9.28	7.7	—	—
Food service	9.08	4.0	9.05	4.1	—	—
Waiters, waitresses, and bartenders	6.83	1.0	6.83	1.0	—	—
Bartenders	12.74	16.2	12.74	16.2	—	—
Waiters and waitresses	6.30	1.0	6.30	1.0	—	—
Waiters/Waitresses' assistants	6.31	1.4	6.31	1.4	—	—
Other food service	10.77	7.3	10.74	7.4	—	—
Cooks	13.58	5.7	13.59	5.9	—	—
Food counter, fountain, and related	6.70	4.2	6.70	4.2	—	—
Kitchen workers, food preparation	10.46	8.3	10.46	8.3	—	—
Food preparation, n.e.c.	11.07	1.3	11.07	1.3	—	—
Health service	12.65	3.5	13.19	1.4	—	—
Health aides, except nursing	11.94	13.5	13.89	4.9	—	—
Nursing aides, orderlies and attendants	12.90	.8	12.99	.9	—	—
Cleaning and building service	11.62	4.8	11.63	6.4	11.60	.5
Supervisors, cleaning and building service						
workers	12.33	7.0	—	—	—	—
Maids and housemen	12.24	.8	12.24	.8	—	—
Janitors and cleaners	10.98	9.4	11.00	13.3	—	—
Personal service	10.71	7.6	11.23	7.5	—	—
Baggage porters and bellhops	6.84	.5	6.84	.5	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.92	4.0	\$17.88	4.3	\$21.58	9.2
All excluding sales	19.31	4.2	18.31	4.5	21.65	9.3
White collar	22.64	5.3	21.67	6.3	24.43	9.3
White collar excluding sales	23.99	5.5	23.60	6.6	24.59	9.5
Professional specialty and technical	30.46	6.8	31.89	10.3	29.24	8.9
Professional specialty	30.83	7.4	30.89	4.8	30.79	12.9
Engineers, architects, and surveyors	23.71	4.7	26.33	7.7	—	—
Mathematical and computer scientists	24.85	6.6	24.85	6.6	—	—
Computer systems analysts and scientists	24.85	6.6	24.85	6.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.12	1.7	31.78	1.2	—	—
Registered nurses	31.41	1.0	31.58	1.1	—	—
Teachers, college and university	55.99	9.7	45.91	11.7	—	—
Teachers, except college and university	29.94	3.9	29.87	5.6	29.96	4.7
Elementary school teachers	32.38	1.7	34.27	1.6	—	—
Secondary school teachers	32.52	2.7	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	22.80	19.9	—	—	—	—
Social workers	22.80	19.9	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.15	5.3	26.15	5.3	—	—
Technical	29.07	25.3	34.86	34.6	21.88	6.2
Clinical laboratory technologists and technicians	20.09	6.6	20.09	6.6	—	—
Licensed practical nurses	17.48	1.3	17.99	.5	—	—
Health technologists and technicians, n.e.c.	17.33	5.5	17.33	5.5	—	—
Executive, administrative, and managerial	27.98	8.1	29.63	6.4	24.92	21.2
Executives, administrators, and managers	33.09	8.3	33.86	8.8	—	—
Financial managers	37.80	7.3	37.80	7.3	—	—
Managers and administrators, n.e.c.	40.17	8.4	40.17	8.4	—	—
Management related	24.21	13.3	23.84	4.2	24.55	25.1
Accountants and auditors	25.58	8.1	25.15	9.0	—	—
Other financial officers	17.79	3.5	17.79	3.5	—	—
Management related, n.e.c.	25.84	10.5	23.00	9.0	—	—
Sales	14.08	4.1	14.01	4.3	—	—
Supervisors, sales	26.56	7.6	26.56	7.6	—	—
Sales workers, other commodities	9.14	9.5	9.14	9.5	—	—
Cashiers	10.50	7.2	9.96	6.1	—	—
Administrative support, including clerical	14.59	2.2	14.74	2.5	14.20	3.7
Secretaries	16.49	3.1	16.25	4.9	—	—
Hotel clerks	15.76	3.1	15.76	3.1	—	—
Transportation ticket and reservation agents	13.87	6.3	13.87	6.3	—	—
Receptionists	12.21	4.6	—	—	—	—
Records clerks, n.e.c.	15.76	14.6	15.76	14.6	—	—
Bookkeepers, accounting and auditing clerks	13.17	3.8	13.43	4.5	—	—
Payroll and timekeeping clerks	14.83	12.4	14.83	12.4	—	—
Telephone operators	13.71	2.3	13.71	2.3	—	—
Stock and inventory clerks	12.64	5.6	12.64	5.6	—	—
General office clerks	12.46	7.1	13.14	6.3	—	—
Bank tellers	10.56	9.5	10.56	9.5	—	—
Blue collar	17.04	3.9	17.61	4.5	14.69	5.2
Precision production, craft, and repair	20.46	8.2	21.27	9.0	17.14	16.4
Mechanics and repairers, n.e.c.	20.98	4.3	21.26	4.7	—	—
Plumbers, pipefitters and steamfitters	22.00	8.2	22.59	9.3	—	—
Machine operators, assemblers, and inspectors	13.14	15.0	13.14	15.0	—	—
Transportation and material moving	15.96	6.1	16.33	6.6	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Truck drivers	\$14.25	4.1	\$14.43	5.3	—	—
Industrial truck and tractor equipment operators ..	14.62	8.8	14.62	8.8	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	12.40	2.8	12.88	7.2	—	—
Construction laborers	20.49	11.6	20.49	11.6	—	—
Stock handlers and baggers	13.49	6.4	13.49	6.4	—	—
Freight, stock, and material handlers, n.e.c.	14.08	14.7	14.08	14.7	—	—
Service						
Protective service	13.94	14.2	9.57	9.9	\$15.73	9.9
Food service	9.95	3.5	9.91	3.5	18.89	7.2
Waiters, waitresses, and bartenders	6.95	.8	6.95	.8	—	—
Bartenders	12.74	16.2	12.74	16.2	—	—
Waiters and waitresses	6.24	.3	6.24	.3	—	—
Waiters/Waitresses' assistants	6.35	2.2	6.35	2.2	—	—
Other food service	12.68	5.8	12.67	5.9	—	—
Cooks	13.88	4.4	13.90	4.6	—	—
Kitchen workers, food preparation	12.71	11.0	12.71	11.0	—	—
Food preparation, n.e.c.	11.93	.9	11.93	.9	—	—
Health service	13.06	1.2	13.15	1.3	—	—
Health aides, except nursing	13.81	5.6	13.81	5.6	—	—
Nursing aides, orderlies and attendants	12.89	.8	12.98	.9	—	—
Cleaning and building service	12.21	4.9	12.19	6.5	—	—
Maids and housemen	12.26	.8	12.26	.8	—	—
Janitors and cleaners	12.06	10.6	12.13	15.0	—	—
Personal service	11.63	10.8	11.63	10.8	—	—
Baggage porters and bellhops	6.32	.7	6.32	.7	—	—
Service, n.e.c.	9.48	3.4	9.48	3.4	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$9.78	4.3	\$9.88	4.5	\$8.86	13.8
All excluding sales	10.01	5.3	10.18	5.7	8.86	13.8
White collar	11.88	6.1	11.72	6.3	—	—
White collar excluding sales	16.14	8.2	16.26	9.0	—	—
Professional specialty and technical	22.01	10.9	22.01	10.9	—	—
Professional specialty	23.01	13.2	23.01	13.2	—	—
Health related	31.81	4.9	31.81	4.9	—	—
Registered nurses	30.14	1.5	30.14	1.5	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.49	11.6	16.49	11.6	—	—
Sales	8.93	4.3	8.93	4.3	—	—
Sales workers, other commodities	9.53	6.9	9.53	6.9	—	—
Cashiers	8.06	5.4	8.06	5.4	—	—
Administrative support, including clerical	12.92	14.0	12.43	17.2	—	—
Transportation ticket and reservation agents	12.84	25.7	12.84	25.7	—	—
Blue collar	9.66	5.5	9.66	5.5	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.73	18.0	9.73	18.0	—	—
Handlers, equipment cleaners, helpers, and laborers	9.56	3.2	9.56	3.2	—	—
Stock handlers and baggers	7.97	10.0	7.97	10.0	—	—
Freight, stock, and material handlers, n.e.c.	13.70	24.3	13.70	24.3	—	—
Service	8.28	6.2	8.42	7.0	7.58	8.5
Protective service	9.19	5.0	9.19	5.0	—	—
Guards and police, except public service	8.88	5.6	8.88	5.6	—	—
Food service	7.13	6.6	7.13	6.6	—	—
Waiters, waitresses, and bartenders	6.43	1.9	6.43	1.9	—	—
Waiters and waitresses	6.49	2.4	6.49	2.4	—	—
Waiters/Waitresses' assistants	6.12	1.7	6.12	1.7	—	—
Other food service	7.46	11.3	7.46	11.3	—	—
Food counter, fountain, and related	6.44	1.7	6.44	1.7	—	—
Kitchen workers, food preparation	8.12	6.5	8.12	6.5	—	—
Food preparation, n.e.c.	7.59	6.0	7.59	6.0	—	—
Health service	9.56	22.1	13.88	4.3	—	—
Nursing aides, orderlies and attendants	13.35	4.4	13.35	4.4	—	—
Cleaning and building service	8.19	10.1	8.10	10.1	—	—
Maids and housemen	12.00	.9	12.00	.9	—	—
Janitors and cleaners	7.47	10.3	6.92	3.5	—	—
Personal service	9.56	10.4	10.51	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.

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$739	3.9	39.1	\$701	4.1	39.2	\$836	9.1	38.7
All excluding sales	755	4.0	39.1	718	4.2	39.3	838	9.1	38.7
White collar	883	5.2	39.0	856	6.2	39.5	933	9.3	38.2
White collar excluding sales	937	5.3	39.1	936	6.1	39.7	938	9.4	38.2
Professional specialty and technical	1,169	6.2	38.4	1,236	8.5	38.8	1,112	8.8	38.0
Professional specialty	1,185	7.1	38.4	1,220	5.1	39.5	1,159	11.9	37.6
Engineers, architects, and surveyors	950	4.8	40.1	1,059	8.0	40.2	-	-	-
Mathematical and computer scientists	994	6.6	40.0	994	6.6	40.0	-	-	-
Computer systems analysts and scientists	994	6.6	40.0	994	6.6	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,233	1.7	39.6	1,258	1.1	39.6	-	-	-
Registered nurses	1,243	1.0	39.6	1,249	1.1	39.6	-	-	-
Teachers, college and university	2,114	13.1	37.8	1,588	12.9	34.6	-	-	-
Teachers, except college and university	1,085	3.3	36.2	1,188	6.8	39.8	1,063	3.8	35.5
Elementary school teachers	1,155	1.1	35.7	1,388	.8	40.5	-	-	-
Secondary school teachers	1,170	2.6	36.0	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	912	19.9	40.0	-	-	-	-	-	-
Social workers	912	19.9	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,040	5.1	39.8	1,040	5.1	39.8	-	-	-
Technical	1,108	20.8	38.1	1,281	27.9	36.7	875	6.2	40.0
Clinical laboratory technologists and technicians	803	6.6	40.0	803	6.6	40.0	-	-	-
Licensed practical nurses	688	1.2	39.3	703	1.7	39.1	-	-	-
Health technologists and technicians, n.e.c.	693	5.5	40.0	693	5.5	40.0	-	-	-
Executive, administrative, and managerial	1,140	8.1	40.7	1,220	6.4	41.2	997	21.2	40.0
Executives, administrators, and managers	1,357	8.5	41.0	1,393	8.9	41.1	-	-	-
Financial managers	1,536	9.7	40.6	1,536	9.7	40.6	-	-	-
Managers and administrators, n.e.c.	1,658	7.7	41.3	1,658	7.7	41.3	-	-	-
Management related	982	13.4	40.6	982	3.8	41.2	982	25.1	40.0
Accountants and auditors	1,014	9.1	39.6	996	10.1	39.6	-	-	-
Other financial officers	712	3.5	40.0	712	3.5	40.0	-	-	-
Management related, n.e.c.	1,078	7.3	41.7	979	4.6	42.5	-	-	-
Sales	546	5.3	38.8	543	5.5	38.7	-	-	-
Supervisors, sales	1,095	9.4	41.3	1,095	9.4	41.3	-	-	-
Sales workers, other commodities	362	9.3	39.6	362	9.3	39.6	-	-	-
Cashiers	392	10.3	37.3	369	9.8	37.1	-	-	-
Administrative support, including clerical	568	2.1	38.9	584	2.4	39.6	528	3.0	37.2
Secretaries	657	3.2	39.8	644	5.1	39.6	-	-	-
Hotel clerks	620	2.7	39.3	620	2.7	39.3	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Transportation ticket and reservation agents	\$555	6.3	40.0	\$555	6.3	40.0	—	—	—
Receptionists	488	4.6	40.0	—	—	—	—	—	—
Records clerks, n.e.c.	612	12.9	38.9	612	12.9	38.9	—	—	—
Bookkeepers, accounting and auditing clerks	522	4.1	39.7	531	5.0	39.5	—	—	—
Payroll and timekeeping clerks	590	12.2	39.8	590	12.2	39.8	—	—	—
Telephone operators	549	2.3	40.0	549	2.3	40.0	—	—	—
Stock and inventory clerks	506	5.6	40.0	506	5.6	40.0	—	—	—
General office clerks	496	7.0	39.8	522	6.3	39.7	—	—	—
Bank tellers	413	9.0	39.1	413	9.0	39.1	—	—	—
Blue collar	679	3.8	39.8	701	4.3	39.8	\$588	5.2	40.0
Precision production, craft, and repair	817	8.2	39.9	849	9.0	39.9	686	16.4	40.0
Mechanics and repairers, n.e.c.	826	4.9	39.4	836	5.4	39.3	—	—	—
Plumbers, pipefitters and steamfitters	880	8.2	40.0	904	9.3	40.0	—	—	—
Machine operators, assemblers, and inspectors	520	15.5	39.6	520	15.5	39.6	—	—	—
Transportation and material moving	633	5.4	39.6	646	5.8	39.6	—	—	—
Truck drivers	570	4.1	40.0	577	5.3	40.0	—	—	—
Industrial truck and tractor equipment operators	578	8.1	39.5	578	8.1	39.5	—	—	—
Handlers, equipment cleaners, helpers, and laborers	561	2.6	39.9	579	3.1	39.9	—	—	—
Groundskeepers and gardeners, except farm	494	3.1	39.8	508	8.0	39.5	—	—	—
Construction laborers	819	11.6	40.0	819	11.6	40.0	—	—	—
Stock handlers and baggers ..	534	6.8	39.6	534	6.8	39.6	—	—	—
Freight, stock, and material handlers, n.e.c.	563	14.7	40.0	563	14.7	40.0	—	—	—
Service	464	3.6	38.6	426	3.8	38.2	629	9.9	40.0
Protective service	534	16.9	38.3	354	13.1	37.0	756	7.2	40.0
Food service	372	4.3	37.4	371	4.3	37.4	—	—	—
Waiters, waitresses, and bartenders	250	1.1	36.0	250	1.1	36.0	—	—	—
Bartenders	466	20.7	36.6	466	20.7	36.6	—	—	—
Waiters and waitresses	222	1.3	35.7	222	1.3	35.7	—	—	—
Waiters'/Waitresses' assistants	234	4.1	36.8	234	4.1	36.8	—	—	—
Other food service	493	7.2	38.8	492	7.4	38.8	—	—	—
Cooks	543	5.1	39.1	543	5.4	39.1	—	—	—
Kitchen workers, food preparation	477	15.0	37.6	477	15.0	37.6	—	—	—
Food preparation, n.e.c.	468	1.1	39.2	468	1.1	39.2	—	—	—
Health service	522	1.2	40.0	525	1.3	40.0	—	—	—
Health aides, except nursing ..	553	5.6	40.0	553	5.6	40.0	—	—	—
Nursing aides, orderlies and attendants	515	.7	39.9	518	.9	39.9	—	—	—
Cleaning and building service	482	5.0	39.4	479	6.5	39.2	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Cleaning and building service									
—Continued									
Maids and housemen	\$478	0.3	39.0	\$478	0.3	39.0	—	—	—
Janitors and cleaners	478	10.7	39.6	478	15.0	39.4	—	—	—
Personal service	440	7.5	37.8	440	7.5	37.8	—	—	—
Baggage porters and bellhops	244	.5	38.6	244	.5	38.6	—	—	—
Service, n.e.c.	373	4.6	39.4	373	4.6	39.4	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$37,556	3.9	1,985	\$36,099	4.1	2,019	\$41,060	9.1	1,903
All excluding sales	38,289	4.0	1,983	36,978	4.2	2,020	41,158	9.1	1,901
White collar	44,191	5.2	1,952	43,847	6.2	2,023	44,767	9.3	1,833
White collar excluding sales	46,589	5.3	1,942	47,789	6.1	2,025	44,961	9.4	1,829
Professional specialty and technical	55,733	6.2	1,830	60,972	8.5	1,912	51,597	8.8	1,765
Professional specialty	55,274	7.1	1,793	59,063	5.1	1,912	52,651	11.9	1,710
Engineers, architects, and surveyors	49,396	4.8	2,084	55,044	8.0	2,091	-	-	-
Mathematical and computer scientists	51,688	6.6	2,080	51,688	6.6	2,080	-	-	-
Computer systems analysts and scientists	51,688	6.6	2,080	51,688	6.6	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	64,124	1.7	2,060	65,416	1.1	2,058	-	-	-
Registered nurses	64,659	1.0	2,058	64,951	1.1	2,057	-	-	-
Teachers, college and university	84,071	13.1	1,501	64,968	12.9	1,415	-	-	-
Teachers, except college and university	45,639	3.3	1,524	46,359	6.8	1,552	45,467	3.8	1,518
Elementary school teachers	47,811	1.1	1,477	52,041	.8	1,519	-	-	-
Secondary school teachers	47,848	2.6	1,471	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	47,423	19.9	2,080	-	-	-	-	-	-
Social workers	47,423	19.9	2,080	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	54,104	5.1	2,069	54,104	5.1	2,069	-	-	-
Technical	57,638	20.8	1,983	66,612	27.9	1,911	45,516	6.2	2,080
Clinical laboratory technologists and technicians	41,781	6.6	2,080	41,781	6.6	2,080	-	-	-
Licensed practical nurses	35,775	1.2	2,046	36,562	1.7	2,033	-	-	-
Health technologists and technicians, n.e.c.	36,047	5.5	2,080	36,047	5.5	2,080	-	-	-
Executive, administrative, and managerial	59,223	8.1	2,116	63,316	6.4	2,137	51,833	21.2	2,080
Executives, administrators, and managers	70,374	8.5	2,127	72,227	8.9	2,133	-	-	-
Financial managers	79,892	9.7	2,113	79,892	9.7	2,113	-	-	-
Managers and administrators, n.e.c.	86,212	7.7	2,146	86,212	7.7	2,146	-	-	-
Management related	51,058	13.4	2,109	51,053	3.8	2,141	51,062	25.1	2,080
Accountants and auditors	52,716	9.1	2,061	51,778	10.1	2,059	-	-	-
Other financial officers	36,999	3.5	2,080	36,999	3.5	2,080	-	-	-
Management related, n.e.c.	56,074	7.3	2,170	50,899	4.6	2,213	-	-	-
Sales	28,388	5.3	2,017	28,213	5.5	2,014	-	-	-
Supervisors, sales	56,965	9.4	2,145	56,965	9.4	2,145	-	-	-
Sales workers, other commodities	18,830	9.3	2,060	18,830	9.3	2,060	-	-	-
Cashiers	20,388	10.3	1,941	19,200	9.8	1,927	-	-	-
Administrative support, including clerical	28,959	2.1	1,984	30,321	2.4	2,057	25,766	3.0	1,814
Secretaries	34,157	3.2	2,072	33,497	5.1	2,062	-	-	-
Hotel clerks	32,230	2.7	2,045	32,230	2.7	2,045	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Transportation ticket and reservation agents	\$28,856	6.3	2,080	\$28,856	6.3	2,080	—	—	—
Receptionists	25,387	4.6	2,080	—	—	—	—	—	—
Records clerks, n.e.c.	31,849	12.9	2,021	31,849	12.9	2,021	—	—	—
Bookkeepers, accounting and auditing clerks	27,164	4.1	2,062	27,617	5.0	2,056	—	—	—
Payroll and timekeeping clerks	30,686	12.2	2,069	30,686	12.2	2,069	—	—	—
Telephone operators	28,524	2.3	2,080	28,524	2.3	2,080	—	—	—
Stock and inventory clerks	26,301	5.6	2,080	26,301	5.6	2,080	—	—	—
General office clerks	25,771	7.0	2,069	27,163	6.3	2,066	—	—	—
Bank tellers	21,483	9.0	2,035	21,483	9.0	2,035	—	—	—
Blue collar	35,053	3.8	2,057	36,135	4.3	2,052	\$30,554	5.2	2,080
Precision production, craft, and repair									
Mechanics and repairers, n.e.c.	42,031	8.2	2,055	43,562	9.0	2,049	35,655	16.4	2,080
Plumbers, pipefitters and steamfitters	42,927	4.9	2,046	43,458	5.4	2,044	—	—	—
.....	45,753	8.2	2,080	46,991	9.3	2,080	—	—	—
Machine operators, assemblers, and inspectors									
.....	27,047	15.5	2,058	27,047	15.5	2,058	—	—	—
Transportation and material moving									
Truck drivers	32,899	5.4	2,061	33,603	5.8	2,058	—	—	—
Industrial truck and tractor equipment operators	29,634	4.1	2,080	30,011	5.3	2,080	—	—	—
.....	30,041	8.1	2,055	30,041	8.1	2,055	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Groundskeepers and gardeners, except farm	28,914	2.6	2,057	29,762	3.1	2,049	—	—	—
Construction laborers	25,665	3.1	2,070	26,441	8.0	2,053	—	—	—
Stock handlers and baggers	33,876	11.6	1,654	33,876	11.6	1,654	—	—	—
Freight, stock, and material handlers, n.e.c.	27,773	6.8	2,059	27,773	6.8	2,059	—	—	—
.....	29,283	14.7	2,080	29,283	14.7	2,080	—	—	—
Service									
Protective service	24,137	3.6	2,004	22,148	3.8	1,987	32,725	9.9	2,080
Food service	27,772	16.9	1,993	18,390	13.1	1,922	39,287	7.2	2,080
Waiters, waitresses, and bartenders	19,368	4.3	1,947	19,290	4.3	1,946	—	—	—
Bartenders	13,022	1.1	1,873	13,022	1.1	1,873	—	—	—
Waiters and waitresses	24,236	20.7	1,903	24,236	20.7	1,903	—	—	—
Waiters'/Waitresses' assistants	11,569	1.3	1,855	11,569	1.3	1,855	—	—	—
Other food service	12,151	4.1	1,915	12,151	4.1	1,915	—	—	—
Cooks	25,611	7.2	2,020	25,572	7.4	2,019	—	—	—
Kitchen workers, food preparation	28,234	5.1	2,034	28,259	5.4	2,032	—	—	—
Food preparation, n.e.c.	24,824	15.0	1,953	24,824	15.0	1,953	—	—	—
Health service	24,319	1.1	2,039	24,319	1.1	2,039	—	—	—
Health aides, except nursing ..	27,137	1.2	2,078	27,316	1.3	2,077	—	—	—
Nursing aides, orderlies and attendants	28,730	5.6	2,080	28,730	5.6	2,080	—	—	—
Cleaning and building service	26,766	.7	2,077	26,947	.9	2,077	—	—	—
.....	25,042	5.0	2,051	24,887	6.5	2,041	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Cleaning and building service									
—Continued									
Maids and housemen	\$24,878	0.3	2,030	\$24,878	0.3	2,030	—	—	—
Janitors and cleaners	24,843	10.7	2,059	24,865	15.0	2,051	—	—	—
Personal service	22,702	7.5	1,953	22,702	7.5	1,953	—	—	—
Baggage porters and bellhops	12,666	.5	2,005	12,666	.5	2,005	—	—	—
Service, n.e.c.	19,405	4.6	2,046	19,405	4.6	2,046	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.81	3.7	\$16.70	3.9	\$20.97	8.6
All excluding sales	18.34	3.8	17.28	4.1	21.03	8.6
White collar	21.74	4.9	20.49	5.8	24.32	8.8
1	6.78	2.2	6.78	2.2	—	—
2	9.92	3.0	9.92	3.0	—	—
3	11.63	2.3	11.63	2.4	—	—
4	13.97	3.1	14.11	3.3	13.61	7.9
5	16.49	3.5	16.56	3.9	—	—
6	18.15	4.1	18.03	4.5	—	—
7	24.45	7.9	22.90	7.0	25.33	12.7
8	26.77	10.4	29.40	13.7	—	—
9	28.68	3.1	29.51	2.0	—	—
10	38.10	10.3	30.13	12.7	40.10	11.2
11	44.80	12.3	45.72	12.6	—	—
12	49.54	9.8	49.54	9.8	—	—
Not able to be leveled	16.19	21.4	16.19	21.4	—	—
White collar excluding sales	23.67	5.1	23.16	6.1	24.47	9.0
2	10.36	2.2	10.36	2.2	—	—
3	12.90	3.6	13.20	3.8	—	—
4	13.93	2.9	14.18	2.6	13.33	9.5
5	16.54	3.7	16.67	4.3	—	—
6	18.25	4.1	18.17	4.6	—	—
7	24.19	7.9	21.99	4.5	25.33	12.7
8	24.87	3.8	26.36	4.2	—	—
9	28.51	2.9	29.29	1.8	—	—
10	38.10	10.3	30.13	12.7	40.10	11.2
11	44.80	12.3	45.72	12.6	—	—
12	49.54	9.8	49.54	9.8	—	—
Not able to be leveled	20.81	16.0	20.81	16.0	—	—
Professional specialty and technical	30.16	6.6	31.15	9.7	29.24	8.9
Professional specialty	30.53	7.0	30.23	3.5	30.79	12.9
6	14.93	22.8	14.93	22.8	—	—
7	27.62	8.5	24.93	3.1	28.12	10.3
8	24.64	7.6	28.90	5.1	—	—
9	30.47	2.0	30.79	2.1	—	—
10	40.93	17.5	33.30	19.5	—	—
11	34.80	2.4	36.56	1.8	—	—
Not able to be leveled	26.14	10.6	26.14	10.6	—	—
Engineers, architects, and surveyors	23.71	4.7	26.33	7.7	—	—
Mathematical and computer scientists	24.85	6.6	24.85	6.6	—	—
Computer systems analysts and scientists	24.85	6.6	24.85	6.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.19	1.4	31.79	.9	—	—
7	25.37	7.4	27.91	1.9	—	—
9	30.36	1.2	30.47	1.2	—	—
Registered nurses	31.28	.8	31.41	.9	—	—
9	30.89	1.2	31.03	1.2	—	—
Teachers, college and university	55.99	9.7	45.91	11.7	—	—
Teachers, except college and university	29.79	3.9	29.14	5.7	29.96	4.7
7	30.77	3.0	25.41	3.4	31.23	3.0
8	24.02	13.3	30.99	1.9	—	—
9	33.46	7.3	33.46	7.3	—	—
Elementary school teachers	32.38	1.7	34.27	1.6	—	—
Secondary school teachers	32.52	2.7	—	—	—	—
Teachers, n.e.c.	19.46	2.4	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	21.87	19.2	13.91	19.2	—	—
Social workers	21.87	19.2	13.91	19.2	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.46	3.3	24.46	3.3	—	—
Not able to be leveled	25.53	16.0	25.53	16.0	—	—
Technical	28.74	24.9	34.00	34.1	21.88	6.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
4	\$15.98	5.9	\$15.98	5.9	–	–
5	17.80	3.9	16.75	4.2	–	–
6	19.89	4.2	–	–	–	–
7	24.19	3.8	24.19	3.8	–	–
9	24.98	3.5	27.67	3.4	–	–
Clinical laboratory technologists and technicians	19.37	9.8	19.37	9.8	–	–
Radiological technicians	24.97	3.2	24.97	3.2	–	–
Licensed practical nurses	17.49	1.3	17.99	.5	–	–
5	17.60	2.7	17.60	2.7	–	–
Health technologists and technicians, n.e.c.	17.17	5.2	17.17	5.2	–	–
Executive, administrative, and managerial	27.98	8.1	29.63	6.4	\$24.92	21.2
7	18.36	5.6	19.72	4.7	–	–
8	25.39	3.7	24.64	3.9	–	–
9	27.62	5.6	26.36	5.4	–	–
10	32.62	8.5	26.28	14.4	–	–
11	41.31	7.0	41.31	7.0	–	–
12	48.36	15.9	48.36	15.9	–	–
Executives, administrators, and managers	33.09	8.3	33.86	8.8	–	–
8	25.18	5.5	23.26	5.2	–	–
9	26.45	9.2	26.45	9.2	–	–
10	24.85	18.3	24.85	18.3	–	–
11	42.13	6.3	42.13	6.3	–	–
12	52.04	16.0	52.04	16.0	–	–
Financial managers	37.80	7.3	37.80	7.3	–	–
Managers and administrators, n.e.c.	40.17	8.4	40.17	8.4	–	–
11	44.73	8.4	44.73	8.4	–	–
Management related	24.21	13.3	23.84	4.2	24.55	25.1
7	17.82	5.9	19.03	5.6	–	–
8	25.71	3.1	25.71	3.1	–	–
9	28.34	6.0	26.27	6.2	–	–
Accountants and auditors	25.58	8.1	25.15	9.0	–	–
Other financial officers	17.79	3.5	17.79	3.5	–	–
Management related, n.e.c.	25.84	10.5	23.00	9.0	–	–
Sales	12.61	3.6	12.52	3.7	–	–
1	6.73	2.3	6.73	2.3	–	–
2	8.69	6.4	8.69	6.4	–	–
3	10.43	4.0	10.43	4.0	–	–
4	14.17	10.0	13.82	12.1	–	–
5	16.12	5.1	16.12	5.1	–	–
Supervisors, sales	26.27	8.5	26.27	8.5	–	–
4	10.69	7.6	10.69	7.6	–	–
5	16.94	9.2	16.94	9.2	–	–
Sales workers, other commodities	9.32	5.4	9.32	5.4	–	–
Cashiers	9.80	6.0	9.37	5.1	–	–
1	6.84	2.3	6.84	2.3	–	–
3	11.04	7.6	11.04	7.6	–	–
4	13.55	10.4	–	–	–	–
Administrative support, including clerical	14.48	2.2	14.56	2.8	14.25	3.4
2	10.36	2.2	10.36	2.2	–	–
3	12.90	3.6	13.20	3.9	–	–
4	13.82	3.2	14.04	2.9	13.33	9.5
5	16.51	4.3	17.05	4.8	–	–
6	17.65	3.8	18.30	4.2	–	–
7	21.15	11.4	21.15	11.4	–	–
Secretaries	16.49	3.1	16.25	4.9	–	–
4	15.61	3.1	14.65	5.2	–	–
5	16.76	4.4	14.73	7.2	–	–
Hotel clerks	15.33	1.5	15.33	1.5	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Hotel clerks —Continued						
3	\$13.39	9.0	\$13.39	9.0	—	—
4	15.52	1.0	15.52	1.0	—	—
Transportation ticket and reservation agents	13.59	10.9	13.59	10.9	—	—
3	11.58	13.3	11.58	13.3	—	—
4	13.21	10.6	13.21	10.6	—	—
Receptionists	12.21	4.6	—	—	—	—
Records clerks, n.e.c.	15.65	14.6	15.65	14.6	—	—
Bookkeepers, accounting and auditing clerks	13.17	3.8	13.43	4.5	—	—
4	12.73	3.8	12.96	5.5	—	—
Payroll and timekeeping clerks	14.83	12.4	14.83	12.4	—	—
Telephone operators	13.69	2.3	13.69	2.3	—	—
3	13.84	2.4	13.84	2.4	—	—
Stock and inventory clerks	12.63	4.9	12.63	4.9	—	—
General office clerks	12.38	6.9	13.02	6.3	—	—
2	9.54	3.5	9.54	3.5	—	—
3	14.06	7.7	14.06	7.7	—	—
4	11.57	13.1	14.67	6.8	—	—
Teachers' aides	15.42	4.7	—	—	—	—
Administrative support, n.e.c.	13.72	7.5	13.72	7.5	—	—
Blue collar	16.46	4.2	16.85	4.8	\$14.69	5.2
1	8.09	5.5	8.09	5.5	—	—
2	10.98	6.1	10.98	6.1	—	—
3	14.21	5.3	15.01	6.8	—	—
4	16.18	3.2	17.11	4.8	—	—
5	18.02	7.3	18.76	7.2	—	—
6	15.92	8.5	18.49	4.9	—	—
7	25.92	3.8	26.07	4.4	—	—
9	32.74	3.4	32.74	3.4	—	—
Not able to be leveled	14.93	12.8	14.93	12.8	—	—
Precision production, craft, and repair	20.30	8.3	21.05	9.1	17.14	16.4
4	16.48	11.2	—	—	—	—
5	20.01	12.9	20.01	12.9	—	—
6	15.10	6.3	16.82	5.0	—	—
7	25.88	4.1	26.05	4.8	—	—
9	32.74	3.4	32.74	3.4	—	—
Not able to be leveled	13.92	13.0	13.92	13.0	—	—
Aircraft mechanics, except engine	23.79	11.7	23.79	11.7	—	—
Mechanics and repairers, n.e.c.	20.86	4.2	21.13	4.5	—	—
7	23.89	11.6	23.89	11.6	—	—
Plumbers, pipefitters and steamfitters	22.00	8.2	22.59	9.3	—	—
Machine operators, assemblers, and inspectors	12.90	15.4	12.90	15.4	—	—
3	12.46	10.8	12.46	10.8	—	—
Transportation and material moving	15.54	6.2	15.81	6.7	—	—
2	10.31	8.5	10.31	8.5	—	—
3	12.80	7.6	12.80	7.6	—	—
4	16.26	5.5	16.95	5.4	—	—
7	26.05	8.9	26.05	8.9	—	—
Truck drivers	14.36	4.0	14.57	5.3	—	—
4	14.55	7.0	15.07	9.5	—	—
Industrial truck and tractor equipment operators ..	13.97	12.2	13.97	12.2	—	—
Handlers, equipment cleaners, helpers, and laborers	13.33	2.5	13.48	2.9	—	—
1	8.91	5.3	8.91	5.3	—	—
2	11.70	4.3	11.70	4.3	—	—
3	14.64	6.7	16.27	8.5	—	—
4	15.84	8.6	17.86	7.3	—	—
Groundskeepers and gardeners, except farm	12.40	2.8	12.88	7.2	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Groundskeepers and gardeners, except farm						
—Continued						
3	\$12.20	1.6	—	—	—	—
Construction laborers	20.49	11.6	\$20.49	11.6	—	—
Stock handlers and baggers	11.50	9.2	11.50	9.2	—	—
1	7.74	13.6	7.74	13.6	—	—
3	12.91	19.8	12.91	19.8	—	—
Freight, stock, and material handlers, n.e.c.	14.01	16.1	14.01	16.1	—	—
3	18.46	8.1	18.46	8.1	—	—
Vehicle washers and equipment cleaners	10.34	12.6	10.34	12.6	—	—
Service	11.21	2.6	10.53	2.5	\$14.12	6.7
1	8.13	10.0	8.28	10.3	—	—
2	9.48	5.7	9.62	6.1	—	—
3	10.72	1.9	10.61	1.9	11.24	4.4
4	13.23	3.5	12.87	3.0	—	—
5	14.12	5.4	14.54	5.8	—	—
6	17.95	7.0	—	—	—	—
Protective service	13.37	11.9	9.49	7.9	18.89	7.2
3	9.79	7.2	9.79	7.2	—	—
4	14.28	9.3	11.67	5.8	—	—
Guards and police, except public service	9.28	7.7	9.28	7.7	—	—
3	9.79	7.2	9.79	7.2	—	—
Food service	9.08	4.0	9.05	4.1	—	—
1	6.73	1.5	6.73	1.5	—	—
2	8.52	10.0	8.52	10.0	—	—
3	7.91	4.1	7.91	4.1	—	—
4	11.98	1.3	11.92	1.3	—	—
5	14.63	8.0	14.63	8.0	—	—
Waiters, waitresses, and bartenders	6.83	1.0	6.83	1.0	—	—
1	6.37	1.0	6.37	1.0	—	—
2	6.31	2.6	6.31	2.6	—	—
3	6.67	5.7	6.67	5.7	—	—
4	9.89	7.4	9.89	7.4	—	—
Bartenders	12.74	16.2	12.74	16.2	—	—
Waiters and waitresses	6.30	1.0	6.30	1.0	—	—
1	6.42	.1	6.42	.1	—	—
2	6.32	3.2	6.32	3.2	—	—
3	6.28	.5	6.28	.5	—	—
Waiters'/Waitresses' assistants	6.31	1.4	6.31	1.4	—	—
1	6.32	1.7	6.32	1.7	—	—
Other food service	10.77	7.3	10.74	7.4	—	—
1	7.00	4.0	7.00	4.0	—	—
2	10.50	10.2	10.50	10.2	—	—
3	11.89	4.1	11.89	4.1	—	—
4	12.71	4.3	12.68	4.5	—	—
5	14.63	8.0	14.63	8.0	—	—
Cooks	13.58	5.7	13.59	5.9	—	—
4	13.18	5.6	13.17	6.0	—	—
5	17.91	7.3	17.91	7.3	—	—
Food counter, fountain, and related	6.70	4.2	6.70	4.2	—	—
Kitchen workers, food preparation	10.46	8.3	10.46	8.3	—	—
Food preparation, n.e.c.	11.07	1.3	11.07	1.3	—	—
1	8.25	6.8	8.25	6.8	—	—
2	12.41	3.7	12.41	3.7	—	—
3	11.62	4.6	11.62	4.6	—	—
Health service	12.65	3.5	13.19	1.4	—	—
3	12.91	1.4	12.91	1.4	—	—
4	13.01	1.5	13.21	1.7	—	—
Health aides, except nursing	11.94	13.5	13.89	4.9	—	—
4	13.29	3.3	13.29	3.3	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
Nursing aides, orderlies and attendants	\$12.90	0.8	\$12.99	0.9	—	—
3	12.83	.9	12.83	.9	—	—
4	12.93	1.8	13.19	2.1	—	—
Cleaning and building service	11.62	4.8	11.63	6.4	\$11.60	0.5
1	10.53	18.9	11.07	18.6	—	—
2	11.91	1.5	11.91	1.5	—	—
3	11.80	3.3	11.74	5.1	—	—
Supervisors, cleaning and building service workers	12.33	7.0	—	—	—	—
Maids and housemen	12.24	.8	12.24	.8	—	—
1	11.42	1.3	11.42	1.3	—	—
2	12.09	1.2	12.09	1.2	—	—
Janitors and cleaners	10.98	9.4	11.00	13.3	—	—
1	10.25	25.5	10.95	25.5	—	—
2	11.15	6.0	11.15	6.0	—	—
3	11.55	4.2	11.07	7.8	—	—
Personal service	10.71	7.6	11.23	7.5	—	—
1	6.73	2.0	6.73	2.0	—	—
2	6.69	7.5	7.42	.0	—	—
3	10.34	11.9	10.79	13.0	—	—
Baggage porters and bellhops	6.84	.5	6.84	.5	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.92	4.0	\$17.88	4.3	\$21.58	9.2
All excluding sales	19.31	4.2	18.31	4.5	21.65	9.3
White collar	22.64	5.3	21.67	6.3	24.43	9.3
1	6.81	3.5	6.81	3.5	—	—
2	10.38	2.4	10.38	2.4	—	—
3	12.14	2.7	12.21	3.0	—	—
4	14.08	3.1	14.29	3.2	13.61	7.9
5	16.79	3.7	16.94	4.3	—	—
6	18.04	4.1	17.85	4.4	—	—
7	24.45	7.9	22.87	7.3	25.33	12.7
8	26.73	10.5	29.43	14.0	—	—
9	28.66	3.2	29.52	2.1	—	—
10	38.10	10.3	30.13	12.7	40.10	11.2
11	44.80	12.3	45.72	12.6	—	—
12	49.54	9.8	49.54	9.8	—	—
Not able to be leveled	16.88	22.6	16.88	22.6	—	—
White collar excluding sales	23.99	5.5	23.60	6.6	24.59	9.5
2	10.41	2.2	10.41	2.2	—	—
3	13.20	3.4	13.60	3.3	—	—
4	13.91	2.9	14.18	2.3	13.33	9.5
5	16.77	4.0	16.94	4.9	—	—
6	18.14	4.1	17.99	4.5	—	—
7	24.19	8.0	21.92	4.7	25.33	12.7
8	24.79	3.7	26.28	4.1	—	—
9	28.49	3.0	29.29	1.9	—	—
10	38.10	10.3	30.13	12.7	40.10	11.2
11	44.80	12.3	45.72	12.6	—	—
12	49.54	9.8	49.54	9.8	—	—
Not able to be leveled	21.83	16.1	21.83	16.1	—	—
Professional specialty and technical	30.46	6.8	31.89	10.3	29.24	8.9
Professional specialty	30.83	7.4	30.89	4.8	30.79	12.9
7	27.69	8.7	25.08	3.8	28.12	10.3
8	24.49	7.6	28.94	4.8	—	—
9	30.51	2.2	30.86	2.4	—	—
10	40.93	17.5	33.30	19.5	—	—
11	34.80	2.4	36.56	1.8	—	—
Engineers, architects, and surveyors	23.71	4.7	26.33	7.7	—	—
Mathematical and computer scientists	24.85	6.6	24.85	6.6	—	—
Computer systems analysts and scientists	24.85	6.6	24.85	6.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.12	1.7	31.78	1.2	—	—
7	24.93	8.8	—	—	—	—
9	30.40	1.4	30.51	1.4	—	—
Registered nurses	31.41	1.0	31.58	1.1	—	—
9	30.97	1.4	31.13	1.4	—	—
Teachers, college and university	55.99	9.7	45.91	11.7	—	—
Teachers, except college and university	29.94	3.9	29.87	5.6	29.96	4.7
7	30.77	3.0	25.41	3.4	31.23	3.0
8	24.02	13.3	30.99	1.9	—	—
9	33.55	7.4	33.55	7.4	—	—
Elementary school teachers	32.38	1.7	34.27	1.6	—	—
Secondary school teachers	32.52	2.7	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	22.80	19.9	—	—	—	—
Social workers	22.80	19.9	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.15	5.3	26.15	5.3	—	—
Technical	29.07	25.3	34.86	34.6	21.88	6.2
4	15.98	5.9	15.98	5.9	—	—
5	18.05	3.4	17.03	2.6	—	—
6	19.83	4.6	—	—	—	—
7	24.19	3.8	24.19	3.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
9	\$25.02	3.6	\$27.92	3.2	–	–
Clinical laboratory technologists and technicians	20.09	6.6	20.09	6.6	–	–
Licensed practical nurses	17.48	1.3	17.99	.5	–	–
5	17.58	2.9	17.58	2.9	–	–
Health technologists and technicians, n.e.c.	17.33	5.5	17.33	5.5	–	–
Executive, administrative, and managerial	27.98	8.1	29.63	6.4	\$24.92	21.2
7	18.36	5.6	19.72	4.7	–	–
8	25.39	3.7	24.64	3.9	–	–
9	27.62	5.6	26.36	5.4	–	–
10	32.62	8.5	26.28	14.4	–	–
11	41.31	7.0	41.31	7.0	–	–
12	48.36	15.9	48.36	15.9	–	–
Executives, administrators, and managers	33.09	8.3	33.86	8.8	–	–
8	25.18	5.5	23.26	5.2	–	–
9	26.45	9.2	26.45	9.2	–	–
10	24.85	18.3	24.85	18.3	–	–
11	42.13	6.3	42.13	6.3	–	–
12	52.04	16.0	52.04	16.0	–	–
Financial managers	37.80	7.3	37.80	7.3	–	–
Managers and administrators, n.e.c.	40.17	8.4	40.17	8.4	–	–
11	44.73	8.4	44.73	8.4	–	–
Management related	24.21	13.3	23.84	4.2	24.55	25.1
7	17.82	5.9	19.03	5.6	–	–
8	25.71	3.1	25.71	3.1	–	–
9	28.34	6.0	26.27	6.2	–	–
Accountants and auditors	25.58	8.1	25.15	9.0	–	–
Other financial officers	17.79	3.5	17.79	3.5	–	–
Management related, n.e.c.	25.84	10.5	23.00	9.0	–	–
Sales	14.08	4.1	14.01	4.3	–	–
1	6.79	3.7	6.79	3.7	–	–
3	10.80	4.6	10.80	4.6	–	–
4	15.05	10.7	14.89	14.2	–	–
5	16.97	4.6	16.97	4.6	–	–
Supervisors, sales	26.56	7.6	26.56	7.6	–	–
5	16.94	9.2	16.94	9.2	–	–
Sales workers, other commodities	9.14	9.5	9.14	9.5	–	–
Cashiers	10.50	7.2	9.96	6.1	–	–
3	11.41	7.5	11.41	7.5	–	–
Administrative support, including clerical	14.59	2.2	14.74	2.5	14.20	3.7
2	10.41	2.2	10.41	2.2	–	–
3	13.20	3.4	13.60	3.3	–	–
4	13.77	3.2	14.00	2.5	13.33	9.5
5	16.68	4.6	17.21	5.2	–	–
6	17.65	3.8	18.30	4.2	–	–
7	21.15	11.4	21.15	11.4	–	–
Secretaries	16.49	3.1	16.25	4.9	–	–
4	15.61	3.1	14.65	5.2	–	–
5	16.76	4.4	14.73	7.2	–	–
Hotel clerks	15.76	3.1	15.76	3.1	–	–
4	15.52	1.0	15.52	1.0	–	–
Transportation ticket and reservation agents	13.87	6.3	13.87	6.3	–	–
3	12.36	5.1	12.36	5.1	–	–
Receptionists	12.21	4.6	–	–	–	–
Records clerks, n.e.c.	15.76	14.6	15.76	14.6	–	–
Bookkeepers, accounting and auditing clerks	13.17	3.8	13.43	4.5	–	–
4	12.73	3.8	12.96	5.5	–	–
Payroll and timekeeping clerks	14.83	12.4	14.83	12.4	–	–
Telephone operators	13.71	2.3	13.71	2.3	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Telephone operators —Continued						
3	\$13.84	2.4	\$13.84	2.4	—	—
Stock and inventory clerks	12.64	5.6	12.64	5.6	—	—
General office clerks	12.46	7.1	13.14	6.3	—	—
3	14.06	7.7	14.06	7.7	—	—
4	11.55	13.2	14.67	7.0	—	—
Bank tellers	10.56	9.5	10.56	9.5	—	—
Blue collar	17.04	3.9	17.61	4.5	\$14.69	5.2
1	8.47	8.7	8.47	8.7	—	—
2	11.21	6.0	11.21	6.0	—	—
3	14.45	5.6	15.55	7.0	—	—
4	16.14	3.4	17.09	5.2	—	—
5	18.03	7.3	18.78	7.3	—	—
6	15.92	8.5	18.49	4.9	—	—
7	26.00	3.7	26.16	4.2	—	—
9	32.74	3.4	32.74	3.4	—	—
Not able to be leveled	14.93	12.8	14.93	12.8	—	—
Precision production, craft, and repair	20.46	8.2	21.27	9.0	17.14	16.4
4	16.48	11.2	—	—	—	—
5	20.12	13.1	20.12	13.1	—	—
6	15.10	6.3	16.82	5.0	—	—
7	25.97	4.1	26.15	4.8	—	—
9	32.74	3.4	32.74	3.4	—	—
Not able to be leveled	13.92	13.0	13.92	13.0	—	—
Mechanics and repairers, n.e.c.	20.98	4.3	21.26	4.7	—	—
7	23.89	11.6	23.89	11.6	—	—
Plumbers, pipefitters and steamfitters	22.00	8.2	22.59	9.3	—	—
Machine operators, assemblers, and inspectors	13.14	15.0	13.14	15.0	—	—
Transportation and material moving	15.96	6.1	16.33	6.6	—	—
2	10.52	8.3	10.52	8.3	—	—
3	12.80	7.6	12.80	7.6	—	—
4	16.22	5.9	16.93	6.0	—	—
7	26.05	8.9	26.05	8.9	—	—
Truck drivers	14.25	4.1	14.43	5.3	—	—
4	14.35	6.5	14.82	9.0	—	—
Industrial truck and tractor equipment operators ..	14.62	8.8	14.62	8.8	—	—
Handlers, equipment cleaners, helpers, and laborers	14.05	2.6	14.52	3.0	—	—
1	9.92	6.2	9.92	6.2	—	—
2	11.82	4.4	11.82	4.4	—	—
3	14.87	7.1	17.19	8.0	—	—
4	15.77	8.5	17.77	7.4	—	—
Groundskeepers and gardeners, except farm	12.40	2.8	12.88	7.2	—	—
3	12.20	1.6	—	—	—	—
Construction laborers	20.49	11.6	20.49	11.6	—	—
Stock handlers and baggers	13.49	6.4	13.49	6.4	—	—
3	15.21	15.9	15.21	15.9	—	—
Freight, stock, and material handlers, n.e.c.	14.08	14.7	14.08	14.7	—	—
Service	12.04	2.8	11.15	2.8	15.73	9.9
1	9.63	14.5	9.63	14.5	—	—
2	9.96	5.8	9.96	5.8	—	—
3	10.74	4.2	10.53	4.9	—	—
4	13.63	3.6	13.30	3.2	—	—
5	13.99	5.0	14.25	4.5	—	—
6	17.95	7.0	—	—	—	—
Protective service	13.94	14.2	9.57	9.9	18.89	7.2
4	15.21	5.3	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service	\$9.95	3.5	\$9.91	3.5	—	—
1	6.95	4.1	6.95	4.1	—	—
2	9.25	7.6	9.25	7.6	—	—
3	7.97	3.9	7.97	3.9	—	—
4	12.42	2.3	12.38	2.3	—	—
5	14.11	6.0	14.11	6.0	—	—
Waiters, waitresses, and bartenders	6.95	.8	6.95	.8	—	—
1	6.33	1.4	6.33	1.4	—	—
2	6.20	1.3	6.20	1.3	—	—
3	6.70	6.1	6.70	6.1	—	—
4	10.71	15.0	10.71	15.0	—	—
Bartenders	12.74	16.2	12.74	16.2	—	—
Waiters and waitresses	6.24	.3	6.24	.3	—	—
1	6.28	1.9	6.28	1.9	—	—
3	6.29	.4	6.29	.4	—	—
Waiters'/Waitresses' assistants	6.35	2.2	6.35	2.2	—	—
1	6.38	2.5	6.38	2.5	—	—
Other food service	12.68	5.8	12.67	5.9	—	—
1	8.29	8.3	8.29	8.3	—	—
2	12.12	2.9	12.12	2.9	—	—
3	12.31	7.4	12.31	7.4	—	—
4	12.97	7.3	12.95	7.7	—	—
5	14.11	6.0	14.11	6.0	—	—
Cooks	13.88	4.4	13.90	4.6	—	—
4	13.13	5.2	13.12	5.6	—	—
Kitchen workers, food preparation	12.71	11.0	12.71	11.0	—	—
Food preparation, n.e.c.	11.93	.9	11.93	.9	—	—
2	12.76	3.3	12.76	3.3	—	—
Health service	13.06	1.2	13.15	1.3	—	—
3	12.82	.5	12.82	.5	—	—
4	12.96	1.5	13.17	1.7	—	—
Health aides, except nursing	13.81	5.6	13.81	5.6	—	—
4	13.19	3.5	13.19	3.5	—	—
Nursing aides, orderlies and attendants	12.89	.8	12.98	.9	—	—
3	12.82	.5	12.82	.5	—	—
4	12.91	1.7	13.16	2.1	—	—
Cleaning and building service	12.21	4.9	12.19	6.5	—	—
1	12.62	18.6	12.62	18.6	—	—
2	12.06	1.3	12.06	1.3	—	—
3	11.94	3.3	11.95	4.9	—	—
Maids and housemen	12.26	.8	12.26	.8	—	—
2	12.10	1.2	12.10	1.2	—	—
Janitors and cleaners	12.06	10.6	12.13	15.0	—	—
1	13.25	24.3	13.25	24.3	—	—
2	11.91	4.3	11.91	4.3	—	—
3	11.66	4.6	11.33	8.7	—	—
Personal service	11.63	10.8	11.63	10.8	—	—
1	6.76	6.5	6.76	6.5	—	—
3	8.35	10.3	8.35	10.3	—	—
Baggage porters and bellhops	6.32	.7	6.32	.7	—	—
Service, n.e.c.	9.48	3.4	9.48	3.4	—	—

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$9.78	4.3	\$9.88	4.5	\$8.86	13.8
All excluding sales	10.01	5.3	10.18	5.7	8.86	13.8
White collar	11.88	6.1	11.72	6.3	—	—
1	6.74	1.1	6.74	1.1	—	—
2	8.67	4.0	8.67	4.0	—	—
3	9.66	4.0	9.66	4.0	—	—
4	12.96	13.0	12.96	13.0	—	—
5	14.18	4.9	13.60	6.0	—	—
9	29.31	2.5	29.31	2.5	—	—
White collar excluding sales	16.14	8.2	16.26	9.0	—	—
3	9.72	14.5	9.72	14.5	—	—
4	14.22	13.9	14.22	13.9	—	—
5	14.58	6.0	—	—	—	—
9	29.31	2.5	29.31	2.5	—	—
Professional specialty and technical	22.01	10.9	22.01	10.9	—	—
Professional specialty	23.01	13.2	23.01	13.2	—	—
9	29.77	1.9	29.77	1.9	—	—
Health related	31.81	4.9	31.81	4.9	—	—
9	29.95	1.7	29.95	1.7	—	—
Registered nurses	30.14	1.5	30.14	1.5	—	—
9	29.95	1.7	29.95	1.7	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.49	11.6	16.49	11.6	—	—
Sales	8.93	4.3	8.93	4.3	—	—
1	6.64	.3	6.64	.3	—	—
2	8.25	5.8	8.25	5.8	—	—
3	9.64	4.3	9.64	4.3	—	—
4	11.03	8.9	11.03	8.9	—	—
Sales workers, other commodities	9.53	6.9	9.53	6.9	—	—
Cashiers	8.06	5.4	8.06	5.4	—	—
1	6.68	.5	6.68	.5	—	—
3	9.69	10.2	9.69	10.2	—	—
Administrative support, including clerical	12.92	14.0	12.43	17.2	—	—
3	9.59	14.8	9.59	14.8	—	—
4	14.37	13.6	14.37	13.6	—	—
Transportation ticket and reservation agents	12.84	25.7	12.84	25.7	—	—
4	14.56	15.2	14.56	15.2	—	—
Blue collar	9.66	5.5	9.66	5.5	—	—
1	7.41	7.0	7.41	7.0	—	—
2	9.03	12.3	9.03	12.3	—	—
3	12.28	11.5	12.28	11.5	—	—
4	17.73	9.4	17.73	9.4	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.73	18.0	9.73	18.0	—	—
4	17.25	8.8	17.25	8.8	—	—
Handlers, equipment cleaners, helpers, and laborers	9.56	3.2	9.56	3.2	—	—
1	7.77	7.8	7.77	7.8	—	—
3	12.93	13.2	12.93	13.2	—	—
Stock handlers and baggers	7.97	10.0	7.97	10.0	—	—
1	7.66	13.7	7.66	13.7	—	—
Freight, stock, and material handlers, n.e.c.	13.70	24.3	13.70	24.3	—	—
Service	8.28	6.2	8.42	7.0	7.58	8.5

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
1	\$6.67	2.1	\$6.76	2.4	—	—
2	7.52	9.2	7.89	10.7	—	—
3	10.66	13.5	11.00	17.5	—	—
4	10.47	4.7	10.47	4.7	—	—
Protective service	9.19	5.0	9.19	5.0	—	—
3	8.66	7.4	8.66	7.4	—	—
Guards and police, except public service	8.88	5.6	8.88	5.6	—	—
3	8.66	7.4	8.66	7.4	—	—
Food service	7.13	6.6	7.13	6.6	—	—
1	6.58	1.4	6.58	1.4	—	—
2	6.96	8.2	6.96	8.2	—	—
3	7.34	9.9	7.34	9.9	—	—
Waiters, waitresses, and bartenders	6.43	1.9	6.43	1.9	—	—
1	6.45	.4	6.45	.4	—	—
2	6.57	5.7	6.57	5.7	—	—
Waiters and waitresses	6.49	2.4	6.49	2.4	—	—
2	6.58	6.1	6.58	6.1	—	—
Waiters'/Waitresses' assistants	6.12	1.7	6.12	1.7	—	—
Other food service	7.46	11.3	7.46	11.3	—	—
1	6.63	2.6	6.63	2.6	—	—
2	7.27	13.0	7.27	13.0	—	—
Food counter, fountain, and related	6.44	1.7	6.44	1.7	—	—
Kitchen workers, food preparation	8.12	6.5	8.12	6.5	—	—
Food preparation, n.e.c.	7.59	6.0	7.59	6.0	—	—
Health service	9.56	22.1	13.88	4.3	—	—
Nursing aides, orderlies and attendants	13.35	4.4	13.35	4.4	—	—
Cleaning and building service	8.19	10.1	8.10	10.1	—	—
1	6.80	7.4	7.14	8.8	—	—
Maids and housemen	12.00	.9	12.00	.9	—	—
Janitors and cleaners	7.47	10.3	6.92	3.5	—	—
1	6.32	2.4	6.47	1.7	—	—
Personal service	9.56	10.4	10.51	7.1	—	—
1	6.72	.7	6.72	.7	—	—
3	12.29	24.7	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Honolulu, HI, January 2004**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$18.92	\$9.78	\$20.22	\$15.92	\$17.68	\$27.08
All excluding sales	19.31	10.01	20.29	16.56	18.33	19.34
White collar	22.64	11.88	24.01	20.08	21.59	28.81
White-collar excluding sales	23.99	16.14	24.28	23.06	23.71	—
Professional specialty and technical	30.46	22.01	30.73	29.13	30.16	—
Professional specialty	30.83	23.01	30.94	29.69	30.53	—
Technical	29.07	16.49	29.72	27.65	28.74	—
Executive, administrative, and managerial	27.98	—	—	29.59	28.39	—
Sales	14.08	8.93	15.64	12.37	10.84	34.70
Administrative support, including clerical	14.59	12.92	14.75	14.25	14.47	—
Blue collar	17.04	9.66	18.97	13.24	16.41	—
Precision production, craft, and repair	20.46	—	23.84	15.38	20.26	—
Machine operators, assemblers, and inspectors	13.14	—	12.78	13.08	12.90	—
Transportation and material moving	15.96	9.73	17.60	13.30	15.44	—
Handlers, equipment cleaners, helpers, and laborers	14.05	9.56	15.20	10.81	13.33	—
Service	12.04	8.28	13.63	9.64	11.21	—
	Relative error ⁶ (percent)					
All occupations	4.0	4.3	5.4	4.2	3.8	14.2
All excluding sales	4.2	5.3	5.5	4.6	3.9	4.9
White collar	5.3	6.1	7.6	5.2	5.1	14.7
White-collar excluding sales	5.5	8.2	7.8	5.2	5.1	—
Professional specialty and technical	6.8	10.9	8.5	6.4	6.6	—
Professional specialty	7.4	13.2	10.3	4.8	7.0	—
Technical	25.3	11.6	30.0	22.2	24.9	—
Executive, administrative, and managerial	8.1	—	—	5.7	8.3	—
Sales	4.1	4.3	2.3	3.8	3.6	29.1
Administrative support, including clerical	2.2	14.0	3.5	3.1	2.2	—
Blue collar	3.9	5.5	4.1	4.1	4.4	—
Precision production, craft, and repair	8.2	—	9.3	11.7	8.4	—
Machine operators, assemblers, and inspectors	15.0	—	24.8	12.4	15.4	—
Transportation and material moving	6.1	18.0	4.9	7.0	7.1	—
Handlers, equipment cleaners, helpers, and laborers	2.6	3.2	5.3	6.6	2.5	—
Service	2.8	6.2	3.3	2.1	2.6	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Honolulu, HI, January 2004

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$16.70	\$22.47	–	\$28.82	–	\$16.19	\$21.50	\$11.56	–	\$16.28
All excluding sales	17.28	22.63	–	28.82	–	16.75	21.41	10.58	–	16.68
White collar	20.49	26.43	–	32.07	–	20.21	25.72	13.60	–	22.43
White-collar excluding sales	23.16	27.68	–	32.07	–	22.90	25.57	15.35	–	24.12
Professional specialty and technical	31.15	24.28	–	–	–	31.30	46.59	–	–	28.73
Professional specialty	30.23	–	–	–	–	30.23	–	–	–	31.25
Technical	34.00	–	–	–	–	34.65	78.48	–	–	19.26
Executive, administrative, and managerial	29.63	34.05	–	38.08	–	28.99	44.01	20.85	–	29.40
Sales	12.52	–	–	–	–	12.39	–	13.03	–	7.95
Administrative support, including clerical	14.56	19.70	–	–	–	14.34	15.30	11.57	–	14.32
Blue collar	16.85	21.02	–	27.73	–	15.28	18.92	11.66	–	14.04
Precision production, craft, and repair	21.05	21.83	–	29.16	–	20.40	25.73	17.14	–	17.70
Machine operators, assemblers, and inspectors	12.90	18.87	–	–	–	9.49	–	–	–	9.62
Transportation and material moving	15.81	19.55	–	–	–	15.23	18.06	10.22	–	11.97
Handlers, equipment cleaners, helpers, and laborers	13.48	20.27	–	23.88	–	12.09	14.21	10.25	–	13.39
Service	10.53	–	–	–	–	10.52	14.75	7.49	–	10.95
	Relative error ⁵ (percent)									
All occupations	3.9	10.1	–	3.6	–	4.3	12.4	4.7	–	3.5
All excluding sales	4.1	9.7	–	3.6	–	4.6	12.5	6.6	–	3.4
White collar	5.8	8.5	–	2.4	–	6.1	21.7	3.5	–	6.6
White-collar excluding sales	6.1	7.5	–	2.4	–	6.4	21.9	4.7	–	5.5
Professional specialty and technical	9.7	10.4	–	–	–	9.9	45.2	–	–	3.3
Professional specialty	3.5	–	–	–	–	3.6	–	–	–	3.3
Technical	34.1	–	–	–	–	34.4	31.3	–	–	2.4
Executive, administrative, and managerial	6.4	9.5	–	1.2	–	7.1	22.5	4.8	–	10.8
Sales	3.7	–	–	–	–	3.7	–	3.6	–	5.5
Administrative support, including clerical	2.8	8.9	–	–	–	3.0	5.5	3.5	–	2.5
Blue collar	4.8	11.8	–	7.8	–	6.4	7.6	8.7	–	11.3
Precision production, craft, and repair	9.1	20.3	–	12.3	–	5.8	4.5	6.7	–	2.6
Machine operators, assemblers, and inspectors	15.4	9.2	–	–	–	11.0	–	–	–	13.9
Transportation and material moving	6.7	7.3	–	–	–	8.2	4.2	12.4	–	18.4
Handlers, equipment cleaners, helpers, and laborers	2.9	1.8	–	1.7	–	3.3	.6	.8	–	7.9
Service	2.5	–	–	–	–	2.5	13.4	3.1	–	3.5

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Honolulu, HI, January 2004

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$16.70	\$15.00	\$17.19	\$16.00	\$18.50
All excluding sales	17.28	15.34	17.81	16.42	19.28
White collar	20.49	21.83	20.25	18.50	22.07
White-collar excluding sales	23.16	28.50	22.45	20.35	24.39
Professional specialty and technical	31.15	46.11	29.64	25.90	31.87
Professional specialty	30.23	36.85	29.63	26.95	31.60
Technical	34.00	—	29.68	19.02	32.49
Executive, administrative, and managerial	29.63	31.76	29.11	28.45	29.92
Sales	12.52	12.88	12.39	13.27	11.01
Administrative support, including clerical	14.56	13.89	14.63	14.13	15.20
Blue collar	16.85	15.78	17.30	16.02	19.39
Precision production, craft, and repair	21.05	18.28	22.59	23.16	21.90
Machine operators, assemblers, and inspectors	12.90	—	12.92	12.34	—
Transportation and material moving	15.81	12.82	17.09	15.46	20.71
Handlers, equipment cleaners, helpers, and laborers	13.48	15.10	12.88	10.83	15.67
Service	10.53	8.38	11.35	11.06	11.63
Relative error ⁴ (percent)					
All occupations	3.9	10.1	3.3	4.3	4.6
All excluding sales	4.1	11.6	3.4	4.4	4.7
White collar	5.8	19.4	4.1	4.8	6.6
White-collar excluding sales	6.1	22.6	3.8	4.2	6.7
Professional specialty and technical	9.7	22.7	7.3	6.6	10.4
Professional specialty	3.5	14.3	2.7	7.3	3.1
Technical	34.1	—	29.0	6.0	32.8
Executive, administrative, and managerial	6.4	12.4	7.0	12.2	8.6
Sales	3.7	25.8	12.4	17.8	5.8
Administrative support, including clerical	2.8	5.2	3.1	4.5	3.0
Blue collar	4.8	14.3	5.3	6.9	3.9
Precision production, craft, and repair	9.1	26.2	4.5	5.5	6.4
Machine operators, assemblers, and inspectors	15.4	—	15.5	15.3	—
Transportation and material moving	6.7	9.2	7.1	11.4	3.8
Handlers, equipment cleaners, helpers, and laborers	2.9	12.5	3.9	5.9	5.0
Service	2.5	7.2	2.5	2.5	4.5

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

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

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	10	25	Median 50	75	90
All	\$7.00	\$10.50	\$14.50	\$21.84	\$31.69
All excluding sales	7.14	11.16	15.20	22.85	32.19
White collar	9.12	13.02	17.63	27.72	35.97
White collar excluding sales	11.22	14.87	19.73	29.71	37.27
Professional specialty and technical	16.28	20.67	26.78	34.05	43.47
Professional specialty	16.97	22.81	29.75	35.33	43.47
Engineers, architects, and surveyors	18.74	20.28	23.73	24.67	31.25
Mathematical and computer scientists	18.75	20.49	24.46	28.70	31.47
Computer systems analysts and scientists	18.75	20.49	24.46	28.70	31.47
Natural scientists	—	—	—	—	—
Health related	23.46	27.41	31.65	33.74	36.55
Registered nurses	26.00	29.75	31.86	33.74	35.33
Teachers, college and university	44.41	49.25	59.59	66.84	66.84
Teachers, except college and university	19.01	23.22	29.53	35.85	42.20
Elementary school teachers	23.22	27.63	31.68	35.85	43.47
Secondary school teachers	23.22	26.78	31.68	37.43	43.47
Teachers, n.e.c.	16.57	18.01	18.74	20.36	24.91
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	10.53	12.47	25.66	31.21	31.21
Social workers	10.53	12.47	25.66	31.21	31.21
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.90	12.88	21.17	29.22	34.65
Technical	15.69	17.11	21.93	24.20	31.88
Clinical laboratory technologists and technicians	13.39	14.16	16.60	24.72	27.54
Radiological technicians	23.22	23.22	24.50	27.11	28.62
Licensed practical nurses	14.18	15.82	17.19	19.16	20.67
Health technologists and technicians, n.e.c.	14.19	15.29	16.49	16.88	21.94
Executive, administrative, and managerial	15.60	18.96	25.99	33.68	43.18
Executives, administrators, and managers	18.96	21.76	28.87	42.67	50.48
Financial managers	29.33	31.57	36.06	40.51	51.15
Managers and administrators, n.e.c.	24.04	27.95	36.63	47.06	57.73
Management related	15.60	16.87	23.08	31.70	35.00
Accountants and auditors	14.55	18.84	28.66	29.71	32.47
Other financial officers	13.23	15.75	17.38	18.27	23.08
Management related, n.e.c.	17.71	17.71	26.61	32.19	34.62
Sales	6.25	7.25	10.00	14.20	17.50
Supervisors, sales	8.50	13.11	16.30	21.15	55.49
Sales workers, other commodities	6.25	7.00	9.19	10.80	12.41
Cashiers	6.25	6.55	8.82	13.02	14.90
Administrative support, including clerical	9.50	11.39	14.43	16.87	19.32
Secretaries	13.00	13.73	16.62	18.62	19.73
Hotel clerks	12.59	15.28	16.11	16.61	17.05
Transportation ticket and reservation agents	9.04	9.93	12.08	17.61	20.54
Receptionists	9.74	11.39	11.44	13.86	15.39
Records clerks, n.e.c.	8.74	12.81	14.53	20.77	21.23
Bookkeepers, accounting and auditing clerks	10.24	10.75	13.51	14.95	16.16
Payroll and timekeeping clerks	12.00	12.00	12.00	20.59	20.59
Telephone operators	12.13	12.57	13.81	14.53	15.03
Stock and inventory clerks	10.00	10.38	12.00	15.28	16.84
General office clerks	8.88	9.36	11.89	14.76	16.20
Teachers' aides	14.87	14.87	15.20	16.04	17.38
Administrative support, n.e.c.	9.55	11.15	13.22	16.23	18.18
Blue collar	7.72	11.77	14.41	21.17	27.64
Precision production, craft, and repair	10.15	13.84	18.12	26.26	32.16
Aircraft mechanics, except engine	16.64	18.52	21.17	28.30	36.07
Mechanics and repairers, n.e.c.	16.20	17.24	19.05	19.05	30.93
Plumbers, pipefitters and steamfitters	15.00	15.93	22.63	30.30	30.30
Machine operators, assemblers, and inspectors	7.55	7.65	13.20	16.99	18.25
Transportation and material moving	7.75	11.55	14.41	20.00	23.86

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Truck drivers	\$8.00	\$13.30	\$14.41	\$14.84	\$18.55
Industrial truck and tractor equipment operators ..	7.65	9.39	16.00	16.70	20.00
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.25	10.00	12.50	15.31	21.70
Construction laborers	11.68	11.93	12.28	12.28	14.28
Stock handlers and baggers	10.92	21.70	23.65	23.65	23.65
Freight, stock, and material handlers, n.e.c.	6.25	7.60	11.83	13.92	15.94
Vehicle washers and equipment cleaners	6.75	10.00	12.25	17.61	21.98
.....	6.75	7.15	7.40	9.50	21.49
Service					
Protective service	6.25	7.00	11.13	13.29	17.00
Guards and police, except public service	7.50	8.35	12.14	16.47	21.17
Food service	7.00	7.97	8.93	10.50	12.33
Waiters, waitresses, and bartenders	6.00	6.25	6.50	11.25	15.42
Bartenders	6.00	6.00	6.25	6.43	7.00
Waiters and waitresses	6.00	6.00	14.38	15.77	18.17
Waiters/Waitresses' assistants	6.00	6.00	6.25	6.43	6.50
Other food service	6.00	6.00	6.25	6.50	6.75
Cooks	6.25	6.50	9.71	13.79	17.00
Food counter, fountain, and related	9.00	10.50	13.00	17.16	19.57
Kitchen workers, food preparation	6.25	6.25	6.27	6.47	7.55
Food preparation, n.e.c.	6.25	6.75	10.15	12.53	15.42
Health service	6.75	8.50	11.00	13.79	14.06
Health aides, except nursing	10.50	11.68	12.78	14.25	14.87
Nursing aides, orderlies and attendants	6.25	6.25	12.75	14.87	16.67
Cleaning and building service	11.39	11.68	12.86	14.25	14.76
Supervisors, cleaning and building service workers	6.50	10.25	11.93	13.03	13.70
Maids and housemen	8.66	12.64	12.64	12.64	13.70
Janitors and cleaners	10.25	11.09	13.03	13.22	13.22
Personal service	6.25	7.50	11.93	12.06	19.57
Baggage porters and bellhops	6.25	6.55	8.68	11.85	19.00
.....	6.25	6.25	6.30	6.85	8.80

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

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.50	\$9.23	\$13.48	\$19.60	\$30.34
All excluding sales	6.50	9.93	13.99	20.88	30.93
White collar	8.00	11.22	16.11	24.79	34.74
White collar excluding sales	10.40	13.77	18.55	28.79	36.63
Professional specialty and technical	14.37	19.69	27.61	33.74	47.11
Professional specialty	14.13	22.53	30.00	34.33	44.41
Engineers, architects, and surveyors	19.51	20.14	23.97	31.25	36.59
Mathematical and computer scientists	18.75	20.49	24.46	28.70	31.47
Computer systems analysts and scientists	18.75	20.49	24.46	28.70	31.47
Health related	23.77	27.81	31.86	34.05	37.50
Registered nurses	26.00	29.99	32.74	33.74	35.55
Teachers, college and university	19.30	41.54	47.48	55.31	60.00
Teachers, except college and university	15.49	20.07	27.84	37.17	46.16
Elementary school teachers	18.13	26.95	34.41	43.47	47.52
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	8.00	10.53	11.05	17.31	23.74
Social workers	8.00	10.53	11.05	17.31	23.74
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.90	12.88	21.17	29.22	34.65
Technical	14.37	16.49	20.99	28.62	76.51
Clinical laboratory technologists and technicians	13.39	14.16	16.60	24.72	27.54
Radiological technicians	23.22	23.22	24.50	27.11	28.62
Licensed practical nurses	14.10	17.00	17.91	20.32	20.67
Health technologists and technicians, n.e.c.	14.19	15.29	16.49	16.88	21.94
Executive, administrative, and managerial	17.53	19.07	27.15	34.74	47.45
Executives, administrators, and managers	18.29	21.76	31.34	44.77	51.01
Financial managers	29.33	31.57	36.06	40.51	51.15
Managers and administrators, n.e.c.	24.04	27.95	36.63	47.06	57.73
Management related	15.75	17.71	23.08	28.79	32.57
Accountants and auditors	14.55	18.84	28.66	29.71	32.47
Other financial officers	13.23	15.75	17.38	18.27	23.08
Management related, n.e.c.	17.71	17.71	21.37	27.14	33.74
Sales	6.25	7.25	9.76	13.27	17.50
Supervisors, sales	8.50	13.11	16.30	21.15	55.49
Sales workers, other commodities	6.25	7.00	9.19	10.80	12.41
Cashiers	6.25	6.50	8.25	12.22	14.20
Administrative support, including clerical	9.14	11.22	14.27	17.10	20.77
Secretaries	12.56	13.52	16.23	18.55	21.20
Hotel clerks	12.59	15.28	16.11	16.61	17.05
Transportation ticket and reservation agents	9.04	9.93	12.08	17.61	20.54
Records clerks, n.e.c.	8.74	12.81	14.53	20.77	21.23
Bookkeepers, accounting and auditing clerks	10.39	10.75	13.51	15.47	17.66
Payroll and timekeeping clerks	12.00	12.00	12.00	20.59	20.59
Telephone operators	12.13	12.57	13.81	14.53	15.03
Stock and inventory clerks	10.00	10.38	12.00	15.28	16.84
General office clerks	8.85	9.69	13.10	15.01	16.74
Administrative support, n.e.c.	9.55	11.15	13.22	16.23	18.18
Blue collar	7.50	10.35	15.30	21.97	28.79
Precision production, craft, and repair	9.38	15.00	19.19	28.55	33.22
Aircraft mechanics, except engine	16.64	18.52	21.17	28.30	36.07
Mechanics and repairers, n.e.c.	16.20	17.24	19.05	30.17	31.37
Plumbers, pipefitters and steamfitters	14.00	15.38	22.73	30.30	30.30
Machine operators, assemblers, and inspectors	7.55	7.65	13.20	16.99	18.25
Transportation and material moving	7.50	10.50	14.50	21.83	24.75
Truck drivers	8.00	11.83	14.43	16.66	20.32
Industrial truck and tractor equipment operators ..	7.65	9.39	16.00	16.70	20.00

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Honolulu, HI, January 2004** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers	\$7.00	\$9.00	\$12.50	\$16.64	\$21.97
Groundskeepers and gardeners, except farm	7.72	11.33	13.10	14.28	17.46
Construction laborers	10.92	21.70	23.65	23.65	23.65
Stock handlers and baggers	6.25	7.60	11.83	13.92	15.94
Freight, stock, and material handlers, n.e.c.	6.75	10.00	12.25	17.61	21.98
Vehicle washers and equipment cleaners	6.75	7.15	7.40	9.50	21.49
Service	6.25	6.55	10.25	13.14	15.37
Protective service	7.00	8.00	9.00	10.67	12.70
Guards and police, except public service	7.00	7.97	8.93	10.50	12.33
Food service	6.00	6.25	6.50	11.25	15.42
Waiters, waitresses, and bartenders	6.00	6.00	6.25	6.43	7.00
Bartenders	6.00	6.00	14.38	15.77	18.17
Waiters and waitresses	6.00	6.00	6.25	6.43	6.50
Waiters/Waitresses' assistants	6.00	6.00	6.25	6.50	6.75
Other food service	6.25	6.50	9.71	13.79	17.00
Cooks	8.50	10.28	12.90	17.16	19.57
Food counter, fountain, and related	6.25	6.25	6.27	6.47	7.55
Kitchen workers, food preparation	6.25	6.75	10.15	12.53	15.42
Food preparation, n.e.c.	6.75	8.50	11.00	13.79	14.06
Health service	11.65	11.73	13.40	14.25	15.37
Health aides, except nursing	11.25	12.00	13.63	16.14	16.67
Nursing aides, orderlies and attendants	11.68	11.73	13.29	14.25	14.76
Cleaning and building service	6.50	9.05	12.06	13.22	14.48
Maids and housemen	10.25	11.09	13.03	13.22	13.22
Janitors and cleaners	6.25	6.75	9.05	13.22	19.60
Personal service	6.25	6.85	10.00	12.38	19.00
Baggage porters and bellhops	6.25	6.25	6.30	6.85	8.80

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

nonproduction bonuses; and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.93	\$13.84	\$17.35	\$25.97	\$35.00
All excluding sales	11.93	13.84	17.38	26.09	35.00
White collar	13.86	15.60	21.93	31.21	37.36
White collar excluding sales	13.86	15.60	21.93	31.22	37.36
Professional specialty and technical	17.73	21.27	25.97	34.76	42.20
Professional specialty	18.01	22.81	29.60	35.85	43.47
Engineers, architects, and surveyors	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	19.49	24.97	29.64	35.85	41.01
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Technical	16.87	21.09	21.93	24.20	24.20
Executive, administrative, and managerial	15.60	15.60	24.67	31.75	35.18
Executives, administrators, and managers	-	-	-	-	-
Management related	15.60	15.60	20.28	32.19	38.58
Sales	-	-	-	-	-
Administrative support, including clerical	10.14	11.87	14.87	16.22	18.25
Blue collar	12.28	13.30	13.84	13.84	19.19
Precision production, craft, and repair	13.84	13.84	13.84	19.19	26.09
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	-	-	-	-	-
Service	6.25	11.93	12.64	16.47	21.17
Protective service	15.20	15.94	17.89	21.17	24.97
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	6.00	11.93	11.93	12.64	12.64
Personal service	-	-	-	-	-

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

nonproduction bonuses; and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$11.86	\$15.47	\$23.39	\$32.74
All excluding sales	8.74	12.00	15.75	23.90	33.05
White collar	10.01	13.86	18.35	28.87	36.63
White collar excluding sales	11.54	15.00	20.28	30.02	37.71
Professional specialty and technical	16.50	21.09	27.11	34.45	43.47
Professional specialty	17.44	23.22	29.88	35.85	43.47
Engineers, architects, and surveyors	18.74	20.28	23.73	24.67	31.25
Mathematical and computer scientists	18.75	20.49	24.46	28.70	31.47
Computer systems analysts and scientists	18.75	20.49	24.46	28.70	31.47
Natural scientists	-	-	-	-	-
Health related	23.46	27.41	31.86	33.74	36.74
Registered nurses	25.71	29.75	32.74	33.74	35.55
Teachers, college and university	44.41	49.25	59.59	66.84	66.84
Teachers, except college and university	19.01	23.95	29.64	35.85	42.20
Elementary school teachers	23.22	27.63	31.68	35.85	43.47
Secondary school teachers	23.22	26.78	31.68	37.43	43.47
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	11.05	12.47	26.67	31.21	31.21
Social workers	11.05	12.47	26.67	31.21	31.21
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.22	15.72	22.03	29.59	35.09
Technical	15.73	17.83	21.94	24.20	32.25
Clinical laboratory technologists and technicians	13.39	15.73	18.88	25.08	27.96
Licensed practical nurses	14.18	15.82	17.11	19.16	20.67
Health technologists and technicians, n.e.c.	14.19	15.69	16.49	16.88	21.94
Executive, administrative, and managerial	15.60	18.96	25.99	33.68	43.18
Executives, administrators, and managers	18.96	21.76	28.87	42.67	50.48
Financial managers	29.33	31.57	36.06	40.51	51.15
Managers and administrators, n.e.c.	24.04	27.95	36.63	47.06	57.73
Management related	15.60	16.87	23.08	31.70	35.00
Accountants and auditors	14.55	18.84	28.66	29.71	32.47
Other financial officers	13.23	15.75	17.38	18.27	23.08
Management related, n.e.c.	17.71	17.71	26.61	32.19	34.62
Sales	6.25	7.75	11.38	15.00	19.23
Supervisors, sales	9.55	13.46	16.57	27.24	55.49
Sales workers, other commodities	6.25	7.00	9.00	10.88	12.43
Cashiers	6.25	7.00	10.05	13.12	15.00
Administrative support, including clerical	9.55	11.57	14.46	16.87	19.73
Secretaries	13.00	13.73	16.62	18.62	19.73
Hotel clerks	12.59	15.44	16.11	16.61	17.05
Transportation ticket and reservation agents	9.55	9.98	13.65	17.71	20.00
Receptionists	9.74	11.39	11.44	13.86	15.39
Records clerks, n.e.c.	8.74	12.81	14.53	20.77	21.23
Bookkeepers, accounting and auditing clerks	10.24	10.75	13.51	14.95	16.16
Payroll and timekeeping clerks	12.00	12.00	12.00	20.59	20.59
Telephone operators	11.63	12.57	13.81	14.53	15.03
Stock and inventory clerks	10.00	10.00	11.95	15.28	16.84
General office clerks	9.00	9.36	11.91	14.76	16.29
Bank tellers	8.36	8.65	8.87	12.58	17.19
Blue collar	8.50	12.28	14.56	21.96	28.49
Precision production, craft, and repair	10.32	13.84	18.42	26.40	32.16
Mechanics and repairers, n.e.c.	16.85	17.24	19.05	29.78	30.93
Plumbers, pipefitters and steamfitters	15.00	15.93	22.63	30.30	30.30
Machine operators, assemblers, and inspectors	7.55	7.65	13.20	16.99	18.25
Transportation and material moving	8.00	12.42	14.43	20.57	24.29
Truck drivers	8.00	13.30	14.26	14.50	18.55
Industrial truck and tractor equipment operators ..	8.50	11.02	16.34	16.70	20.00
Handlers, equipment cleaners, helpers, and laborers	8.50	11.68	13.17	15.94	21.94

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, January 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers —Continued					
Groundskeepers and gardeners, except farm	\$11.68	\$11.93	\$12.28	\$12.28	\$14.28
Construction laborers	10.92	21.70	23.65	23.65	23.65
Stock handlers and baggers	8.50	11.11	13.39	15.94	15.94
Freight, stock, and material handlers, n.e.c.	6.75	10.00	13.11	17.61	22.00
Service	6.43	8.66	11.93	13.79	17.89
Protective service	7.75	8.93	13.88	17.89	22.05
Food service	6.00	6.25	8.00	13.39	16.42
Waiters, waitresses, and bartenders	6.00	6.00	6.25	6.43	7.00
Bartenders	6.00	6.00	14.38	15.77	18.17
Waiters and waitresses	6.00	6.00	6.25	6.43	6.43
Waiters/Waitresses' assistants	6.00	6.00	6.25	6.53	7.00
Other food service	7.83	9.50	12.52	14.16	17.94
Cooks	9.50	11.25	13.30	17.16	19.06
Kitchen workers, food preparation	8.75	10.51	12.53	15.42	16.42
Food preparation, n.e.c.	8.20	10.00	13.51	13.79	14.06
Health service	11.39	11.68	13.29	14.25	15.22
Health aides, except nursing	10.75	11.90	13.62	16.14	16.67
Nursing aides, orderlies and attendants	11.39	11.68	12.78	14.25	14.76
Cleaning and building service	9.05	10.76	12.64	13.15	13.79
Maids and housemen	10.25	11.09	13.03	13.22	13.22
Janitors and cleaners	7.00	9.05	11.93	12.98	19.60
Personal service	6.30	7.14	10.93	12.08	17.35
Baggage porters and bellhops	6.25	6.25	6.25	6.30	6.58
Service, n.e.c.	6.85	7.14	7.62	13.51	15.58

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Honolulu, HI, January 2004

Occupation ³	10	25	Median 50	75	90
All	\$6.25	\$6.25	\$7.73	\$11.30	\$15.63
All excluding sales	6.25	6.25	7.50	11.86	17.61
White collar	6.25	7.30	9.75	13.20	20.00
White collar excluding sales	6.90	10.53	14.74	19.09	29.75
Professional specialty and technical	6.50	12.00	22.31	30.75	32.74
Professional specialty	6.25	11.05	24.54	30.89	32.74
Health related	24.54	26.78	30.75	32.74	33.74
Registered nurses	26.13	29.75	30.89	31.89	33.05
Teachers, except college and university	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	11.98	13.25	16.91	18.00	24.50
Sales	6.25	6.75	8.53	10.23	12.41
Sales workers, other commodities	6.50	7.75	9.25	10.66	12.38
Cashiers	6.25	6.50	7.00	9.05	12.37
Administrative support, including clerical	7.50	9.80	11.61	15.20	19.09
Transportation ticket and reservation agents	6.50	8.70	11.61	17.61	21.04
Blue collar	6.25	6.35	7.70	11.83	15.50
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	6.25	6.25	6.75	11.00	18.71
Handlers, equipment cleaners, helpers, and laborers	6.25	6.75	7.70	11.83	13.83
Stock handlers and baggers	6.25	6.25	7.25	8.25	11.83
Freight, stock, and material handlers, n.e.c.	8.00	10.89	10.89	19.83	21.95
Service	6.00	6.25	6.50	8.91	12.33
Protective service	6.70	7.00	8.30	11.50	12.33
Guards and police, except public service	6.70	7.00	8.00	11.50	12.33
Food service	6.00	6.25	6.30	6.75	9.05
Waiters, waitresses, and bartenders	6.00	6.00	6.25	6.50	7.00
Waiters and waitresses	6.00	6.00	6.25	6.50	7.00
Waiters/Waitresses' assistants	6.00	6.00	6.00	6.25	6.45
Other food service	6.25	6.25	6.37	7.00	10.00
Food counter, fountain, and related	6.25	6.25	6.25	6.42	6.55
Kitchen workers, food preparation	6.25	6.25	6.75	10.00	10.70
Food preparation, n.e.c.	6.25	6.50	7.00	9.05	11.27
Health service	6.25	6.25	6.25	14.25	14.76
Nursing aides, orderlies and attendants	11.96	12.18	13.28	14.25	15.24
Cleaning and building service	6.00	6.25	6.50	11.86	11.93
Maids and housemen	10.76	11.86	11.86	12.98	13.07
Janitors and cleaners	6.00	6.25	6.25	7.52	11.93
Personal service	6.00	6.25	8.68	10.10	19.00

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

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

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

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Honolulu, HI, Metropolitan Statistical Area consists of Honolulu County.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,147
Total in sample	370
Responding	246
Out of business or not in survey scope	28
Unable or refused to provide data	96

In this survey, the nonresponse rates for all industries, private industry, and State and local government were within regular survey standards.

Estimation

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

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

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

Percentiles

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Honolulu, HI, January 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	190,400	140,700	49,700
All excluding sales	171,800	122,500	49,200
White collar	98,400	65,800	32,600
White-collar excluding sales	79,800	47,700	32,100
Professional specialty and technical	35,000	17,100	17,900
Professional specialty	28,500	13,200	15,200
Technical	6,500	3,900	2,600
Executive, administrative, and managerial	14,100	9,000	5,000
Sales	18,600	18,200	–
Administrative support, including clerical	30,800	21,500	9,300
Blue collar	34,100	28,400	5,700
Precision production, craft, and repair	11,800	9,600	2,200
Machine operators, assemblers, and inspectors	1,300	1,300	–
Transportation and material moving	9,300	8,200	–
Handlers, equipment cleaners, helpers, and laborers	11,600	9,300	–
Service	57,900	46,400	11,400

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

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

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