

Minneapolis–St. Paul, MN–WI National Compensation Survey May 2004



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Preface

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

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

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

2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an 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 presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats. An ASCII file containing positional columns of data for manipulation as a data base or spreadsheet also is available.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Minneapolis–St. Paul, MN–WI, metropolitan area. Data were collected between December 2003 and January 2005; the average reference month is May 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.

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

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. 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 and provisions of benefit plans. 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 group. 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 group; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational group in 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.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$21.80	2.2	35.2	\$21.18	2.7	34.8	\$24.31	2.7	37.1
Worker characteristics:⁴									
White-collar occupations ⁵	25.40	2.5	37.4	25.22	3.1	37.3	26.00	3.0	37.8
Professional specialty and technical	31.21	2.1	37.4	31.60	3.0	37.3	30.43	2.4	37.7
Executive, administrative, and managerial	32.90	5.7	40.1	32.96	6.4	40.1	32.61	10.7	40.0
Sales	21.29	16.4	31.5	21.32	16.4	31.5	-	-	-
Administrative support	15.95	2.3	38.1	15.87	3.0	38.4	16.22	1.5	37.2
Blue-collar occupations ⁵	18.14	3.4	36.0	17.93	3.6	35.7	20.57	2.9	38.9
Precision production, craft, and repair	21.96	5.2	40.0	21.99	5.8	40.0	21.78	3.8	40.0
Machine operators, assemblers, and inspectors	16.31	5.6	37.9	16.31	5.6	38.0	-	-	-
Transportation and material moving	16.25	3.2	31.3	15.90	3.9	30.6	18.45	4.3	36.4
Handlers, equipment cleaners, helpers, and laborers	13.98	5.5	30.8	13.59	5.7	30.3	19.49	6.2	40.0
Service occupations ⁵	12.51	5.0	27.0	10.29	3.0	25.4	19.37	5.6	33.5
Full time	23.64	2.5	39.9	23.26	3.0	40.0	25.03	3.0	39.6
Part time	12.17	3.5	21.7	11.53	3.5	21.6	17.18	6.5	23.1
Union	22.37	3.5	35.6	21.24	5.4	33.7	23.57	3.8	38.0
Nonunion	21.51	3.2	35.0	21.16	3.4	35.1	27.59	4.3	33.9
Time	21.52	1.9	35.1	20.81	2.2	34.6	24.31	2.7	37.1
Incentive	29.79	17.2	38.8	29.79	17.2	38.8	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	24.90	7.1	39.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	19.26	8.8	34.1	19.26	8.8	34.2	-	-	-
100-499 workers	19.61	4.8	34.2	19.43	5.1	34.2	22.56	3.1	34.8
500 workers or more	24.40	2.4	36.4	24.33	3.3	35.8	24.51	3.0	37.4

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, Minneapolis-St. Paul, MN-WI, May 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	\$21.80	2.2	\$21.18	2.7	\$24.31	2.7
All excluding sales	21.83	2.0	21.16	2.4	24.32	2.7
White collar	25.40	2.5	25.22	3.1	26.00	3.0
White collar excluding sales	25.87	2.0	25.82	2.5	26.02	2.9
Professional specialty and technical	31.21	2.1	31.60	3.0	30.43	2.4
Professional specialty	31.80	2.1	31.63	2.9	32.09	2.9
Engineers, architects, and surveyors	33.76	4.0	34.83	2.4	—	—
Mechanical engineers	32.42	10.3	32.42	10.3	—	—
Engineers, n.e.c.	33.01	7.7	35.26	6.2	—	—
Mathematical and computer scientists	33.97	4.1	35.10	3.7	24.96	4.6
Computer systems analysts and scientists	33.89	4.3	35.09	3.9	24.96	4.6
Natural scientists	25.90	13.4	—	—	—	—
Health related	29.99	3.7	29.41	4.7	31.88	4.4
Registered nurses	30.46	1.6	29.46	1.8	33.95	2.3
Teachers, college and university	38.20	16.1	38.05	40.5	—	—
Teachers, except college and university	32.40	4.8	19.01	20.8	34.40	4.3
Prekindergarten and kindergarten	25.09	17.8	—	—	—	—
Elementary school teachers	35.60	4.4	—	—	35.51	4.4
Secondary school teachers	37.31	.6	—	—	37.07	.3
Teachers, n.e.c.	19.33	5.8	—	—	—	—
Librarians, archivists, and curators	31.54	14.1	—	—	32.82	13.3
Librarians	31.54	14.1	—	—	32.82	13.3
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.75	3.6	21.16	5.8	25.72	.9
Social workers	23.99	3.2	21.10	7.4	25.87	1.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.96	7.4	21.26	7.9	—	—
Technical	29.29	5.7	31.51	6.5	20.54	2.7
Licensed practical nurses	17.86	2.0	17.55	.9	—	—
Health technologists and technicians, n.e.c.	17.52	10.8	—	—	16.64	6.0
Engineering technicians, n.e.c.	23.18	4.7	24.64	4.4	—	—
Drafters	21.18	4.7	—	—	—	—
Computer programmers	25.81	4.8	—	—	—	—
Legal assistants	26.31	5.0	—	—	—	—
Technical and related, n.e.c.	21.00	16.6	—	—	—	—
Executive, administrative, and managerial	32.90	5.7	32.96	6.4	32.61	10.7
Executives, administrators, and managers	42.64	5.9	42.82	6.6	41.55	12.7
Administrators and officials, public administration	31.37	14.4	—	—	31.37	14.4
Financial managers	50.75	8.7	50.88	8.8	—	—
Managers, marketing, advertising, and public relations	35.07	5.3	35.07	5.3	—	—
Administrators, education and related fields	41.75	17.6	—	—	49.40	10.3
Managers, medicine and health	44.59	16.6	—	—	—	—
Managers and administrators, n.e.c.	48.65	7.8	48.93	7.9	—	—
Management related	23.64	4.0	22.71	3.9	26.97	2.5
Accountants and auditors	23.68	4.1	23.80	4.5	22.88	.7
Management analysts	26.16	12.5	—	—	—	—
Personnel, training, and labor relations specialists	22.67	9.6	22.45	10.0	—	—
Management related, n.e.c.	20.94	10.0	19.82	11.1	—	—
Sales	21.29	16.4	21.32	16.4	—	—
Supervisors, sales	24.56	17.0	24.56	17.0	—	—
Sales representatives, mining, manufacturing, and wholesale	28.04	11.7	28.04	11.7	—	—
Sales workers, other commodities	14.10	12.4	14.10	12.4	—	—
Cashiers	9.50	6.0	9.42	6.0	—	—
Administrative support, including clerical	15.95	2.3	15.87	3.0	16.22	1.5
Secretaries	17.40	1.2	17.67	2.0	17.10	1.3
Typists	17.19	14.4	—	—	14.36	3.1
Receptionists	14.04	6.6	13.91	7.9	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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)
White collar –Continued						
Administrative support, including clerical –Continued						
Order clerks	\$18.42	5.3	\$18.42	5.3	–	–
Library clerks	13.84	7.2	–	–	\$13.84	7.2
Bookkeepers, accounting and auditing clerks	16.14	7.4	15.85	7.9	–	–
Traffic, shipping and receiving clerks	18.53	14.4	18.53	14.4	–	–
Stock and inventory clerks	16.67	5.0	16.51	5.2	–	–
Investigators and adjusters, except insurance	14.89	3.1	14.83	3.0	–	–
General office clerks	13.60	8.8	11.90	9.4	16.17	8.5
Teachers' aides	14.07	4.0	–	–	–	–
Administrative support, n.e.c.	17.39	8.1	17.47	8.9	16.74	4.7
Blue collar	18.14	3.4	17.93	3.6	20.57	2.9
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	18.37	3.5	–	–	–	–
Industrial machinery repairers	21.19	1.5	21.19	1.5	–	–
Carpenters	24.88	7.2	–	–	–	–
Machine operators, assemblers, and inspectors						
Printing press operators	21.82	.5	21.82	.5	–	–
Miscellaneous machine operators, n.e.c.	11.58	7.7	11.55	7.6	–	–
Welders and cutters	17.41	8.0	17.41	8.0	–	–
Assemblers	15.93	10.1	15.93	10.1	–	–
Transportation and material moving						
Truck drivers	17.83	3.9	17.63	4.8	–	–
Bus drivers	14.29	4.7	–	–	18.36	4.5
Industrial truck and tractor equipment operators ..	17.74	6.3	17.74	6.3	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	12.31	13.0	12.31	13.0	–	–
Laborers, except construction, n.e.c.	12.26	10.5	11.83	12.2	–	–
Service						
Protective service	21.98	7.1	–	–	22.11	7.0
Police and detectives, public service	25.44	1.5	–	–	25.44	1.5
Sheriffs, bailiffs, and other law enforcement officers	21.69	4.7	–	–	21.69	4.7
Correctional institution officers	18.54	19.1	–	–	18.54	19.1
Food service	9.04	4.1	8.81	4.6	12.51	5.8
Waiters, waitresses, and bartenders	5.70	1.7	5.70	1.7	–	–
Waiters and waitresses	5.19	1.2	5.19	1.2	–	–
Other food service	10.54	6.8	10.35	7.6	12.51	5.8
Cooks	12.71	5.0	12.59	5.4	–	–
Kitchen workers, food preparation	10.67	7.1	10.57	8.1	–	–
Food preparation, n.e.c.	9.23	5.0	8.70	5.3	–	–
Health service	13.30	4.3	13.26	4.5	13.95	9.3
Health aides, except nursing	14.97	4.1	15.00	4.1	–	–
Nursing aides, orderlies and attendants	12.43	3.4	12.28	3.8	14.05	10.1
Cleaning and building service	11.53	5.7	10.52	3.3	15.60	8.1
Maid and housemen	10.05	4.7	10.06	4.7	–	–
Janitors and cleaners	11.81	7.8	10.61	4.3	15.48	8.4
Personal service	12.59	15.8	10.00	14.4	19.34	18.1
Welfare service aides	11.80	13.3	–	–	–	–
Early childhood teachers' assistants	18.90	20.1	–	–	–	–
Service, n.e.c.	10.78	24.9	10.78	24.9	–	–

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$23.64	2.5	\$23.26	3.0	\$25.03	3.0
All excluding sales	23.40	2.2	22.94	2.7	25.03	3.0
White collar	26.41	2.6	26.35	3.3	26.61	3.2
White collar excluding sales	26.26	2.2	26.13	2.7	26.62	3.2
Professional specialty and technical	31.76	2.2	32.08	3.1	31.11	2.0
Professional specialty	32.15	2.2	31.94	3.1	32.49	2.9
Engineers, architects, and surveyors	33.76	4.0	34.83	2.4	—	—
Mechanical engineers	32.42	10.3	32.42	10.3	—	—
Engineers, n.e.c.	33.01	7.7	35.26	6.2	—	—
Mathematical and computer scientists	33.97	4.1	35.10	3.7	24.96	4.6
Computer systems analysts and scientists	33.89	4.3	35.09	3.9	24.96	4.6
Natural scientists	24.72	18.4	—	—	—	—
Health related	30.30	6.3	29.81	9.2	31.38	2.9
Registered nurses	31.34	3.5	30.16	5.0	33.70	2.2
Teachers, college and university	38.92	15.1	—	—	—	—
Teachers, except college and university	33.09	4.7	18.97	20.7	35.33	3.9
Elementary school teachers	35.95	3.5	—	—	35.87	3.5
Secondary school teachers	37.31	.6	—	—	37.07	.3
Teachers, n.e.c.	19.54	7.2	—	—	—	—
Librarians, archivists, and curators	32.98	13.4	—	—	32.98	13.4
Librarians	32.98	13.4	—	—	32.98	13.4
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.81	3.8	21.16	5.8	26.01	1.5
Social workers	24.04	3.3	21.10	7.4	26.01	1.5
Lawyers and judges	39.54	9.4	—	—	—	—
Lawyers	39.54	9.4	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.39	5.4	20.67	5.9	—	—
Technical	30.43	6.1	32.42	7.0	20.29	3.7
Licensed practical nurses	17.54	1.0	17.54	1.0	—	—
Engineering technicians, n.e.c.	23.18	4.7	24.64	4.4	—	—
Drafters	20.87	6.8	—	—	—	—
Computer programmers	25.81	4.8	—	—	—	—
Legal assistants	26.31	5.0	—	—	—	—
Technical and related, n.e.c.	21.00	16.6	—	—	—	—
Executive, administrative, and managerial	32.90	5.7	32.96	6.5	32.62	10.7
Executives, administrators, and managers	42.67	5.9	42.86	6.6	41.55	12.7
Administrators and officials, public administration	31.37	14.4	—	—	31.37	14.4
Financial managers	50.75	8.7	50.88	8.8	—	—
Managers, marketing, advertising, and public relations	35.07	5.3	35.07	5.3	—	—
Administrators, education and related fields	41.75	17.6	—	—	49.40	10.3
Managers and administrators, n.e.c.	48.65	7.8	48.93	7.9	—	—
Management related	23.64	4.0	22.71	3.9	26.99	2.5
Accountants and auditors	23.68	4.1	23.80	4.5	22.88	.7
Management analysts	26.16	12.5	—	—	—	—
Personnel, training, and labor relations specialists	22.67	9.6	22.45	10.0	—	—
Management related, n.e.c.	20.94	10.0	19.82	11.1	—	—
Sales	28.47	15.5	28.51	15.5	—	—
Supervisors, sales	24.56	17.0	24.56	17.0	—	—
Sales representatives, mining, manufacturing, and wholesale	28.04	11.7	28.04	11.7	—	—
Administrative support, including clerical	16.21	2.2	16.11	2.9	16.53	1.4
Secretaries	17.40	1.2	17.67	2.0	17.10	1.3
Typists	17.19	14.4	—	—	14.36	3.1
Receptionists	14.59	6.7	14.56	8.4	—	—
Order clerks	18.42	5.3	18.42	5.3	—	—
Bookkeepers, accounting and auditing clerks	16.44	8.0	16.15	8.6	—	—
Traffic, shipping and receiving clerks	18.53	14.4	18.53	14.4	—	—
Stock and inventory clerks	16.98	5.4	—	—	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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)
White collar –Continued						
Administrative support, including clerical –Continued						
Investigators and adjusters, except insurance	\$14.92	3.1	\$14.86	3.1	–	–
General office clerks	13.63	9.0	11.92	9.6	\$16.18	8.5
Administrative support, n.e.c.	18.03	9.2	18.15	9.9	–	–
Blue collar	19.37	3.8	19.23	4.2	20.78	2.9
Precision production, craft, and repair	21.96	5.2	21.99	5.8	21.78	3.8
Bus, truck, and stationary engine mechanics	18.37	3.5	–	–	–	–
Industrial machinery repairers	21.19	1.5	21.19	1.5	–	–
Carpenters	24.88	7.2	–	–	–	–
Machine operators, assemblers, and inspectors	16.89	4.7	16.89	4.7	–	–
Printing press operators	21.82	.5	21.82	.5	–	–
Miscellaneous machine operators, n.e.c.	12.14	13.5	12.14	13.5	–	–
Welders and cutters	17.41	8.0	17.41	8.0	–	–
Assemblers	16.60	10.5	16.60	10.5	–	–
Transportation and material moving	18.57	2.9	18.47	3.5	–	–
Truck drivers	18.57	1.2	18.48	1.3	–	–
Industrial truck and tractor equipment operators ..	17.74	6.3	17.74	6.3	–	–
Handlers, equipment cleaners, helpers, and laborers	16.24	4.9	15.86	5.3	19.49	6.2
Stock handlers and baggers	17.16	10.1	17.16	10.1	–	–
Laborers, except construction, n.e.c.	15.33	3.9	15.02	4.4	–	–
Service	15.16	6.0	12.10	3.7	20.38	5.0
Protective service	22.38	6.9	–	–	22.40	6.9
Police and detectives, public service	25.41	1.5	–	–	25.41	1.5
Sheriffs, bailiffs, and other law enforcement officers	22.31	1.5	–	–	22.31	1.5
Correctional institution officers	18.54	19.1	–	–	18.54	19.1
Food service	11.29	9.0	11.21	9.3	–	–
Waiters, waitresses, and bartenders	7.47	1.8	7.47	1.8	–	–
Other food service	11.88	11.3	11.80	11.7	–	–
Cooks	13.28	5.2	13.16	5.6	–	–
Health service	14.28	5.8	14.24	5.9	–	–
Nursing aides, orderlies and attendants	13.27	5.1	13.08	4.6	–	–
Cleaning and building service	12.65	4.9	11.21	3.7	16.02	6.7
Maids and housemen	10.34	4.3	10.35	4.3	–	–
Janitors and cleaners	13.12	6.5	11.46	5.2	15.90	6.8
Personal service	13.03	8.7	–	–	–	–

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$12.17	3.5	\$11.53	3.5	\$17.18	6.5
All excluding sales	12.61	3.7	11.91	3.8	17.22	6.3
White collar	15.71	5.9	15.06	6.9	18.51	5.9
White collar excluding sales	19.99	5.4	20.64	7.9	18.60	5.6
Professional specialty and technical	25.31	3.1	26.53	2.9	22.63	4.6
Professional specialty	27.65	2.2	28.66	2.0	24.06	6.7
Natural scientists	—	—	—	—	—	—
Health related	29.42	2.7	28.87	2.3	35.05	13.4
Registered nurses	29.42	2.7	28.87	2.3	35.05	13.4
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.04	7.3	—	—	19.95	7.5
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.74	4.9	18.09	6.9	21.21	2.3
Licensed practical nurses	18.72	5.6	17.58	3.1	—	—
Health technologists and technicians, n.e.c.	17.52	10.8	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.67	7.0	9.65	7.0	—	—
Cashiers	9.19	3.6	9.16	3.6	—	—
Administrative support, including clerical	12.59	2.3	12.17	2.3	13.46	1.5
Blue collar	11.37	4.8	11.26	4.8	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.18	6.3	13.05	6.8	—	—
Bus drivers	13.13	7.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.95	4.0	9.95	4.0	—	—
Stock handlers and baggers	10.15	4.0	10.15	4.0	—	—
Service	9.49	4.3	8.86	3.7	15.13	11.4
Protective service	11.63	17.2	—	—	—	—
Food service	7.90	4.8	7.51	4.9	12.15	7.6
Waiters, waitresses, and bartenders	5.39	2.8	5.39	2.8	—	—
Waiters and waitresses	5.17	1.1	5.17	1.1	—	—
Other food service	9.57	4.1	9.14	4.1	12.15	7.6
Kitchen workers, food preparation	10.67	7.1	10.57	8.1	—	—
Food preparation, n.e.c.	9.42	4.4	8.74	3.0	—	—
Health service	11.96	4.0	11.88	4.3	—	—
Nursing aides, orderlies and attendants	11.84	4.3	11.76	4.6	—	—
Cleaning and building service	9.69	1.9	9.69	2.0	—	—
Janitors and cleaners	9.72	1.4	9.73	1.5	—	—
Personal service	12.41	23.1	9.33	10.7	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$944	2.6	39.9	\$931	3.2	40.0	\$990	2.6	39.6
All excluding sales	934	2.4	39.9	918	2.9	40.0	990	2.6	39.6
White collar	1,056	2.9	40.0	1,059	3.7	40.2	1,046	2.5	39.3
White collar excluding sales	1,049	2.5	39.9	1,050	3.3	40.2	1,046	2.5	39.3
Professional specialty and technical	1,272	3.2	40.1	1,298	4.5	40.5	1,221	2.5	39.3
Professional specialty	1,302	3.2	40.5	1,321	4.8	41.4	1,272	3.2	39.2
Engineers, architects, and surveyors	1,356	4.2	40.2	1,400	2.6	40.2	-	-	-
Mechanical engineers	1,324	12.0	40.8	1,324	12.0	40.8	-	-	-
Engineers, n.e.c.	1,320	7.7	40.0	1,411	6.2	40.0	-	-	-
Mathematical and computer scientists	1,448	8.9	42.6	1,509	9.0	43.0	998	4.6	40.0
Computer systems analysts and scientists	1,451	9.3	42.8	1,517	9.5	43.2	998	4.6	40.0
Natural scientists	989	18.4	40.0	-	-	-	-	-	-
Health related	1,200	6.8	39.6	1,175	9.8	39.4	1,255	2.9	40.0
Registered nurses	1,242	4.0	39.6	1,190	5.6	39.5	1,347	2.2	40.0
Teachers, college and university	1,547	14.5	39.8	-	-	-	-	-	-
Teachers, except college and university	1,271	5.4	38.4	754	20.6	39.7	1,350	5.0	38.2
Elementary school teachers	1,372	5.7	38.2	-	-	-	1,368	5.8	38.1
Secondary school teachers	1,415	2.1	37.9	-	-	-	1,402	2.3	37.8
Teachers, n.e.c.	771	7.3	39.5	-	-	-	-	-	-
Librarians, archivists, and curators	1,312	13.6	39.8	-	-	-	1,312	13.6	39.8
Librarians	1,312	13.6	39.8	-	-	-	1,312	13.6	39.8
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	951	3.9	40.0	843	6.0	39.8	1,042	1.5	40.1
Social workers	960	3.5	40.0	840	7.9	39.8	1,042	1.5	40.1
Lawyers and judges	1,723	5.2	43.6	-	-	-	-	-	-
Lawyers	1,723	5.2	43.6	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	816	5.4	40.0	827	5.9	40.0	-	-	-
Technical	1,176	8.0	38.6	1,244	9.2	38.4	811	3.7	40.0
Licensed practical nurses	694	.8	39.6	694	.8	39.6	-	-	-
Engineering technicians, n.e.c.	927	4.7	40.0	986	4.4	40.0	-	-	-
Drafters	835	6.8	40.0	-	-	-	-	-	-
Computer programmers	1,063	6.7	41.2	-	-	-	-	-	-
Legal assistants	1,032	3.7	39.2	-	-	-	-	-	-
Technical and related, n.e.c. ..	840	16.6	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,319	6.0	40.1	1,322	6.8	40.1	1,305	10.7	40.0
Executives, administrators, and managers	1,739	6.2	40.8	1,752	7.0	40.9	1,661	12.7	40.0
Administrators and officials, public administration	1,255	14.4	40.0	-	-	-	1,255	14.4	40.0
Financial managers	2,104	8.3	41.5	2,110	8.4	41.5	-	-	-
Managers, marketing, advertising, and public relations	1,435	4.7	40.9	1,435	4.7	40.9	-	-	-
Administrators, education and related fields	1,664	17.8	39.9	-	-	-	1,975	10.4	40.0
Managers and administrators, n.e.c.	2,009	8.3	41.3	2,022	8.4	41.3	-	-	-
Management related	934	4.2	39.5	894	3.9	39.4	1,080	2.5	40.0
Accountants and auditors	917	3.5	38.7	918	4.0	38.6	915	.7	40.0
Management analysts	1,046	12.5	40.0	-	-	-	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Personnel, training, and labor relations specialists	\$890	9.7	39.2	\$880	10.1	39.2	—	—	—
Management related, n.e.c.	838	10.0	40.0	793	11.1	40.0	—	—	—
Sales	1,150	16.5	40.4	1,152	16.5	40.4	—	—	—
Supervisors, sales	1,007	17.3	41.0	1,007	17.3	41.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,122	11.7	40.0	1,122	11.7	40.0	—	—	—
Administrative support, including clerical	644	2.3	39.7	643	2.8	39.9	\$645	2.7	39.1
Secretaries	673	2.6	38.7	696	2.5	39.4	649	4.8	38.0
Typists	679	14.7	39.5	—	—	—	564	2.9	39.3
Receptionists	584	6.7	40.0	582	8.4	40.0	—	—	—
Order clerks	737	5.3	40.0	737	5.3	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	654	7.7	39.8	642	8.3	39.8	—	—	—
Traffic, shipping and receiving clerks	741	14.4	40.0	741	14.4	40.0	—	—	—
Stock and inventory clerks	679	5.4	40.0	—	—	—	—	—	—
Investigators and adjusters, except insurance	597	3.1	40.0	594	3.1	40.0	—	—	—
General office clerks	544	8.7	39.9	477	9.6	40.0	643	7.9	39.7
Administrative support, n.e.c.	715	8.8	39.6	721	9.5	39.7	—	—	—
Blue collar	774	3.8	39.9	768	4.2	39.9	831	2.9	40.0
Precision production, craft, and repair	879	5.2	40.0	880	5.8	40.0	871	3.8	40.0
Bus, truck, and stationary engine mechanics	735	3.5	40.0	—	—	—	—	—	—
Industrial machinery repairers	848	1.5	40.0	848	1.5	40.0	—	—	—
Carpenters	995	7.2	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	672	4.9	39.8	672	4.9	39.8	—	—	—
Printing press operators	864	1.0	39.6	864	1.0	39.6	—	—	—
Miscellaneous machine operators, n.e.c.	483	13.7	39.7	483	13.7	39.7	—	—	—
Welders and cutters	697	8.0	40.0	697	8.0	40.0	—	—	—
Assemblers	664	10.5	40.0	664	10.5	40.0	—	—	—
Transportation and material moving	743	2.9	40.0	739	3.5	40.0	—	—	—
Truck drivers	743	1.2	40.0	739	1.3	40.0	—	—	—
Industrial truck and tractor equipment operators	710	6.3	40.0	710	6.3	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	650	4.9	40.0	635	5.3	40.0	780	6.2	40.0
Stock handlers and baggers ...	686	10.1	40.0	686	10.1	40.0	—	—	—
Laborers, except construction, n.e.c.	613	3.9	40.0	601	4.4	40.0	—	—	—
Service	602	6.4	39.7	474	3.8	39.2	826	5.5	40.6
Protective service	921	6.7	41.2	—	—	—	922	6.7	41.2

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, Minneapolis-St. Paul, MN-WI, May 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									
Protective service—Continued									
Police and detectives, public service	\$1,032	1.2	40.6	—	—	—	\$1,032	1.2	40.6
Sheriffs, bailiffs, and other law enforcement officers	892	1.5	40.0	—	—	—	892	1.5	40.0
Correctional institution officers	741	19.1	40.0	—	—	—	741	19.1	40.0
Food service	438	9.0	38.8	\$434	9.4	38.8	—	—	—
Waiters, waitresses, and bartenders	296	2.0	39.7	296	2.0	39.7	—	—	—
Other food service	459	11.6	38.7	456	12.0	38.6	—	—	—
Cooks	523	4.4	39.4	518	4.7	39.3	—	—	—
Health service	555	7.2	38.9	555	7.6	39.0	—	—	—
Nursing aides, orderlies and attendants	506	6.5	38.1	500	6.7	38.2	—	—	—
Cleaning and building service	504	4.9	39.8	446	3.9	39.8	641	6.7	40.0
Maids and housemen	407	4.9	39.4	408	4.9	39.4	—	—	—
Janitors and cleaners	524	6.5	39.9	457	5.2	39.9	636	6.8	40.0
Personal service	502	7.7	38.5	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$48,027	2.6	2,032	\$48,329	3.2	2,078	\$47,025	2.6	1,879
All excluding sales	47,476	2.4	2,028	47,619	2.9	2,076	47,031	2.6	1,879
White collar	53,222	2.9	2,015	54,910	3.7	2,084	48,547	2.5	1,824
White collar excluding sales	52,746	2.5	2,009	54,409	3.3	2,082	48,556	2.5	1,824
Professional specialty and technical	61,650	3.2	1,941	66,986	4.5	2,088	52,839	2.5	1,698
Professional specialty	61,794	3.2	1,922	67,959	4.8	2,127	53,918	3.2	1,660
Engineers, architects, and surveyors	70,513	4.2	2,089	72,805	2.6	2,090	—	—	—
Mechanical engineers	68,848	12.0	2,124	68,848	12.0	2,124	—	—	—
Engineers, n.e.c.	68,664	7.7	2,080	73,349	6.2	2,080	—	—	—
Mathematical and computer scientists	75,289	8.9	2,217	78,452	9.0	2,235	51,922	4.6	2,080
Computer systems analysts and scientists	75,441	9.3	2,226	78,860	9.5	2,248	51,922	4.6	2,080
Natural scientists	51,415	18.4	2,080	—	—	—	—	—	—
Health related	61,639	6.8	2,034	61,115	9.8	2,050	62,764	2.9	2,000
Registered nurses	63,379	4.0	2,022	61,885	5.6	2,052	66,227	2.2	1,965
Teachers, college and university	66,560	14.5	1,710	—	—	—	—	—	—
Teachers, except college and university	48,926	5.4	1,479	35,724	20.6	1,883	50,519	5.0	1,430
Elementary school teachers	50,568	5.7	1,407	—	—	—	50,435	5.8	1,406
Secondary school teachers	52,295	2.1	1,401	—	—	—	51,867	2.3	1,399
Teachers, n.e.c.	35,498	7.3	1,817	—	—	—	—	—	—
Librarians, archivists, and curators	59,230	13.6	1,796	—	—	—	59,230	13.6	1,796
Librarians	59,230	13.6	1,796	—	—	—	59,230	13.6	1,796
Social scientists and urban planners	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers	48,315	3.9	2,029	41,630	6.0	1,968	54,187	1.5	2,083
Social workers	48,660	3.5	2,024	41,006	7.9	1,943	54,187	1.5	2,083
Lawyers and judges	89,574	5.2	2,265	—	—	—	—	—	—
Lawyers	89,574	5.2	2,265	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	41,556	5.4	2,038	42,522	5.9	2,057	—	—	—
Technical	61,138	8.0	2,009	64,689	9.2	1,995	42,193	3.7	2,080
Licensed practical nurses	36,080	.8	2,057	36,080	.8	2,057	—	—	—
Engineering technicians, n.e.c.	48,207	4.7	2,080	51,258	4.4	2,080	—	—	—
Drafters	43,410	6.8	2,080	—	—	—	—	—	—
Computer programmers	55,286	6.7	2,142	—	—	—	—	—	—
Legal assistants	53,689	3.7	2,041	—	—	—	—	—	—
Technical and related, n.e.c. ..	43,684	16.6	2,080	—	—	—	—	—	—
Executive, administrative, and managerial	68,134	6.0	2,071	68,624	6.8	2,082	65,990	10.7	2,023
Executives, administrators, and managers	89,182	6.2	2,090	90,779	7.0	2,118	80,536	12.7	1,938
Administrators and officials, public administration	65,252	14.4	2,080	—	—	—	65,252	14.4	2,080
Financial managers	109,392	8.3	2,156	109,717	8.4	2,156	—	—	—
Managers, marketing, advertising, and public relations	74,603	4.7	2,127	74,603	4.7	2,127	—	—	—
Administrators, education and related fields	76,636	17.8	1,836	—	—	—	89,738	10.4	1,817
Managers and administrators, n.e.c.	104,459	8.3	2,147	105,162	8.4	2,149	—	—	—
Management related	48,544	4.2	2,054	46,474	3.9	2,047	56,139	2.5	2,080
Accountants and auditors	47,701	3.5	2,014	47,717	4.0	2,005	47,584	.7	2,080
Management analysts	54,411	12.5	2,080	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Personnel, training, and labor relations specialists	\$46,260	9.7	2,040	\$45,765	10.1	2,038	—	—	—
Management related, n.e.c.	43,556	10.0	2,080	41,235	11.1	2,080	—	—	—
Sales	59,822	16.5	2,101	59,891	16.5	2,101	—	—	—
Supervisors, sales	52,378	17.3	2,133	52,378	17.3	2,133	—	—	—
Sales representatives, mining, manufacturing, and wholesale	58,329	11.7	2,080	58,329	11.7	2,080	—	—	—
Administrative support, including clerical	33,203	2.3	2,049	33,453	2.8	2,076	\$32,396	2.7	1,960
Secretaries	34,896	2.6	2,005	36,173	2.5	2,047	33,519	4.8	1,960
Typists	35,323	14.7	2,054	—	—	—	29,352	2.9	2,044
Receptionists	30,350	6.7	2,080	30,286	8.4	2,080	—	—	—
Order clerks	38,313	5.3	2,080	38,313	5.3	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	33,950	7.7	2,066	33,337	8.3	2,064	—	—	—
Traffic, shipping and receiving clerks	38,552	14.4	2,080	38,552	14.4	2,080	—	—	—
Stock and inventory clerks	35,327	5.4	2,080	—	—	—	—	—	—
Investigators and adjusters, except insurance	31,031	3.1	2,080	30,910	3.1	2,080	—	—	—
General office clerks	28,266	8.7	2,074	24,799	9.6	2,080	33,414	7.9	2,065
Administrative support, n.e.c.	37,172	8.8	2,062	37,481	9.5	2,065	—	—	—
Blue collar	40,102	3.8	2,070	39,888	4.2	2,074	42,147	2.9	2,028
Precision production, craft, and repair	45,685	5.2	2,080	45,738	5.8	2,080	45,302	3.8	2,080
Bus, truck, and stationary engine mechanics	38,210	3.5	2,080	—	—	—	—	—	—
Industrial machinery repairers	44,075	1.5	2,080	44,075	1.5	2,080	—	—	—
Carpenters	51,760	7.2	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	34,931	4.9	2,068	34,931	4.9	2,068	—	—	—
Printing press operators	44,953	1.0	2,060	44,953	1.0	2,060	—	—	—
Miscellaneous machine operators, n.e.c.	25,096	13.7	2,067	25,096	13.7	2,067	—	—	—
Welders and cutters	36,223	8.0	2,080	36,223	8.0	2,080	—	—	—
Assemblers	34,526	10.5	2,080	34,526	10.5	2,080	—	—	—
Transportation and material moving	37,454	2.9	2,017	38,006	3.5	2,058	—	—	—
Truck drivers	38,623	1.2	2,080	38,435	1.3	2,080	—	—	—
Industrial truck and tractor equipment operators	36,899	6.3	2,080	36,899	6.3	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	33,782	4.9	2,080	32,998	5.3	2,080	40,545	6.2	2,080
Stock handlers and baggers ...	35,684	10.1	2,080	35,684	10.1	2,080	—	—	—
Laborers, except construction, n.e.c.	31,894	3.9	2,080	31,252	4.4	2,080	—	—	—
Service	31,078	6.4	2,050	24,643	3.8	2,037	42,213	5.5	2,071
Protective service	47,906	6.7	2,141	—	—	—	47,961	6.7	2,141

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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									
Protective service—Continued									
Police and detectives, public service	\$53,679	1.2	2,112	—	—	—	\$53,679	1.2	2,112
Sheriffs, bailiffs, and other law enforcement officers	46,399	1.5	2,080	—	—	—	46,399	1.5	2,080
Correctional institution officers	38,556	19.1	2,080	—	—	—	38,556	19.1	2,080
Food service	22,760	9.0	2,017	\$22,592	9.4	2,016	—	—	—
Waiters, waitresses, and bartenders	15,407	2.0	2,062	15,407	2.0	2,062	—	—	—
Other food service	23,878	11.6	2,010	23,701	12.0	2,009	—	—	—
Cooks	27,174	4.4	2,047	26,918	4.7	2,046	—	—	—
Health service	28,866	7.2	2,022	28,860	7.6	2,026	—	—	—
Nursing aides, orderlies and attendants	26,303	6.5	1,982	25,989	6.7	1,987	—	—	—
Cleaning and building service	26,200	4.9	2,071	23,179	3.9	2,068	33,307	6.7	2,080
Maids and housemen	21,182	4.9	2,048	21,193	4.9	2,048	—	—	—
Janitors and cleaners	27,243	6.5	2,077	23,778	5.2	2,075	33,073	6.8	2,080
Personal service	23,056	7.7	1,769	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$21.80	2.2	\$21.18	2.7	\$24.31	2.7
All excluding sales	21.83	2.0	21.16	2.4	24.32	2.7
White collar	25.40	2.5	25.22	3.1	26.00	3.0
1	9.61	2.9	9.57	2.9	—	—
2	11.67	5.8	9.77	4.6	13.90	4.5
3	13.12	3.7	12.41	3.5	15.91	2.5
4	15.69	4.7	15.16	5.9	17.67	6.4
5	17.27	2.8	17.09	3.4	18.18	4.4
6	20.39	4.2	20.70	5.3	19.43	1.4
7	23.11	4.4	22.10	4.9	25.54	7.0
8	26.35	2.0	24.94	2.0	28.52	3.4
9	31.39	5.0	29.70	7.9	33.95	3.5
10	34.18	6.3	31.93	3.0	41.00	11.9
11	38.06	6.3	39.11	7.0	32.40	12.3
12	52.51	6.4	53.69	7.8	46.44	8.8
13	52.53	4.3	52.76	5.6	—	—
14	79.62	19.8	83.71	19.7	—	—
Not able to be leveled	27.83	6.5	28.21	6.5	—	—
White collar excluding sales	25.87	2.0	25.82	2.5	26.02	2.9
1	10.42	5.1	—	—	—	—
2	12.34	5.4	10.17	4.9	13.92	4.6
3	13.70	4.5	12.98	4.5	15.91	2.5
4	15.99	4.8	15.45	6.3	17.67	6.4
5	17.40	2.1	17.23	2.6	18.19	4.5
6	20.51	4.7	20.93	6.1	19.43	1.4
7	22.91	4.9	21.68	5.4	25.54	7.0
8	26.56	1.9	25.04	1.9	28.52	3.4
9	29.94	3.2	27.15	3.3	33.95	3.5
10	34.18	6.3	31.93	3.0	41.00	11.9
11	35.75	4.5	36.48	4.4	32.40	12.3
12	52.51	6.4	53.69	7.8	46.44	8.8
13	52.53	4.3	52.76	5.6	—	—
14	79.62	19.8	83.71	19.7	—	—
Not able to be leveled	27.72	6.6	28.11	6.6	—	—
Professional specialty and technical	31.21	2.1	31.60	3.0	30.43	2.4
Professional specialty	31.80	2.1	31.63	2.9	32.09	2.9
5	18.43	12.4	18.76	16.6	—	—
6	19.42	4.9	—	—	—	—
7	26.17	4.8	25.28	3.2	26.84	7.2
8	29.16	3.1	25.59	2.6	30.56	3.4
9	33.14	2.6	29.91	2.7	36.24	2.3
10	31.94	3.0	32.17	3.4	—	—
11	34.19	5.1	35.02	4.0	30.98	16.4
12	38.56	5.3	37.99	6.1	41.35	8.1
13	53.47	5.3	—	—	—	—
Not able to be leveled	27.06	6.6	28.16	7.5	—	—
Engineers, architects, and surveyors	33.76	4.0	34.83	2.4	—	—
11	34.79	5.8	34.79	5.8	—	—
12	35.26	4.6	34.42	3.8	—	—
Mechanical engineers	32.42	10.3	32.42	10.3	—	—
Engineers, n.e.c.	33.01	7.7	35.26	6.2	—	—
Mathematical and computer scientists	33.97	4.1	35.10	3.7	24.96	4.6
7	23.98	6.0	—	—	—	—
9	31.91	5.2	31.78	5.4	—	—
11	35.03	4.5	35.03	4.5	—	—
12	41.63	5.2	41.63	5.2	—	—
Not able to be leveled	31.98	3.8	31.98	3.8	—	—
Computer systems analysts and scientists	33.89	4.3	35.09	3.9	24.96	4.6
7	23.98	6.0	—	—	—	—
9	32.35	4.5	32.23	4.7	—	—
11	35.18	4.5	35.18	4.5	—	—
12	41.66	5.3	41.66	5.3	—	—
Not able to be leveled	31.98	3.8	31.98	3.8	—	—
Natural scientists	25.90	13.4	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
Professional specialty –Continued						
Health related	\$29.99	3.7	\$29.41	4.7	\$31.88	4.4
7	28.04	6.3	27.96	8.0	–	–
8	29.07	2.5	–	–	–	–
9	28.88	3.0	28.55	2.7	30.86	12.3
Registered nurses	30.46	1.6	29.46	1.8	33.95	2.3
7	29.34	5.6	28.67	6.7	–	–
9	29.52	1.6	29.28	1.4	–	–
Teachers, college and university	38.20	16.1	38.05	40.5	–	–
Teachers, except college and university	32.40	4.8	19.01	20.8	34.40	4.3
5	18.63	24.9	18.77	25.5	–	–
7	30.28	9.8	–	–	–	–
8	31.35	4.1	–	–	31.35	4.1
9	39.09	1.0	–	–	39.09	1.0
Prekindergarten and kindergarten	25.09	17.8	–	–	–	–
Elementary school teachers	35.60	4.4	–	–	35.51	4.4
Secondary school teachers	37.31	.6	–	–	37.07	.3
9	39.13	.7	–	–	39.13	.7
Teachers, n.e.c.	19.33	5.8	–	–	–	–
Librarians, archivists, and curators	31.54	14.1	–	–	32.82	13.3
Librarians	31.54	14.1	–	–	32.82	13.3
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	23.75	3.6	21.16	5.8	25.72	.9
7	21.90	3.2	–	–	–	–
9	26.24	3.6	–	–	26.32	4.0
Social workers	23.99	3.2	21.10	7.4	25.87	1.4
9	26.24	3.6	–	–	26.32	4.0
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.96	7.4	21.26	7.9	–	–
Not able to be leveled	19.09	7.9	19.36	8.8	–	–
Technical	29.29	5.7	31.51	6.5	20.54	2.7
4	16.61	4.0	–	–	–	–
5	18.57	4.3	17.88	3.7	20.20	5.2
6	19.11	2.5	17.91	1.1	21.57	1.9
7	23.19	5.1	24.21	6.4	–	–
8	25.47	5.9	26.71	3.9	–	–
Not able to be leveled	20.69	2.8	20.69	2.8	–	–
Licensed practical nurses	17.86	2.0	17.55	.9	–	–
6	18.57	3.2	17.96	1.1	–	–
Health technologists and technicians, n.e.c.	17.52	10.8	–	–	16.64	6.0
Engineering technicians, n.e.c.	23.18	4.7	24.64	4.4	–	–
Drafters	21.18	4.7	–	–	–	–
Computer programmers	25.81	4.8	–	–	–	–
Legal assistants	26.31	5.0	–	–	–	–
Technical and related, n.e.c.	21.00	16.6	–	–	–	–
Executive, administrative, and managerial	32.90	5.7	32.96	6.4	32.61	10.7
6	20.17	10.2	–	–	–	–
7	21.26	4.4	20.70	4.8	23.89	3.2
8	23.78	4.5	–	–	–	–
9	25.84	4.5	24.60	4.8	28.72	2.0
10	36.93	11.7	31.56	5.8	–	–
11	38.33	5.5	38.81	6.1	35.54	8.9
12	49.90	6.1	48.54	7.4	–	–
Not able to be leveled	44.03	11.0	44.03	11.0	–	–
Executives, administrators, and managers	42.64	5.9	42.82	6.6	41.55	12.7
9	26.65	5.4	25.55	4.1	–	–
10	36.93	11.7	31.56	5.8	–	–
11	40.38	4.7	40.57	5.3	38.94	2.5
12	51.54	5.3	50.39	6.9	–	–
Not able to be leveled	49.61	13.8	49.61	13.8	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Administrators and officials, public administration	\$31.37	14.4	–	–	\$31.37	14.4
Financial managers	50.75	8.7	\$50.88	8.8	–	–
Managers, marketing, advertising, and public relations	35.07	5.3	35.07	5.3	–	–
Administrators, education and related fields	41.75	17.6	–	–	49.40	10.3
Managers, medicine and health	44.59	16.6	–	–	–	–
Managers and administrators, n.e.c.	48.65	7.8	48.93	7.9	–	–
Not able to be leveled	51.93	15.1	51.93	15.1	–	–
Management related	23.64	4.0	22.71	3.9	26.97	2.5
7	21.74	2.5	21.29	2.6	–	–
8	23.96	4.6	–	–	–	–
9	25.64	4.9	24.37	5.4	28.59	.2
Not able to be leveled	25.47	5.0	25.47	5.0	–	–
Accountants and auditors	23.68	4.1	23.80	4.5	22.88	.7
Management analysts	26.16	12.5	–	–	–	–
Personnel, training, and labor relations specialists	22.67	9.6	22.45	10.0	–	–
Management related, n.e.c.	20.94	10.0	19.82	11.1	–	–
Sales	21.29	16.4	21.32	16.4	–	–
1	9.35	2.9	9.35	2.9	–	–
2	9.20	7.0	9.14	7.0	–	–
4	13.52	7.5	13.52	7.5	–	–
5	15.94	13.9	–	–	–	–
6	19.68	7.6	19.68	7.6	–	–
Supervisors, sales	24.56	17.0	24.56	17.0	–	–
Sales representatives, mining, manufacturing, and wholesale	28.04	11.7	28.04	11.7	–	–
Sales workers, other commodities	14.10	12.4	14.10	12.4	–	–
Cashiers	9.50	6.0	9.42	6.0	–	–
1	9.19	4.7	9.19	4.7	–	–
2	9.04	6.8	–	–	–	–
Administrative support, including clerical	15.95	2.3	15.87	3.0	16.22	1.5
1	10.42	5.1	–	–	–	–
2	12.34	5.4	10.17	4.9	13.92	4.6
3	13.70	4.5	12.97	4.6	15.91	2.5
4	15.97	4.9	15.40	6.5	17.76	6.6
5	16.74	1.7	16.65	1.8	17.23	5.3
6	21.20	5.3	22.50	5.5	18.38	.3
7	18.74	11.4	18.72	11.7	–	–
Not able to be leveled	15.88	6.1	15.88	6.1	–	–
Secretaries	17.40	1.2	17.67	2.0	17.10	1.3
4	16.56	4.7	16.42	5.3	16.78	8.7
5	18.24	3.2	–	–	–	–
Typists	17.19	14.4	–	–	14.36	3.1
Receptionists	14.04	6.6	13.91	7.9	–	–
Order clerks	18.42	5.3	18.42	5.3	–	–
Library clerks	13.84	7.2	–	–	13.84	7.2
Bookkeepers, accounting and auditing clerks	16.14	7.4	15.85	7.9	–	–
4	14.65	5.3	13.96	1.3	–	–
Traffic, shipping and receiving clerks	18.53	14.4	18.53	14.4	–	–
Stock and inventory clerks	16.67	5.0	16.51	5.2	–	–
Investigators and adjusters, except insurance	14.89	3.1	14.83	3.0	–	–
4	15.24	2.5	15.24	2.5	–	–
General office clerks	13.60	8.8	11.90	9.4	16.17	8.5
2	10.92	7.5	–	–	–	–
3	12.08	8.5	–	–	–	–
4	18.49	9.4	–	–	19.45	6.9
5	19.00	5.5	–	–	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
Teachers' aides	\$14.07	4.0	–	–	–	–
Administrative support, n.e.c.	17.39	8.1	\$17.47	8.9	\$16.74	4.7
Blue collar	18.14	3.4	17.93	3.6	20.57	2.9
1	11.49	5.6	11.49	5.6	–	–
2	13.05	5.3	12.90	5.1	–	–
3	15.56	4.4	15.06	4.4	18.49	3.9
4	17.54	6.0	17.57	6.1	–	–
5	19.16	7.8	18.97	8.7	20.83	3.2
6	19.42	1.8	19.36	1.8	–	–
7	23.83	6.7	24.13	7.5	21.70	1.7
8	25.05	3.6	25.10	5.3	–	–
Not able to be leveled	17.81	17.7	17.81	17.7	–	–
Precision production, craft, and repair	21.96	5.2	21.99	5.8	21.78	3.8
4	17.17	11.2	17.17	11.2	–	–
5	21.47	10.6	21.51	12.3	21.27	5.3
6	18.80	5.5	18.69	6.2	–	–
7	24.14	6.9	24.52	7.8	21.71	1.8
8	24.72	3.4	24.61	5.8	–	–
Bus, truck, and stationary engine mechanics	18.37	3.5	–	–	–	–
Industrial machinery repairers	21.19	1.5	21.19	1.5	–	–
Carpenters	24.88	7.2	–	–	–	–
Machine operators, assemblers, and inspectors	16.31	5.6	16.31	5.6	–	–
1	10.39	5.8	10.39	5.8	–	–
2	12.80	8.2	12.78	8.2	–	–
3	16.83	8.6	16.83	8.6	–	–
4	16.90	6.5	16.90	6.5	–	–
5	17.09	3.5	17.09	3.5	–	–
7	21.26	7.9	21.26	7.9	–	–
Printing press operators	21.82	.5	21.82	.5	–	–
Miscellaneous machine operators, n.e.c.	11.58	7.7	11.55	7.6	–	–
Welders and cutters	17.41	8.0	17.41	8.0	–	–
Assemblers	15.93	10.1	15.93	10.1	–	–
1	10.70	10.5	10.70	10.5	–	–
2	14.44	8.6	14.44	8.6	–	–
3	21.08	13.6	21.08	13.6	–	–
4	17.48	13.6	17.48	13.6	–	–
Transportation and material moving	16.25	3.2	15.90	3.9	18.45	4.3
3	15.84	6.0	–	–	18.61	4.1
4	18.97	8.7	19.27	9.4	–	–
5	16.79	8.0	16.70	8.5	–	–
Truck drivers	17.83	3.9	17.63	4.8	–	–
5	18.84	.8	–	–	–	–
Bus drivers	14.29	4.7	–	–	18.36	4.5
3	–	–	–	–	18.61	4.1
Industrial truck and tractor equipment operators ..	17.74	6.3	17.74	6.3	–	–
3	16.30	3.9	16.30	3.9	–	–
Handlers, equipment cleaners, helpers, and laborers	13.98	5.5	13.59	5.7	19.49	6.2
1	12.06	6.7	12.06	6.7	–	–
2	13.42	11.9	13.42	12.0	–	–
3	14.81	6.9	13.80	8.9	–	–
4	18.53	13.8	–	–	–	–
5	16.97	9.0	–	–	–	–
Stock handlers and baggers	12.31	13.0	12.31	13.0	–	–
1	11.03	17.5	11.03	17.5	–	–
Laborers, except construction, n.e.c.	12.26	10.5	11.83	12.2	–	–
Service	12.51	5.0	10.29	3.0	19.37	5.6

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$8.88	4.2	\$8.85	4.3	—	—
2	10.22	6.8	9.41	6.6	\$12.93	7.2
3	11.13	4.7	10.17	6.0	14.47	4.4
4	14.05	5.7	13.77	7.6	15.89	9.0
5	19.08	8.7	—	—	20.76	9.9
6	18.57	13.2	—	—	—	—
7	22.58	4.0	—	—	23.57	2.6
8	23.05	8.7	—	—	24.98	1.0
Protective service	21.98	7.1	—	—	22.11	7.0
7	23.57	2.6	—	—	23.57	2.6
Police and detectives, public service	25.44	1.5	—	—	25.44	1.5
Sheriffs, bailiffs, and other law enforcement officers	21.69	4.7	—	—	21.69	4.7
Correctional institution officers	18.54	19.1	—	—	18.54	19.1
Food service	9.04	4.1	8.81	4.6	12.51	5.8
1	7.72	3.6	7.62	3.6	—	—
2	8.91	11.0	8.00	10.4	—	—
3	8.11	8.3	8.02	8.4	—	—
4	11.62	11.9	11.57	12.4	—	—
Waiters, waitresses, and bartenders	5.70	1.7	5.70	1.7	—	—
1	5.75	4.0	5.75	4.0	—	—
Waiters and waitresses	5.19	1.2	5.19	1.2	—	—
1	5.17	2.0	5.17	2.0	—	—
Other food service	10.54	6.8	10.35	7.6	12.51	5.8
1	8.41	5.4	8.30	5.5	—	—
2	10.96	6.7	10.21	5.2	—	—
3	10.92	6.8	10.78	7.0	—	—
4	12.96	6.2	12.93	6.4	—	—
Cooks	12.71	5.0	12.59	5.4	—	—
4	12.84	6.8	—	—	—	—
Kitchen workers, food preparation	10.67	7.1	10.57	8.1	—	—
Food preparation, n.e.c.	9.23	5.0	8.70	5.3	—	—
1	8.27	8.1	8.23	8.4	—	—
Health service	13.30	4.3	13.26	4.5	13.95	9.3
2	11.68	7.3	11.47	8.7	—	—
3	12.40	3.5	12.21	3.8	—	—
Health aides, except nursing	14.97	4.1	15.00	4.1	—	—
Nursing aides, orderlies and attendants	12.43	3.4	12.28	3.8	14.05	10.1
2	11.68	7.3	11.47	8.7	—	—
3	12.40	3.5	12.21	3.8	—	—
Cleaning and building service	11.53	5.7	10.52	3.3	15.60	8.1
1	10.27	4.4	10.27	4.4	—	—
2	11.99	6.2	11.99	6.0	—	—
3	13.23	9.9	—	—	14.98	6.7
5	18.51	5.0	—	—	—	—
Maids and housemen	10.05	4.7	10.06	4.7	—	—
1	9.35	1.4	9.34	1.4	—	—
Janitors and cleaners	11.81	7.8	10.61	4.3	15.48	8.4
1	10.59	5.7	10.59	5.7	—	—
2	11.56	9.4	11.41	9.4	—	—
3	13.23	9.9	—	—	14.98	6.7

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
Personal service	\$12.59	15.8	\$10.00	14.4	\$19.34	18.1
1	8.01	5.2	8.01	5.2	—	—
2	8.96	2.2	8.96	2.2	—	—
Welfare service aides	11.80	13.3	—	—	—	—
Early childhood teachers' assistants	18.90	20.1	—	—	—	—
Service, n.e.c.	10.78	24.9	10.78	24.9	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$23.64	2.5	\$23.26	3.0	\$25.03	3.0
All excluding sales	23.40	2.2	22.94	2.7	25.03	3.0
White collar	26.41	2.6	26.35	3.3	26.61	3.2
2	12.30	6.9	10.04	4.6	14.09	5.5
3	13.57	4.2	12.76	4.2	16.07	2.6
4	15.94	4.7	15.41	6.0	17.72	6.5
5	17.16	2.7	17.07	3.1	17.75	2.5
6	20.53	4.4	20.95	5.4	19.22	1.0
7	22.85	4.6	21.67	5.1	25.69	6.9
8	26.35	2.1	24.89	2.1	28.64	3.7
9	31.60	5.3	29.86	8.8	33.96	3.5
10	34.16	6.5	31.84	3.0	41.00	11.9
11	38.17	6.3	39.32	7.0	31.91	12.5
12	52.51	6.4	53.69	7.8	46.44	8.8
13	52.53	4.3	52.76	5.6	—	—
14	79.62	19.8	83.71	19.7	—	—
Not able to be leveled	27.89	6.9	28.17	6.9	—	—
White collar excluding sales	26.26	2.2	26.13	2.7	26.62	3.2
2	12.30	6.9	10.04	4.6	14.09	5.5
3	13.91	5.0	13.07	5.5	16.07	2.6
4	16.01	4.9	15.46	6.4	17.72	6.5
5	17.29	2.1	17.21	2.4	17.75	2.5
6	20.69	4.8	21.26	6.1	19.22	1.0
7	22.61	5.1	21.16	5.5	25.69	6.9
8	26.57	2.0	24.98	2.0	28.64	3.7
9	30.06	3.4	27.00	3.6	33.96	3.5
10	34.16	6.5	31.84	3.0	41.00	11.9
11	35.83	4.5	36.68	4.4	31.91	12.5
12	52.51	6.4	53.69	7.8	46.44	8.8
13	52.53	4.3	52.76	5.6	—	—
14	79.62	19.8	83.71	19.7	—	—
Not able to be leveled	27.78	7.0	28.06	7.0	—	—
Professional specialty and technical	31.76	2.2	32.08	3.1	31.11	2.0
Professional specialty	32.15	2.2	31.94	3.1	32.49	2.9
5	18.08	12.6	18.22	17.2	—	—
6	19.42	4.9	—	—	—	—
7	25.94	5.2	24.03	2.5	27.15	6.9
8	29.48	3.6	25.38	3.2	30.89	3.8
9	33.78	2.7	30.40	3.5	36.27	2.3
10	31.94	3.0	32.17	3.4	—	—
11	34.28	5.2	35.33	4.0	30.22	16.7
12	38.56	5.3	37.99	6.1	41.35	8.1
13	53.47	5.3	—	—	—	—
Not able to be leveled	27.01	8.3	27.83	8.8	—	—
Engineers, architects, and surveyors	33.76	4.0	34.83	2.4	—	—
11	34.79	5.8	34.79	5.8	—	—
12	35.26	4.6	34.42	3.8	—	—
Mechanical engineers	32.42	10.3	32.42	10.3	—	—
Engineers, n.e.c.	33.01	7.7	35.26	6.2	—	—
Mathematical and computer scientists	33.97	4.1	35.10	3.7	24.96	4.6
7	23.98	6.0	—	—	—	—
9	31.91	5.2	31.78	5.4	—	—
11	35.03	4.5	35.03	4.5	—	—
12	41.63	5.2	41.63	5.2	—	—
Not able to be leveled	31.98	3.8	31.98	3.8	—	—
Computer systems analysts and scientists	33.89	4.3	35.09	3.9	24.96	4.6
7	23.98	6.0	—	—	—	—
9	32.35	4.5	32.23	4.7	—	—
11	35.18	4.5	35.18	4.5	—	—
12	41.66	5.3	41.66	5.3	—	—
Not able to be leveled	31.98	3.8	31.98	3.8	—	—
Natural scientists	24.72	18.4	—	—	—	—
Health related	30.30	6.3	29.81	9.2	31.38	2.9

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
Professional specialty –Continued						
Health related –Continued						
7	\$26.55	7.1	\$25.81	10.0	–	–
9	29.28	5.8	28.76	6.4	\$31.03	12.6
Registered nurses	31.34	3.5	30.16	5.0	33.70	2.2
7	28.14	7.6	–	–	–	–
9	30.70	3.3	30.34	3.5	–	–
Teachers, college and university	38.92	15.1	–	–	–	–
Teachers, except college and university	33.09	4.7	18.97	20.7	35.33	3.9
5	18.77	25.5	18.77	25.5	–	–
8	31.53	4.4	–	–	31.53	4.4
9	39.09	1.0	–	–	39.09	1.0
Elementary school teachers	35.95	3.5	–	–	35.87	3.5
Secondary school teachers	37.31	.6	–	–	37.07	.3
9	39.13	.7	–	–	39.13	.7
Teachers, n.e.c.	19.54	7.2	–	–	–	–
Librarians, archivists, and curators	32.98	13.4	–	–	32.98	13.4
Librarians	32.98	13.4	–	–	32.98	13.4
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	23.81	3.8	21.16	5.8	26.01	1.5
9	26.24	3.6	–	–	26.32	4.0
Social workers	24.04	3.3	21.10	7.4	26.01	1.5
9	26.24	3.6	–	–	26.32	4.0
Lawyers and judges	39.54	9.4	–	–	–	–
Lawyers	39.54	9.4	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.39	5.4	20.67	5.9	–	–
Not able to be leveled	18.10	7.4	–	–	–	–
Technical	30.43	6.1	32.42	7.0	20.29	3.7
5	17.80	3.3	17.81	3.8	–	–
6	19.19	3.0	18.18	1.5	–	–
7	23.10	5.3	24.10	6.7	–	–
8	25.47	5.9	26.71	3.9	–	–
Not able to be leveled	20.69	2.8	20.69	2.8	–	–
Licensed practical nurses	17.54	1.0	17.54	1.0	–	–
Engineering technicians, n.e.c.	23.18	4.7	24.64	4.4	–	–
Drafters	20.87	6.8	–	–	–	–
Computer programmers	25.81	4.8	–	–	–	–
Legal assistants	26.31	5.0	–	–	–	–
Technical and related, n.e.c.	21.00	16.6	–	–	–	–
Executive, administrative, and managerial	32.90	5.7	32.96	6.5	32.62	10.7
7	21.26	4.4	20.70	4.8	23.89	3.2
8	23.78	4.5	–	–	–	–
9	25.84	4.5	24.60	4.8	28.72	2.0
10	36.99	12.1	–	–	–	–
11	38.33	5.5	38.81	6.1	35.54	8.9
12	49.90	6.1	48.54	7.4	–	–
Not able to be leveled	44.03	11.0	44.03	11.0	–	–
Executives, administrators, and managers	42.67	5.9	42.86	6.6	41.55	12.7
9	26.65	5.4	25.55	4.1	–	–
10	36.99	12.1	–	–	–	–
11	40.38	4.7	40.57	5.3	38.94	2.5
12	51.54	5.3	50.39	6.9	–	–
Not able to be leveled	49.61	13.8	49.61	13.8	–	–
Administrators and officials, public administration	31.37	14.4	–	–	31.37	14.4
Financial managers	50.75	8.7	50.88	8.8	–	–
Managers, marketing, advertising, and public relations	35.07	5.3	35.07	5.3	–	–
Administrators, education and related fields	41.75	17.6	–	–	49.40	10.3
Managers and administrators, n.e.c.	48.65	7.8	48.93	7.9	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Managers and administrators, n.e.c. –Continued						
Not able to be leveled	\$51.93	15.1	\$51.93	15.1	–	–
Management related	23.64	4.0	22.71	3.9	\$26.99	2.5
7	21.74	2.5	21.29	2.6	–	–
8	23.96	4.6	–	–	–	–
9	25.64	4.9	24.37	5.4	28.59	.2
Not able to be leveled	25.47	5.0	25.47	5.0	–	–
Accountants and auditors	23.68	4.1	23.80	4.5	22.88	.7
Management analysts	26.16	12.5	–	–	–	–
Personnel, training, and labor relations specialists	22.67	9.6	22.45	10.0	–	–
Management related, n.e.c.	20.94	10.0	19.82	11.1	–	–
Sales	28.47	15.5	28.51	15.5	–	–
5	15.94	13.9	–	–	–	–
6	19.68	7.6	19.68	7.6	–	–
Supervisors, sales	24.56	17.0	24.56	17.0	–	–
Sales representatives, mining, manufacturing, and wholesale	28.04	11.7	28.04	11.7	–	–
Administrative support, including clerical	16.21	2.2	16.11	2.9	16.53	1.4
2	12.30	6.9	10.04	4.6	14.09	5.5
3	13.91	5.0	13.07	5.6	16.07	2.6
4	15.99	5.0	15.42	6.5	17.78	6.6
5	16.87	1.4	16.75	1.5	17.57	4.3
6	21.33	5.3	22.73	5.3	18.38	.3
7	18.74	11.4	18.72	11.7	–	–
Not able to be leveled	15.96	6.3	15.96	6.3	–	–
Secretaries	17.40	1.2	17.67	2.0	17.10	1.3
4	16.56	4.7	16.42	5.3	16.78	8.7
5	18.24	3.2	–	–	–	–
Typists	17.19	14.4	–	–	14.36	3.1
Receptionists	14.59	6.7	14.56	8.4	–	–
Order clerks	18.42	5.3	18.42	5.3	–	–
Bookkeepers, accounting and auditing clerks	16.44	8.0	16.15	8.6	–	–
4	14.73	6.1	–	–	–	–
Traffic, shipping and receiving clerks	18.53	14.4	18.53	14.4	–	–
Stock and inventory clerks	16.98	5.4	–	–	–	–
Investigators and adjusters, except insurance	14.92	3.1	14.86	3.1	–	–
4	15.24	2.5	15.24	2.5	–	–
General office clerks	13.63	9.0	11.92	9.6	16.18	8.5
2	10.92	7.5	–	–	–	–
3	12.08	8.5	–	–	–	–
4	18.52	9.3	–	–	–	–
5	19.00	5.5	–	–	–	–
Administrative support, n.e.c.	18.03	9.2	18.15	9.9	–	–
Blue collar	19.37	3.8	19.23	4.2	20.78	2.9
1	13.69	8.8	13.69	8.8	–	–
2	13.56	4.8	13.40	4.7	–	–
3	16.31	6.5	15.78	7.2	–	–
4	17.77	6.0	17.75	6.1	–	–
5	19.16	7.8	18.97	8.7	20.83	3.2
6	19.42	1.8	19.36	1.8	–	–
7	23.83	6.7	24.13	7.5	21.70	1.7
8	25.05	3.6	25.10	5.3	–	–
Not able to be leveled	21.40	15.8	21.40	15.8	–	–
Precision production, craft, and repair	21.96	5.2	21.99	5.8	21.78	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, Minneapolis-St. Paul, MN-WI, May 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						
Precision production, craft, and repair —Continued						
4	\$17.17	11.2	\$17.17	11.2	—	—
5	21.47	10.6	21.51	12.3	\$21.27	5.3
6	18.80	5.5	18.69	6.2	—	—
7	24.14	6.9	24.52	7.8	21.71	1.8
8	24.72	3.4	24.61	5.8	—	—
Bus, truck, and stationary engine mechanics	18.37	3.5	—	—	—	—
Industrial machinery repairers	21.19	1.5	21.19	1.5	—	—
Carpenters	24.88	7.2	—	—	—	—
Machine operators, assemblers, and inspectors						
1	16.89	4.7	16.89	4.7	—	—
2	11.06	8.1	11.06	8.1	—	—
3	13.62	7.4	13.62	7.4	—	—
4	17.47	10.2	17.47	10.2	—	—
5	16.90	6.5	16.90	6.5	—	—
7	17.09	3.5	17.09	3.5	—	—
8	21.26	7.9	21.26	7.9	—	—
Printing press operators	21.82	.5	21.82	.5	—	—
Miscellaneous machine operators, n.e.c.	12.14	13.5	12.14	13.5	—	—
Welders and cutters	17.41	8.0	17.41	8.0	—	—
Assemblers	16.60	10.5	16.60	10.5	—	—
2	14.44	8.6	14.44	8.6	—	—
3	21.08	13.6	21.08	13.6	—	—
4	17.48	13.6	17.48	13.6	—	—
Transportation and material moving						
3	18.57	2.9	18.47	3.5	—	—
5	17.52	3.4	16.35	3.6	—	—
Truck drivers	16.79	8.0	16.70	8.5	—	—
5	18.57	1.2	18.48	1.3	—	—
Industrial truck and tractor equipment operators ..	18.84	.8	—	—	—	—
3	17.74	6.3	17.74	6.3	—	—
3	16.30	3.9	16.30	3.9	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	16.24	4.9	15.86	5.3	19.49	6.2
2	16.63	8.6	16.63	8.6	—	—
3	13.56	13.0	13.57	13.1	—	—
Stock handlers and baggers	15.70	6.9	—	—	—	—
Laborers, except construction, n.e.c.	17.16	10.1	17.16	10.1	—	—
15.33	3.9	15.02	4.4	—	—	
Service						
1	15.16	6.0	12.10	3.7	20.38	5.0
2	10.15	5.0	10.15	5.0	—	—
3	11.99	7.8	11.00	8.3	—	—
4	13.15	5.7	11.65	8.7	14.70	5.6
5	14.89	5.8	14.57	7.2	—	—
6	17.01	6.4	—	—	19.13	6.3
7	19.17	10.1	—	—	—	—
8	22.54	4.0	—	—	23.53	2.6
Protective service	23.05	8.7	—	—	24.98	1.0
7	22.38	6.9	—	—	22.40	6.9
Police and detectives, public service	23.53	2.6	—	—	23.53	2.6
Sheriffs, bailiffs, and other law enforcement officers	25.41	1.5	—	—	25.41	1.5
Correctional institution officers	22.31	1.5	—	—	22.31	1.5
Food service	18.54	19.1	—	—	18.54	19.1
1	11.29	9.0	11.21	9.3	—	—
Waiters, waitresses, and bartenders	8.66	6.2	8.66	6.2	—	—
Other food service	7.47	1.8	7.47	1.8	—	—
1	11.88	11.3	11.80	11.7	—	—
Cooks	8.66	7.2	8.66	7.2	—	—
Health service	13.28	5.2	13.16	5.6	—	—
14.28	5.8	14.24	5.9	—	—	

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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						
3	\$13.20	5.8	–	–	–	–
Nursing aides, orderlies and attendants	13.27	5.1	\$13.08	4.6	–	–
3	13.20	5.8	–	–	–	–
Cleaning and building service	12.65	4.9	11.21	3.7	\$16.02	6.7
1	11.04	5.1	11.05	5.1	–	–
2	12.66	7.6	12.23	6.3	–	–
3	14.98	6.7	–	–	14.98	6.7
5	18.51	5.0	–	–	–	–
Maids and housemen	10.34	4.3	10.35	4.3	–	–
1	9.78	2.2	–	–	–	–
Janitors and cleaners	13.12	6.5	11.46	5.2	15.90	6.8
1	11.58	6.2	11.58	6.2	–	–
2	12.59	11.2	–	–	–	–
3	14.98	6.7	–	–	14.98	6.7
Personal service	13.03	8.7	–	–	–	–

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 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$12.17	3.5	\$11.53	3.5	\$17.18	6.5
All excluding sales	12.61	3.7	11.91	3.8	17.22	6.3
White collar	15.71	5.9	15.06	6.9	18.51	5.9
1	9.47	3.0	9.45	3.0	—	—
2	10.59	5.3	9.48	6.5	—	—
3	11.54	5.0	11.39	5.3	—	—
4	12.81	5.1	12.71	5.3	—	—
5	18.83	10.4	—	—	—	—
6	18.23	7.0	16.63	3.7	—	—
7	27.58	4.6	29.49	3.8	23.06	10.5
8	26.40	2.7	—	—	—	—
9	28.30	3.0	28.33	3.1	—	—
White collar excluding sales	19.99	5.4	20.64	7.9	18.60	5.6
3	12.75	2.9	12.65	2.9	—	—
4	15.02	4.9	—	—	—	—
5	18.83	10.4	—	—	—	—
6	18.23	7.0	16.63	3.7	—	—
7	27.58	4.6	29.49	3.8	23.06	10.5
8	26.40	2.7	—	—	—	—
9	28.30	3.0	28.33	3.1	—	—
Professional specialty and technical	25.31	3.1	26.53	2.9	22.63	4.6
Professional specialty	27.65	2.2	28.66	2.0	24.06	6.7
7	27.55	4.8	29.59	4.2	23.06	10.5
8	26.40	2.7	—	—	—	—
9	28.30	3.0	28.33	3.1	—	—
Natural scientists	—	—	—	—	—	—
Health related	29.42	2.7	28.87	2.3	35.05	13.4
9	28.30	3.0	28.33	3.1	—	—
Registered nurses	29.42	2.7	28.87	2.3	35.05	13.4
9	28.30	3.0	28.33	3.1	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.04	7.3	—	—	19.95	7.5
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.74	4.9	18.09	6.9	21.21	2.3
6	18.89	7.1	—	—	—	—
Licensed practical nurses	18.72	5.6	17.58	3.1	—	—
Health technologists and technicians, n.e.c.	17.52	10.8	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.67	7.0	9.65	7.0	—	—
1	9.35	2.9	9.35	2.9	—	—
2	9.20	7.0	9.14	7.0	—	—
Cashiers	9.19	3.6	9.16	3.6	—	—
1	9.19	4.7	9.19	4.7	—	—
2	9.04	6.8	—	—	—	—
Administrative support, including clerical	12.59	2.3	12.17	2.3	13.46	1.5
3	12.72	2.9	12.62	2.8	—	—
Blue collar	11.37	4.8	11.26	4.8	—	—
1	9.30	3.5	9.30	3.5	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.18	6.3	13.05	6.8	—	—
Bus drivers	13.13	7.4	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$9.95	4.0	\$9.95	4.0	—	—
1	9.56	3.7	9.56	3.7	—	—
Stock handlers and baggers	10.15	4.0	10.15	4.0	—	—
1	9.91	5.5	9.91	5.5	—	—
Service	9.49	4.3	8.86	3.7	\$15.13	11.4
1	7.98	4.5	7.89	4.6	—	—
2	9.36	7.6	8.79	7.8	12.03	12.3
3	9.69	4.7	9.61	5.0	—	—
4	11.35	15.4	11.09	18.0	—	—
Protective service	11.63	17.2	—	—	—	—
Food service	7.90	4.8	7.51	4.9	12.15	7.6
1	7.29	6.1	7.12	6.1	—	—
2	8.93	12.6	7.87	12.6	—	—
3	7.54	12.3	7.54	12.3	—	—
Waiters, waitresses, and bartenders	5.39	2.8	5.39	2.8	—	—
1	5.27	1.7	5.27	1.7	—	—
Waiters and waitresses	5.17	1.1	5.17	1.1	—	—
1	5.10	1.9	5.10	1.9	—	—
Other food service	9.57	4.1	9.14	4.1	12.15	7.6
1	8.27	6.3	8.07	6.6	—	—
2	11.04	7.4	—	—	—	—
Kitchen workers, food preparation	10.67	7.1	10.57	8.1	—	—
Food preparation, n.e.c.	9.42	4.4	8.74	3.0	—	—
1	8.07	6.9	8.01	7.3	—	—
Health service	11.96	4.0	11.88	4.3	—	—
2	11.32	10.2	—	—	—	—
3	11.83	5.1	11.76	5.5	—	—
Nursing aides, orderlies and attendants	11.84	4.3	11.76	4.6	—	—
2	11.32	10.2	—	—	—	—
3	11.82	5.2	11.76	5.5	—	—
Cleaning and building service	9.69	1.9	9.69	2.0	—	—
1	9.21	2.5	9.21	2.5	—	—
Janitors and cleaners	9.72	1.4	9.73	1.5	—	—
1	9.40	2.6	9.40	2.6	—	—
Personal service	12.41	23.1	9.33	10.7	—	—
1	8.01	5.2	8.01	5.2	—	—
2	8.80	1.7	8.80	1.7	—	—

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, Minneapolis-St. Paul, MN-WI, May 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	\$23.64	\$12.17	\$22.37	\$21.51	\$21.52	\$29.79
All excluding sales	23.40	12.61	22.84	21.30	21.84	21.37
White collar	26.41	15.71	25.82	25.26	25.07	36.39
White-collar excluding sales	26.26	19.99	27.19	25.41	25.90	–
Professional specialty and technical	31.76	25.31	34.82	29.63	31.21	–
Professional specialty	32.15	27.65	31.31	32.02	31.80	–
Technical	30.43	19.74	48.08	22.22	29.29	–
Executive, administrative, and managerial	32.90	–	32.84	32.91	32.90	–
Sales	28.47	9.67	10.29	24.05	15.30	38.52
Administrative support, including clerical	16.21	12.59	16.73	15.64	15.95	–
Blue collar	19.37	11.37	21.23	15.48	17.92	21.78
Precision production, craft, and repair	21.96	–	24.01	18.71	21.84	–
Machine operators, assemblers, and inspectors	16.89	–	20.17	14.72	16.31	–
Transportation and material moving	18.57	13.18	19.11	14.72	16.13	–
Handlers, equipment cleaners, helpers, and laborers	16.24	9.95	15.59	12.48	13.99	–
Service	15.16	9.49	15.72	10.01	12.48	–
	Relative error ⁶ (percent)					
All occupations	2.5	3.5	3.5	3.2	1.9	17.2
All excluding sales	2.2	3.7	3.2	2.9	2.0	13.6
White collar	2.6	5.9	4.8	3.0	1.9	24.6
White-collar excluding sales	2.2	5.4	4.7	2.3	2.0	–
Professional specialty and technical	2.2	3.1	3.4	2.8	2.1	–
Professional specialty	2.2	2.2	2.9	2.8	2.1	–
Technical	6.1	4.9	20.5	3.3	5.7	–
Executive, administrative, and managerial	5.7	–	16.1	6.0	5.7	–
Sales	15.5	7.0	4.4	16.6	11.3	26.6
Administrative support, including clerical	2.2	2.3	2.1	3.3	2.3	–
Blue collar	3.8	4.8	5.3	3.8	3.3	14.6
Precision production, craft, and repair	5.2	–	6.4	5.5	5.1	–
Machine operators, assemblers, and inspectors	4.7	–	4.3	6.0	5.6	–
Transportation and material moving	2.9	6.3	3.9	2.9	4.1	–
Handlers, equipment cleaners, helpers, and laborers	4.9	4.0	9.0	8.1	5.5	–
Service	6.0	4.3	8.1	4.9	5.0	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$21.18	\$24.90	–	\$32.53	\$23.87	–	–	–	–	–
All excluding sales	21.16	24.39	–	29.45	23.72	–	–	–	–	–
White collar	25.22	30.62	–	38.68	29.61	–	–	–	–	–
White-collar excluding sales	25.82	29.93	–	–	29.63	–	–	–	–	–
Professional specialty and technical	31.60	31.65	–	–	31.67	–	–	–	–	–
Professional specialty	31.63	33.87	–	–	33.92	–	–	–	–	–
Technical	31.51	25.00	–	–	25.00	–	–	–	–	–
Executive, administrative, and managerial	32.96	43.49	–	–	44.30	–	–	–	–	–
Sales	21.32	41.26	–	–	–	–	–	–	–	–
Administrative support, including clerical	15.87	18.61	–	–	18.68	–	–	–	–	–
Blue collar	17.93	19.27	–	27.12	18.12	–	–	–	–	–
Precision production, craft, and repair	21.99	21.84	–	28.02	19.50	–	–	–	–	–
Machine operators, assemblers, and inspectors	16.31	17.46	–	–	17.51	–	–	–	–	–
Transportation and material moving	15.90	19.33	–	–	19.08	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	13.59	16.30	–	–	15.05	–	–	–	–	–
Service	10.29	–	–	–	–	–	–	–	–	–
	Relative error ⁵ (percent)									
All occupations	2.7	7.1	–	9.5	7.1	–	–	–	–	–
All excluding sales	2.4	6.7	–	3.4	7.3	–	–	–	–	–
White collar	3.1	6.5	–	1.5	6.9	–	–	–	–	–
White-collar excluding sales	2.5	6.7	–	–	7.5	–	–	–	–	–
Professional specialty and technical	3.0	4.4	–	–	4.4	–	–	–	–	–
Professional specialty	2.9	5.3	–	–	5.3	–	–	–	–	–
Technical	6.5	.9	–	–	.9	–	–	–	–	–
Executive, administrative, and managerial	6.4	6.3	–	–	7.6	–	–	–	–	–
Sales	16.4	25.3	–	–	–	–	–	–	–	–
Administrative support, including clerical	3.0	3.9	–	–	4.3	–	–	–	–	–
Blue collar	3.6	3.5	–	5.6	3.2	–	–	–	–	–
Precision production, craft, and repair	5.8	4.6	–	2.7	4.2	–	–	–	–	–
Machine operators, assemblers, and inspectors	5.6	4.3	–	–	4.4	–	–	–	–	–
Transportation and material moving	3.9	10.2	–	–	10.5	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	5.7	7.3	–	–	2.3	–	–	–	–	–
Service	3.0	–	–	–	–	–	–	–	–	–

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 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	\$21.18	\$19.26	\$21.70	\$19.43	\$24.33
All excluding sales	21.16	19.46	21.64	19.44	24.01
White collar	25.22	23.27	25.65	23.91	27.20
White-collar excluding sales	25.82	24.29	26.16	25.15	26.91
Professional specialty and technical	31.60	25.65	32.42	28.38	35.06
Professional specialty	31.63	27.12	32.13	31.33	32.64
Technical	31.51	23.44	33.21	20.82	42.43
Executive, administrative, and managerial	32.96	30.67	33.70	34.27	33.11
Sales	21.32	16.38	22.39	19.35	31.42
Administrative support, including clerical	15.87	19.01	15.04	15.17	14.95
Blue collar	17.93	19.47	17.45	15.51	21.54
Precision production, craft, and repair	21.99	21.40	22.30	20.22	25.49
Machine operators, assemblers, and inspectors	16.31	18.39	15.67	13.63	18.84
Transportation and material moving	15.90	-	15.75	14.43	19.87
Handlers, equipment cleaners, helpers, and laborers	13.59	-	13.66	12.74	17.90
Service	10.29	8.12	11.25	11.37	11.10
Relative error ⁴ (percent)					
All occupations	2.7	8.8	2.9	5.1	3.3
All excluding sales	2.4	9.5	2.3	5.1	1.7
White collar	3.1	11.7	3.3	6.4	4.5
White-collar excluding sales	2.5	11.3	2.3	6.2	3.0
Professional specialty and technical	3.0	11.2	3.0	7.8	3.2
Professional specialty	2.9	13.3	2.6	8.1	2.9
Technical	6.5	9.0	8.1	3.6	7.8
Executive, administrative, and managerial	6.4	21.6	5.3	8.7	8.4
Sales	16.4	9.5	19.4	19.0	33.9
Administrative support, including clerical	3.0	8.3	1.2	3.9	1.2
Blue collar	3.6	5.3	4.4	2.4	6.9
Precision production, craft, and repair	5.8	9.6	7.3	3.1	11.0
Machine operators, assemblers, and inspectors	5.6	5.8	5.9	5.0	6.1
Transportation and material moving	3.9	-	4.8	6.1	6.7
Handlers, equipment cleaners, helpers, and laborers	5.7	-	5.8	7.5	5.5
Service	3.0	4.9	4.3	5.4	6.1

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2004

Occupation ³	10	25	Median 50	75	90
All	\$9.90	\$13.37	\$18.51	\$26.21	\$36.15
All excluding sales	10.07	13.61	18.75	26.26	36.25
White collar	12.00	15.59	21.42	30.39	41.83
White collar excluding sales	12.84	16.31	21.91	31.37	42.31
Professional specialty and technical	17.79	21.72	28.25	36.19	44.99
Professional specialty	19.09	24.45	31.25	38.16	45.70
Engineers, architects, and surveyors	24.42	27.40	32.14	38.16	46.56
Mechanical engineers	24.36	28.82	32.40	38.16	38.16
Engineers, n.e.c.	23.79	25.57	31.74	37.02	46.85
Mathematical and computer scientists	24.04	28.26	33.03	39.37	45.32
Computer systems analysts and scientists	24.36	28.30	33.03	39.23	44.86
Natural scientists	17.42	17.42	25.71	32.00	35.31
Health related	21.69	24.15	29.61	34.68	37.69
Registered nurses	23.00	25.90	31.58	34.44	37.17
Teachers, college and university	23.02	24.83	35.26	46.60	63.10
Teachers, except college and university	17.85	23.14	32.84	41.30	46.56
Prekindergarten and kindergarten	10.07	13.21	18.13	39.72	46.05
Elementary school teachers	23.96	29.46	36.06	41.69	46.44
Secondary school teachers	24.23	29.39	38.50	45.19	48.97
Teachers, n.e.c.	13.50	18.57	19.09	20.67	22.09
Librarians, archivists, and curators	20.01	23.83	27.19	36.47	48.38
Librarians	20.01	23.83	27.19	36.47	48.38
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	19.32	21.40	23.40	27.30	29.21
Social workers	18.07	21.16	23.66	28.08	30.30
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.92	15.87	19.09	24.76	32.04
Technical	16.19	18.52	21.64	25.19	31.80
Licensed practical nurses	15.81	16.33	17.74	19.02	19.92
Health technologists and technicians, n.e.c.	12.55	13.41	15.68	21.63	25.00
Engineering technicians, n.e.c.	18.31	20.52	23.39	25.69	28.10
Drafters	19.00	20.23	21.70	22.00	24.63
Computer programmers	18.99	20.58	25.04	32.48	33.84
Legal assistants	22.21	22.84	25.98	28.85	31.80
Technical and related, n.e.c.	15.30	16.42	17.66	21.41	34.18
Executive, administrative, and managerial	18.05	21.94	28.39	40.80	53.64
Executives, administrators, and managers	24.08	29.39	40.87	49.52	58.00
Administrators and officials, public administration	22.15	26.55	30.27	37.36	37.36
Financial managers	28.39	42.31	51.85	57.55	72.11
Managers, marketing, advertising, and public relations	25.75	27.90	34.11	37.60	45.19
Administrators, education and related fields	25.25	25.96	46.95	54.69	58.00
Managers, medicine and health	28.85	33.24	56.70	56.70	56.70
Managers and administrators, n.e.c.	27.40	36.38	42.45	49.52	76.93
Management related	17.07	19.62	22.69	28.31	29.81
Accountants and auditors	19.81	21.03	23.47	27.33	29.81
Management analysts	17.65	18.80	22.85	31.31	39.66
Personnel, training, and labor relations specialists	16.50	18.27	21.64	25.30	32.14
Management related, n.e.c.	14.48	16.51	19.76	25.74	29.75
Sales	7.95	9.87	13.80	22.95	33.65
Supervisors, sales	15.15	17.50	20.88	30.08	30.08
Sales representatives, mining, manufacturing, and wholesale	19.14	20.81	28.00	30.78	43.06
Sales workers, other commodities	9.35	10.50	12.70	15.90	19.72
Cashiers	7.25	7.65	8.60	11.40	12.70
Administrative support, including clerical	11.17	12.82	15.54	18.40	21.85
Secretaries	14.50	15.95	17.41	18.64	20.65
Typists	12.82	13.73	15.16	23.50	24.90
Receptionists	11.00	11.83	13.97	16.50	16.75
Order clerks	12.50	14.25	17.98	21.91	26.11
Library clerks	10.88	11.79	13.31	14.89	19.42
Bookkeepers, accounting and auditing clerks	12.30	13.10	14.42	18.19	23.03
Traffic, shipping and receiving clerks	11.84	15.15	17.50	23.00	24.20

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2004 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Stock and inventory clerks	\$13.47	\$14.80	\$16.08	\$18.27	\$21.32
Investigators and adjusters, except insurance	11.60	12.75	15.00	16.30	17.64
General office clerks	9.37	9.69	12.27	16.67	20.51
Teachers' aides	12.19	13.37	13.37	14.94	17.15
Administrative support, n.e.c.	11.55	14.26	16.33	19.36	26.00
Blue collar					
Precision production, craft, and repair	13.13	16.93	21.50	26.11	31.63
Bus, truck, and stationary engine mechanics	16.02	16.17	17.85	18.85	22.56
Industrial machinery repairers	18.50	19.15	21.55	22.23	24.22
Carpenters	20.74	20.74	25.27	27.83	29.88
Machine operators, assemblers, and inspectors					
Printing press operators	15.40	20.12	22.50	24.77	27.31
Miscellaneous machine operators, n.e.c.	10.00	10.25	10.50	11.40	14.72
Welders and cutters	14.50	16.84	17.16	19.91	20.66
Assemblers	9.00	11.00	15.41	17.93	26.21
Transportation and material moving					
Truck drivers	14.51	16.88	18.45	20.06	20.61
Bus drivers	10.97	12.55	13.55	14.92	19.62
Industrial truck and tractor equipment operators ..	15.16	15.41	16.73	18.49	26.28
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.45	8.95	11.85	12.88	20.43
Laborers, except construction, n.e.c.	8.00	8.65	13.38	15.41	17.30
Service					
Protective service	13.61	18.46	23.32	26.49	27.48
Police and detectives, public service	20.81	23.99	26.74	26.82	27.08
Sheriffs, bailiffs, and other law enforcement officers	13.21	18.36	24.07	25.37	25.66
Correctional institution officers	13.61	13.61	19.75	23.32	23.32
Food service	5.15	5.15	8.50	11.32	14.50
Waiters, waitresses, and bartenders	5.15	5.15	5.15	5.15	7.65
Waiters and waitresses	5.15	5.15	5.15	5.15	5.15
Other food service	6.00	7.75	10.00	12.70	15.63
Cooks	9.50	9.90	12.00	14.96	15.85
Kitchen workers, food preparation	7.65	8.20	10.88	12.40	14.15
Food preparation, n.e.c.	5.75	7.00	9.30	10.79	13.16
Health service	9.75	11.40	13.57	15.74	16.11
Health aides, except nursing	11.40	13.92	15.74	16.11	16.13
Nursing aides, orderlies and attendants	9.30	10.73	12.39	13.86	15.08
Cleaning and building service	9.01	9.25	10.55	12.81	15.64
Maids and housemen	7.65	8.50	9.96	10.93	12.48
Janitors and cleaners	9.10	9.40	10.87	13.00	15.64
Personal service	8.00	8.67	9.50	14.86	22.89
Welfare service aides	9.00	9.37	10.00	14.86	15.27
Early childhood teachers' assistants	10.00	14.09	21.51	23.33	24.26
Service, n.e.c.	6.50	7.00	8.50	9.50	10.64

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, Minneapolis-St. Paul, MN-WI, May 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.38	\$12.44	\$17.50	\$25.57	\$35.34
All excluding sales	9.61	12.70	17.70	25.69	35.34
White collar	11.40	14.95	20.88	30.08	41.68
White collar excluding sales	12.40	15.91	21.83	31.25	41.76
Professional specialty and technical	17.09	22.00	28.64	34.84	44.04
Professional specialty	18.75	24.76	31.49	37.17	44.71
Engineers, architects, and surveyors	24.45	29.18	32.86	38.16	46.76
Mechanical engineers	24.36	28.82	32.40	38.16	38.16
Engineers, n.e.c.	24.45	29.39	32.81	39.30	49.26
Mathematical and computer scientists	26.02	30.00	33.66	40.12	46.64
Computer systems analysts and scientists	26.81	30.14	33.69	40.11	45.22
Natural scientists	—	—	—	—	—
Health related	21.69	23.85	28.26	34.18	37.17
Registered nurses	22.41	25.20	29.65	33.79	35.76
Teachers, college and university	23.08	25.06	29.77	56.89	70.24
Teachers, except college and university	10.27	13.00	15.40	19.23	32.40
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	15.35	20.35	21.40	23.40	25.46
Social workers	15.11	20.02	22.04	23.59	25.46
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.84	17.03	19.09	24.76	32.04
Technical	16.19	18.52	22.21	25.98	33.99
Licensed practical nurses	15.79	16.33	17.25	18.90	19.62
Engineering technicians, n.e.c.	18.69	23.13	25.19	27.07	29.66
Executive, administrative, and managerial	17.65	21.03	27.04	41.42	55.96
Executives, administrators, and managers	23.66	28.85	41.31	49.52	63.23
Financial managers	28.39	42.31	51.85	57.74	72.11
Managers, marketing, advertising, and public relations	25.75	27.90	34.11	37.60	45.19
Managers and administrators, n.e.c.	26.44	37.19	42.45	49.52	76.93
Management related	16.37	18.39	21.59	25.30	29.81
Accountants and auditors	19.81	21.03	23.56	28.31	29.81
Personnel, training, and labor relations specialists	16.50	18.27	21.23	25.13	33.99
Management related, n.e.c.	14.31	15.43	18.76	22.29	29.75
Sales	7.95	9.80	13.82	22.95	33.65
Supervisors, sales	15.15	17.50	20.88	30.08	30.08
Sales representatives, mining, manufacturing, and wholesale	19.14	20.81	28.00	30.78	43.06
Sales workers, other commodities	9.35	10.50	12.70	15.90	19.72
Cashiers	7.25	7.65	8.60	11.40	12.70
Administrative support, including clerical	10.50	12.50	15.45	18.25	22.03
Secretaries	14.50	15.87	17.41	19.75	21.15
Receptionists	10.78	11.06	13.97	16.75	16.75
Order clerks	12.50	14.25	17.98	21.91	26.11
Bookkeepers, accounting and auditing clerks	12.30	13.10	14.22	16.61	23.03
Traffic, shipping and receiving clerks	11.84	15.15	17.50	23.00	24.20
Stock and inventory clerks	11.97	14.80	16.08	18.27	18.27
Investigators and adjusters, except insurance	11.60	12.75	14.93	16.28	17.62
General office clerks	8.99	9.59	9.95	12.39	19.10
Administrative support, n.e.c.	11.46	14.12	16.06	20.41	26.00
Blue collar	10.25	12.64	16.93	21.70	26.60
Precision production, craft, and repair	12.00	16.91	21.56	26.44	32.76
Industrial machinery repairers	18.50	19.15	21.55	22.23	24.22
Machine operators, assemblers, and inspectors	10.25	11.58	16.18	19.08	25.00
Printing press operators	15.40	20.12	22.50	24.77	27.31
Miscellaneous machine operators, n.e.c.	10.00	10.25	10.50	11.30	14.72
Welders and cutters	14.50	16.84	17.16	19.91	20.66

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2004** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Assemblers	\$9.00	\$11.00	\$15.41	\$17.93	\$26.21
Transportation and material moving	11.26	13.40	14.94	18.39	21.70
Truck drivers	14.51	16.88	18.45	20.01	20.50
Industrial truck and tractor equipment operators ..	15.16	15.41	16.73	18.49	26.28
Handlers, equipment cleaners, helpers, and laborers	8.00	10.00	12.40	17.30	20.40
Stock handlers and baggers	7.45	8.95	11.85	12.88	20.43
Laborers, except construction, n.e.c.	8.00	8.50	10.22	15.01	15.97
Service	5.15	8.00	9.97	12.64	15.35
Protective service	—	—	—	—	—
Food service	5.15	5.15	8.17	11.00	14.42
Waiters, waitresses, and bartenders	5.15	5.15	5.15	5.15	7.65
Waiters and waitresses	5.15	5.15	5.15	5.15	5.15
Other food service	6.00	7.70	9.90	12.40	15.63
Cooks	9.50	9.90	12.00	14.50	15.85
Kitchen workers, food preparation	7.65	7.70	9.95	12.70	14.75
Food preparation, n.e.c.	5.75	7.00	9.00	10.00	11.66
Health service	9.75	11.36	13.58	15.74	16.11
Health aides, except nursing	11.40	13.92	15.74	16.11	16.13
Nursing aides, orderlies and attendants	9.30	10.54	12.24	13.80	15.00
Cleaning and building service	8.80	9.10	10.50	11.06	13.00
Maids and housemen	7.65	8.50	9.96	10.93	12.48
Janitors and cleaners	9.05	9.10	10.50	11.06	13.00
Personal service	7.50	8.20	9.00	9.75	14.86
Service, n.e.c.	6.50	7.00	8.50	9.50	10.64

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, Minneapolis-St. Paul, MN-WI, May 2004

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$13.61	\$17.16	\$21.70	\$28.48	\$39.90
All excluding sales	13.61	17.18	21.70	28.48	39.93
White collar	14.02	17.55	22.68	31.92	43.60
White collar excluding sales	14.07	17.55	22.71	31.95	43.60
Professional specialty and technical	18.87	21.70	27.67	38.49	45.96
Professional specialty	19.65	23.70	30.08	39.72	46.41
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	20.59	22.02	24.51	28.26	28.26
Computer systems analysts and scientists	20.59	22.02	24.51	28.26	28.26
Natural scientists	—	—	—	—	—
Health related	22.01	24.29	32.76	37.14	41.20
Registered nurses	25.90	29.61	33.79	37.48	39.77
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	21.35	25.89	35.12	41.69	46.95
Elementary school teachers	23.84	29.40	36.04	41.66	46.34
Secondary school teachers	24.23	29.22	38.28	44.77	48.57
Librarians, archivists, and curators	22.80	23.83	28.57	36.47	48.38
Librarians	22.80	23.83	28.57	36.47	48.38
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	20.65	22.68	25.91	28.08	30.47
Social workers	20.65	23.08	26.11	28.08	30.47
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	16.83	18.86	21.13	21.70	24.41
Health technologists and technicians, n.e.c.	11.94	12.60	17.39	18.19	21.75
Executive, administrative, and managerial	22.62	25.57	29.47	35.98	50.77
Executives, administrators, and managers	25.25	32.73	40.58	51.77	58.00
Administrators and officials, public administration	22.15	26.55	30.27	37.36	37.36
Administrators, education and related fields	40.58	46.95	51.77	58.00	58.00
Management related	22.20	24.65	28.48	29.47	30.25
Accountants and auditors	20.61	20.61	22.62	23.83	26.39
Sales	—	—	—	—	—
Administrative support, including clerical	12.61	13.73	15.96	18.56	20.51
Secretaries	14.65	16.00	16.99	18.56	19.56
Typists	12.82	13.73	14.14	15.26	15.36
Library clerks	10.88	11.79	13.31	14.89	19.42
General office clerks	11.94	12.79	14.90	20.51	21.83
Administrative support, n.e.c.	14.16	15.16	16.81	18.77	18.77
Blue collar	16.17	18.98	20.74	21.80	24.38
Precision production, craft, and repair	18.76	20.74	21.31	22.85	25.27
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	13.31	15.26	19.42	21.80	21.80
Bus drivers	13.29	14.95	19.62	21.80	21.80
Handlers, equipment cleaners, helpers, and laborers	18.13	18.50	20.30	20.78	21.45
Service	11.83	13.61	19.17	24.26	26.82
Protective service	13.61	18.62	23.32	26.60	27.50
Police and detectives, public service	20.81	23.99	26.74	26.82	27.08
Sheriffs, bailiffs, and other law enforcement officers	13.21	18.36	24.07	25.37	25.66
Correctional institution officers	13.61	13.61	19.75	23.32	23.32
Food service	9.84	10.79	12.46	13.64	14.69
Other food service	9.84	10.79	12.46	13.64	14.69
Health service	11.88	12.21	12.99	16.12	17.63
Nursing aides, orderlies and attendants	11.88	12.21	12.99	17.63	17.63
Cleaning and building service	10.99	12.08	15.64	18.35	21.52

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2004 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service—Continued					
Janitors and cleaners	\$10.99	\$12.08	\$15.64	\$18.33	\$21.52
Personal service	13.32	15.27	21.51	23.33	24.26

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, Minneapolis-St. Paul, MN-WI, May 2004

Occupation ³	10	25	Median 50	75	90
All	\$11.90	\$15.36	\$20.21	\$27.33	\$38.44
All excluding sales	11.94	15.40	20.21	27.15	38.16
White collar	12.85	16.38	22.02	31.58	42.79
White collar excluding sales	13.00	16.54	22.15	31.84	42.60
Professional specialty and technical	17.85	22.02	28.71	37.17	45.69
Professional specialty	19.09	24.51	31.53	38.86	46.07
Engineers, architects, and surveyors	24.42	27.40	32.14	38.16	46.56
Mechanical engineers	24.36	28.82	32.40	38.16	38.16
Engineers, n.e.c.	23.79	25.57	31.74	37.02	46.85
Mathematical and computer scientists	24.04	28.26	33.03	39.37	45.32
Computer systems analysts and scientists	24.36	28.30	33.03	39.23	44.86
Natural scientists	17.42	17.42	23.37	29.89	39.69
Health related	20.67	23.44	31.27	36.36	39.77
Registered nurses	23.19	26.53	33.12	35.52	37.48
Teachers, college and university	23.08	24.83	37.88	46.79	63.36
Teachers, except college and university	17.85	23.98	33.99	41.47	46.95
Elementary school teachers	23.73	30.08	36.65	41.69	46.84
Secondary school teachers	24.23	29.39	38.50	45.19	48.97
Teachers, n.e.c.	12.25	18.13	19.23	21.01	23.14
Librarians, archivists, and curators	22.80	23.83	32.74	46.70	48.38
Librarians	22.80	23.83	32.74	46.70	48.38
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	18.34	21.40	23.47	27.61	29.83
Social workers	16.71	21.23	24.04	28.08	30.47
Lawyers and judges	28.64	32.73	40.03	46.41	48.43
Lawyers	28.64	32.73	40.03	46.41	48.43
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.84	15.87	18.75	22.00	30.39
Technical	16.50	18.86	21.64	25.66	33.31
Licensed practical nurses	15.58	16.33	17.25	18.82	19.38
Engineering technicians, n.e.c.	18.31	20.52	23.39	25.69	28.10
Drafters	14.00	20.00	20.43	23.50	25.00
Computer programmers	18.99	20.58	25.04	32.48	33.84
Legal assistants	22.21	22.84	25.98	28.85	31.80
Technical and related, n.e.c.	15.30	16.42	17.66	21.41	34.18
Executive, administrative, and managerial	18.03	21.94	28.39	40.87	54.01
Executives, administrators, and managers	24.08	29.13	41.09	49.52	58.00
Administrators and officials, public administration	22.15	26.55	30.27	37.36	37.36
Financial managers	28.39	42.31	51.85	57.55	72.11
Managers, marketing, advertising, and public relations	25.75	27.90	34.11	37.60	45.19
Administrators, education and related fields	25.25	25.96	46.95	54.69	58.00
Managers and administrators, n.e.c.	27.40	36.38	42.45	49.52	76.93
Management related	17.07	19.62	22.69	28.31	29.81
Accountants and auditors	19.81	21.03	23.47	27.33	29.81
Management analysts	17.65	18.80	22.85	31.31	39.66
Personnel, training, and labor relations specialists	16.50	18.27	21.64	25.30	32.14
Management related, n.e.c.	14.48	16.51	19.76	25.74	29.75
Sales	10.90	14.50	20.21	30.08	43.77
Supervisors, sales	15.15	17.50	20.88	30.08	30.08
Sales representatives, mining, manufacturing, and wholesale	19.14	20.81	28.00	30.78	43.06
Administrative support, including clerical	11.35	13.00	15.87	18.56	21.91
Secretaries	14.50	15.95	17.41	18.64	20.65
Typists	12.82	13.73	15.16	23.50	24.90
Receptionists	11.00	12.77	15.45	16.75	16.75
Order clerks	12.50	14.25	17.98	21.91	26.11
Bookkeepers, accounting and auditing clerks	12.34	13.75	14.50	18.50	23.03
Traffic, shipping and receiving clerks	11.84	15.15	17.50	23.00	24.20
Stock and inventory clerks	14.80	14.80	17.73	18.27	21.32
Investigators and adjusters, except insurance	11.60	12.75	15.04	16.30	17.64
General office clerks	9.37	9.69	12.27	16.75	20.51
Administrative support, n.e.c.	13.00	14.72	17.10	20.41	26.00

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$11.45	\$14.97	\$18.50	\$22.76	\$27.15
Precision production, craft, and repair	13.13	16.93	21.50	26.11	31.63
Bus, truck, and stationary engine mechanics	16.02	16.17	17.85	18.85	22.56
Industrial machinery repairers	18.50	19.15	21.55	22.23	24.22
Carpenters	20.74	20.74	25.27	27.83	29.88
Machine operators, assemblers, and inspectors	10.50	13.05	16.84	19.84	25.08
Printing press operators	15.40	20.12	22.50	24.77	27.31
Miscellaneous machine operators, n.e.c.	9.95	10.30	10.70	11.45	14.72
Welders and cutters	14.50	16.84	17.16	19.91	20.66
Assemblers	9.95	12.23	16.84	17.93	26.26
Transportation and material moving	14.94	15.41	18.39	20.71	22.43
Truck drivers	16.52	17.45	18.45	20.06	20.65
Industrial truck and tractor equipment operators ..	15.16	15.41	16.73	18.49	26.28
Handlers, equipment cleaners, helpers, and laborers	10.82	12.55	15.70	20.32	20.50
Stock handlers and baggers	11.85	12.55	20.08	20.73	21.02
Laborers, except construction, n.e.c.	14.00	14.50	15.12	16.20	18.50
Service	9.00	10.87	13.84	17.95	25.00
Protective service	13.61	18.77	23.32	26.74	27.63
Police and detectives, public service	20.81	23.99	26.74	26.82	27.08
Sheriffs, bailiffs, and other law enforcement officers	14.33	20.80	24.07	25.37	25.66
Correctional institution officers	13.61	13.61	19.75	23.32	23.32
Food service	5.75	8.75	10.81	14.42	16.71
Waiters, waitresses, and bartenders	5.15	5.15	6.50	10.08	11.45
Other food service	5.75	9.00	11.25	15.28	16.71
Cooks	9.90	10.25	12.97	15.28	16.99
Health service	10.80	13.07	14.76	15.84	16.11
Nursing aides, orderlies and attendants	10.49	11.80	13.46	14.19	15.65
Cleaning and building service	9.25	10.52	11.40	14.86	17.95
Maids and housemen	8.50	9.25	10.12	11.45	12.48
Janitors and cleaners	9.50	10.87	11.83	15.35	18.33
Personal service	9.00	9.75	14.09	14.86	16.41

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, Minneapolis-St. Paul, MN-WI, May 2004

Occupation ³	10	25	Median 50	75	90
All	\$6.65	\$8.25	\$10.65	\$13.37	\$21.70
All excluding sales	6.00	8.61	11.00	13.55	22.00
White collar	7.90	9.54	12.70	21.69	28.26
White collar excluding sales	11.78	13.33	18.49	25.22	32.71
Professional specialty and technical	17.55	21.69	24.69	30.18	33.79
Professional specialty	19.09	23.59	26.73	32.42	34.65
Natural scientists	—	—	—	—	—
Health related	22.41	25.00	28.26	33.49	35.45
Registered nurses	22.41	25.00	28.26	33.49	35.45
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	13.75	18.39	19.09	23.47	25.16
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	15.59	16.19	21.70	21.70	23.35
Licensed practical nurses	16.19	16.19	18.47	19.75	23.35
Health technologists and technicians, n.e.c.	11.78	15.27	15.59	21.75	24.00
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	7.45	7.90	9.18	11.40	12.70
Cashiers	7.25	7.65	8.45	10.90	12.40
Administrative support, including clerical	10.78	11.97	12.95	13.37	14.02
Blue collar	8.00	9.00	11.26	13.55	14.55
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	10.97	12.24	13.55	14.55	15.55
Bus drivers	10.97	12.24	13.55	13.55	14.95
Handlers, equipment cleaners, helpers, and laborers	7.50	8.10	9.30	11.50	12.40
Stock handlers and baggers	6.95	7.70	10.90	12.40	12.70
Service	5.15	7.00	9.10	10.83	13.70
Protective service	8.30	9.50	9.60	10.80	26.78
Food service	5.15	5.15	7.00	10.00	12.40
Waiters, waitresses, and bartenders	5.15	5.15	5.15	5.15	5.50
Waiters and waitresses	5.15	5.15	5.15	5.15	5.15
Other food service	6.00	7.50	9.75	11.31	13.30
Kitchen workers, food preparation	7.65	8.20	10.88	12.40	14.15
Food preparation, n.e.c.	6.00	7.00	9.75	10.79	13.30
Health service	9.00	10.25	11.90	13.63	14.72
Nursing aides, orderlies and attendants	9.00	10.24	11.70	13.49	14.72
Cleaning and building service	8.19	9.10	9.27	10.50	10.60
Janitors and cleaners	9.05	9.10	9.27	10.50	10.50
Personal service	7.30	8.20	9.00	15.27	23.33

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

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

with each selected worker representing a job within the establishment.

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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	5,276
Total in sample	449
Responding	261
Out of business or not in survey scope	38
Unable or refused to provide data	150

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	752,900	598,900	154,000
All excluding sales	701,600	548,000	153,600
White collar	434,800	323,300	111,500
White-collar excluding sales	383,500	272,400	111,100
Professional specialty and technical	166,600	105,600	61,000
Professional specialty	128,900	75,700	53,300
Technical	37,700	29,900	7,800
Executive, administrative, and managerial	75,200	61,300	14,000
Sales	51,300	50,900	–
Administrative support, including clerical	141,600	105,500	36,100
Blue collar	182,800	168,700	14,100
Precision production, craft, and repair	64,900	57,000	7,900
Machine operators, assemblers, and inspectors	45,600	45,600	–
Transportation and material moving	34,300	30,100	4,300
Handlers, equipment cleaners, helpers, and laborers	38,000	36,000	1,900
Service	135,300	106,900	28,300

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.