

Minneapolis–St. Paul, MN–WI National Compensation Survey May 2000



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Minneapolis–St. Paul, MN–WI, metropolitan area. Data were collected between December 1999 and January 2001; the average reference month is May 2000. 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 generic leveling methodology.

NCS products

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

About the tables

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

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

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

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

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. Appendix table 2 presents the number of establishments studied and represented by industry group and employment size.

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 2000

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	\$19.10	2.1	35.5	\$18.40	2.6	35.0	\$22.16	2.7	37.5
Worker characteristics:⁴									
White-collar occupations ⁵	22.49	2.5	36.8	22.06	3.1	36.5	23.95	3.1	37.9
Professional specialty and technical	26.78	3.1	37.2	26.33	4.4	37.1	27.80	2.8	37.6
Executive, administrative, and managerial	29.36	3.3	40.8	29.45	3.8	40.9	29.01	5.6	40.1
Sales	18.23	12.6	29.3	18.26	12.6	29.3	—	—	—
Administrative support	14.55	2.1	37.2	14.60	2.6	37.0	14.35	2.6	37.6
Blue-collar occupations ⁵	16.01	2.6	38.1	15.80	2.8	38.0	18.50	2.0	39.3
Precision production, craft, and repair	18.85	4.0	40.0	18.78	4.6	39.9	19.31	2.3	40.0
Machine operators, assemblers, and inspectors	14.90	3.2	39.4	14.90	3.2	39.4	—	—	—
Transportation and material moving	16.25	7.1	38.1	16.30	7.7	38.3	15.70	4.1	35.9
Handlers, equipment cleaners, helpers, and laborers	12.05	4.1	33.5	11.43	3.7	33.0	18.19	2.8	40.0
Service occupations ⁵	11.24	3.1	28.2	9.69	2.4	26.9	16.96	4.4	35.0
Full time	20.34	2.1	39.9	19.73	2.6	39.9	22.77	2.7	39.5
Part time	11.25	2.9	20.9	10.84	3.1	20.7	14.74	5.2	23.3
Union	19.92	3.4	35.9	18.77	5.5	34.4	21.46	3.3	38.0
Nonunion	18.67	2.7	35.3	18.28	2.9	35.3	24.88	6.5	35.9
Time	18.94	2.1	35.4	18.17	2.6	35.0	22.16	2.7	37.5
Incentive	23.45	13.3	37.0	23.45	13.3	37.0	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	19.62	2.8	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.87	9.4	31.5	15.87	9.4	31.5	—	—	—
100-499 workers	16.89	3.7	35.5	16.76	3.8	35.6	19.79	8.2	34.8
500 workers or more	21.64	2.7	36.5	21.24	3.9	35.9	22.39	2.8	37.8

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

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	\$19.10	2.1	\$18.40	2.6	\$22.16	2.7
All excluding sales	19.15	2.1	18.41	2.6	22.17	2.7
White collar	22.49	2.5	22.06	3.1	23.95	3.1
White collar excluding sales	22.93	2.5	22.58	3.2	23.97	3.1
Professional specialty and technical	26.78	3.1	26.33	4.4	27.80	2.8
Professional specialty	27.92	2.2	27.31	3.2	28.99	2.9
Engineers, architects, and surveyors	28.93	3.1	29.38	2.4	—	—
Mechanical engineers	29.23	5.3	29.23	5.3	—	—
Engineers, n.e.c.	28.13	4.9	29.39	3.4	—	—
Mathematical and computer scientists	28.35	6.6	29.32	6.6	20.84	3.3
Computer systems analysts and scientists	30.04	6.4	31.56	5.7	20.84	3.3
Operations and systems researchers and analysts	21.33	10.3	21.33	10.3	—	—
Natural scientists	21.75	7.8	22.60	8.7	20.08	12.3
Physical scientists, n.e.c.	29.82	8.3	—	—	—	—
Health related	26.50	4.0	26.62	4.9	26.05	3.9
Registered nurses	25.05	2.4	24.52	2.9	27.04	3.7
Teachers, college and university	35.01	7.7	30.40	9.1	36.89	9.4
Art, drama, and music teachers	40.43	10.5	—	—	—	—
Teachers, except college and university	30.06	3.3	17.29	10.9	31.75	2.4
Prekindergarten and kindergarten	26.31	20.4	—	—	—	—
Elementary school teachers	31.71	1.7	23.31	11.3	32.19	1.4
Secondary school teachers	32.94	1.4	33.10	7.4	32.94	1.4
Teachers, special education	31.36	10.0	—	—	—	—
Teachers, n.e.c.	25.37	8.9	16.67	8.2	—	—
Librarians, archivists, and curators	28.65	13.8	—	—	27.89	21.9
Librarians	28.65	13.8	—	—	27.89	21.9
Social scientists and urban planners	23.31	5.1	23.51	5.5	—	—
Social, recreation, and religious workers	19.64	9.1	16.32	14.5	22.45	3.5
Social workers	19.30	9.4	14.95	12.3	22.67	3.4
Lawyers and judges	31.62	12.1	30.89	14.5	—	—
Lawyers	31.62	12.1	30.89	14.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.91	9.5	27.14	11.2	—	—
Professional, n.e.c.	28.53	12.6	—	—	—	—
Technical	23.47	11.6	24.23	13.0	18.74	3.6
Clinical laboratory technologists and technicians	18.79	5.4	19.02	5.5	—	—
Licensed practical nurses	15.77	3.9	15.21	2.5	—	—
Health technologists and technicians, n.e.c.	15.38	5.3	15.58	5.7	13.29	5.6
Electrical and electronic technicians	17.42	6.5	—	—	—	—
Engineering technicians, n.e.c.	20.30	2.0	20.38	2.7	—	—
Drafters	18.81	.4	—	—	—	—
Computer programmers	21.40	3.8	21.30	3.8	—	—
Legal assistants	22.39	6.8	22.56	7.2	—	—
Technical and related, n.e.c.	23.75	18.1	—	—	16.23	2.7
Executive, administrative, and managerial	29.36	3.3	29.45	3.8	29.01	5.6
Executives, administrators, and managers	34.36	4.6	34.55	5.6	33.62	6.1
Administrators and officials, public administration	25.54	7.2	—	—	25.54	7.2
Financial managers	37.56	6.5	37.58	6.5	—	—
Managers, marketing, advertising, and public relations	42.16	9.8	42.16	9.8	—	—
Administrators, education and related fields	35.06	7.6	16.95	6.4	36.97	7.2
Managers, medicine and health	28.52	8.8	28.51	9.6	—	—
Managers, service organizations, n.e.c.	25.66	14.1	24.98	16.3	—	—
Managers and administrators, n.e.c.	34.60	9.5	34.64	9.7	—	—
Management related	23.71	4.9	23.75	6.0	23.58	3.4
Accountants and auditors	24.56	13.4	25.10	14.2	20.56	3.3
Other financial officers	23.46	7.4	22.72	10.0	—	—
Management analysts	22.19	6.8	20.44	7.2	—	—
Personnel, training, and labor relations specialists	21.77	8.9	21.66	10.2	—	—
Purchasing agents and buyers, n.e.c.	21.48	14.3	—	—	—	—
Management related, n.e.c.	23.13	5.5	22.89	6.2	23.86	10.6

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 2000 — 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						
Sales	\$18.23	12.6	\$18.26	12.6	–	–
Supervisors, sales	25.00	16.9	25.00	16.9	–	–
Sales, other business services	16.95	9.1	16.95	9.1	–	–
Sales representatives, mining, manufacturing, and wholesale	37.77	16.4	37.77	16.4	–	–
Sales workers, other commodities	11.10	7.2	11.10	7.2	–	–
Cashiers	8.68	2.5	8.59	2.5	–	–
Administrative support, including clerical	14.55	2.1	14.60	2.6	\$14.35	2.6
Secretaries	15.21	3.3	15.28	4.4	15.05	4.3
Typists	11.88	7.0	–	–	–	–
Receptionists	11.87	3.1	11.86	3.1	–	–
Personnel clerks, except payroll and timekeeping	15.63	17.4	–	–	–	–
Library clerks	11.75	3.2	–	–	11.75	3.2
Records clerks, n.e.c.	16.42	11.7	16.66	12.2	–	–
Bookkeepers, accounting and auditing clerks	14.13	5.7	13.09	6.3	17.98	5.6
Dispatchers	27.17	16.6	–	–	–	–
Production coordinators	15.05	6.8	15.05	6.8	–	–
Traffic, shipping and receiving clerks	12.95	6.7	12.95	6.7	–	–
Stock and inventory clerks	13.34	5.0	13.35	5.0	–	–
Insurance adjusters, examiners, and investigators	15.45	8.8	15.45	8.8	–	–
Investigators and adjusters, except insurance	13.76	4.4	13.69	4.5	–	–
General office clerks	13.23	3.4	12.37	4.2	14.51	3.9
Data entry keyers	13.98	5.0	13.98	5.0	–	–
Teachers' aides	12.08	2.6	–	–	12.26	2.5
Administrative support, n.e.c.	13.37	4.0	13.14	4.8	14.17	5.2
Blue collar	16.01	2.6	15.80	2.8	18.50	2.0
Precision production, craft, and repair	18.85	4.0	18.78	4.6	19.31	2.3
Heavy equipment mechanics	19.43	2.1	–	–	–	–
Industrial machinery repairers	19.20	4.3	19.20	4.3	–	–
Mechanics and repairers, n.e.c.	18.19	4.9	18.19	4.9	–	–
Carpenters	20.00	6.1	20.78	10.2	–	–
Plumbers, pipefitters and steamfitters	23.82	2.0	23.83	2.1	–	–
Supervisors, production	24.28	6.4	24.28	6.4	–	–
Tool and die makers	22.81	2.9	22.81	2.9	–	–
Machinists	18.08	8.6	17.82	8.6	–	–
Electrical and electronic equipment assemblers ..	10.18	8.1	10.18	8.1	–	–
Miscellaneous precision workers, n.e.c.	17.04	8.4	17.04	8.4	–	–
Inspectors, testers, and graders	20.58	22.6	20.58	22.6	–	–
Machine operators, assemblers, and inspectors	14.90	3.2	14.90	3.2	–	–
Punching and stamping press operators	13.33	7.5	13.33	7.5	–	–
Numerical control machine operators	16.06	13.5	16.06	13.5	–	–
Fabricating machine operators, n.e.c.	13.75	7.9	13.75	7.9	–	–
Printing press operators	18.84	13.5	18.84	13.5	–	–
Slicing and cutting machine operators	16.12	2.4	16.12	2.4	–	–
Miscellaneous machine operators, n.e.c.	13.65	9.7	13.65	9.7	–	–
Welders and cutters	17.13	5.1	17.13	5.1	–	–
Assemblers	16.13	3.1	16.13	3.1	–	–
Production inspectors, checkers and examiners ..	13.81	6.8	13.81	6.8	–	–
Transportation and material moving	16.25	7.1	16.30	7.7	15.70	4.1
Truck drivers	19.21	6.7	19.38	6.7	–	–
Bus drivers	13.32	10.0	–	–	–	–
Industrial truck and tractor equipment operators ..	14.56	3.9	14.56	3.9	–	–
Miscellaneous material moving equipment operators, n.e.c.	16.85	6.0	16.85	6.0	–	–
Handlers, equipment cleaners, helpers, and laborers	12.05	4.1	11.43	3.7	18.19	2.8
Production helpers	12.39	7.6	12.39	7.6	–	–

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 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Stock handlers and baggers	\$12.87	4.8	\$12.87	4.8	—	—
Machine feeders and offbearers	12.12	14.4	12.12	14.4	—	—
Freight, stock, and material handlers, n.e.c.	14.38	14.5	14.38	14.5	—	—
Laborers, except construction, n.e.c.	9.98	3.1	9.68	2.7	—	—
Service	11.24	3.1	9.69	2.4	\$16.96	4.4
Protective service	18.73	5.2	14.51	9.0	19.46	5.6
Firefighting	17.79	11.1	—	—	17.79	11.1
Police and detectives, public service	22.97	3.6	—	—	22.87	3.8
Sheriffs, bailiffs, and other law enforcement officers	19.04	6.0	—	—	19.04	6.0
Correctional institution officers	16.48	13.2	—	—	16.48	13.2
Food service	8.50	2.8	8.38	2.9	11.38	5.8
Waiters, waitresses, and bartenders	6.38	4.5	6.38	4.5	—	—
Bartenders	6.89	6.3	6.89	6.3	—	—
Waiters and waitresses	5.31	5.3	5.31	5.3	—	—
Waiters/Waitresses' assistants	8.76	1.8	8.76	1.8	—	—
Other food service	9.11	3.9	8.98	4.0	11.38	5.8
Cooks	10.48	4.4	10.43	4.4	—	—
Food counter, fountain, and related	8.17	16.4	8.17	16.4	—	—
Kitchen workers, food preparation	8.33	7.2	8.23	7.3	—	—
Food preparation, n.e.c.	8.37	4.0	8.11	3.8	11.36	7.1
Health service	10.52	2.7	10.47	2.8	11.35	6.2
Health aides, except nursing	11.22	4.6	11.20	4.9	—	—
Nursing aides, orderlies and attendants	10.41	2.8	10.35	2.9	11.33	6.7
Cleaning and building service	11.58	4.9	10.20	3.9	15.68	5.7
Supervisors, cleaning and building service workers	15.82	8.6	15.36	8.8	—	—
Maids and housemen	9.23	6.3	9.24	6.3	—	—
Janitors and cleaners	11.80	5.8	10.18	4.6	15.64	5.8
Personal service	11.79	7.7	11.25	9.0	14.21	13.0
Attendants, amusement, and recreation facilities	8.37	9.9	8.37	9.9	—	—
Welfare service aides	9.43	10.7	—	—	—	—
Early childhood teachers' assistants	14.35	14.8	—	—	—	—
Child care workers, n.e.c.	9.40	9.7	9.40	9.7	—	—
Service, n.e.c.	9.98	8.9	9.98	8.9	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.34	2.1	\$19.73	2.6	\$22.77	2.7
All excluding sales	20.22	2.1	19.55	2.6	22.78	2.7
White collar	23.46	2.6	23.12	3.3	24.53	3.2
White collar excluding sales	23.50	2.6	23.15	3.4	24.54	3.2
Professional specialty and technical	27.39	3.3	26.98	4.8	28.27	2.9
Professional specialty	28.38	2.3	27.76	3.5	29.42	2.9
Engineers, architects, and surveyors	28.93	3.1	29.38	2.4	—	—
Mechanical engineers	29.23	5.3	29.23	5.3	—	—
Engineers, n.e.c.	28.13	4.9	29.39	3.4	—	—
Mathematical and computer scientists	28.35	6.6	29.32	6.6	20.84	3.3
Computer systems analysts and scientists	30.04	6.4	31.56	5.7	20.84	3.3
Operations and systems researchers and analysts	21.33	10.3	21.33	10.3	—	—
Natural scientists	21.75	7.8	22.60	8.7	20.08	12.3
Physical scientists, n.e.c.	29.82	8.3	—	—	—	—
Health related	27.48	5.3	28.10	7.0	25.78	4.1
Registered nurses	25.41	3.6	24.83	4.9	26.82	3.7
Teachers, college and university	35.47	7.7	31.13	9.3	—	—
Teachers, except college and university	30.55	3.2	16.62	12.2	32.10	2.3
Prekindergarten and kindergarten	27.29	22.2	—	—	—	—
Elementary school teachers	31.72	1.7	23.26	11.2	32.19	1.4
Secondary school teachers	32.97	1.4	35.04	10.3	32.94	1.4
Teachers, special education	32.29	9.4	—	—	—	—
Teachers, n.e.c.	26.16	9.7	—	—	—	—
Librarians, archivists, and curators	29.85	13.8	—	—	28.39	22.4
Librarians	29.85	13.8	—	—	28.39	22.4
Social scientists and urban planners	24.13	3.3	—	—	—	—
Social, recreation, and religious workers	19.92	9.9	16.54	15.8	22.80	3.5
Social workers	19.53	10.1	—	—	22.80	3.5
Lawyers and judges	32.33	13.0	—	—	—	—
Lawyers	32.33	13.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.64	9.8	27.42	11.5	—	—
Professional, n.e.c.	28.53	12.6	—	—	—	—
Technical	24.38	12.6	25.28	14.0	18.71	3.8
Clinical laboratory technologists and technicians	18.32	5.4	18.59	5.5	—	—
Licensed practical nurses	15.10	3.4	15.10	3.4	—	—
Health technologists and technicians, n.e.c.	15.04	5.9	15.27	6.1	—	—
Electrical and electronic technicians	17.42	6.5	—	—	—	—
Engineering technicians, n.e.c.	20.30	2.0	20.38	2.7	—	—
Drafters	18.81	.4	—	—	—	—
Computer programmers	21.40	3.8	21.30	3.8	—	—
Legal assistants	22.39	6.8	22.56	7.2	—	—
Technical and related, n.e.c.	23.79	18.1	—	—	16.23	2.7
Executive, administrative, and managerial	29.45	3.3	29.49	3.8	29.30	5.9
Executives, administrators, and managers	34.44	4.6	34.66	5.6	33.62	6.1
Administrators and officials, public administration	25.54	7.2	—	—	25.54	7.2
Financial managers	37.56	6.5	37.58	6.5	—	—
Managers, marketing, advertising, and public relations	42.16	9.8	42.16	9.8	—	—
Administrators, education and related fields	35.68	7.5	—	—	36.97	7.2
Managers, medicine and health	28.52	8.8	28.51	9.6	—	—
Managers, service organizations, n.e.c.	25.66	14.1	24.98	16.3	—	—
Managers and administrators, n.e.c.	34.60	9.5	34.64	9.7	—	—
Management related	23.78	4.9	23.75	6.0	23.91	2.9
Accountants and auditors	24.56	13.4	25.10	14.2	20.56	3.3
Other financial officers	23.46	7.4	22.72	10.0	—	—
Management analysts	22.19	6.8	20.44	7.2	—	—
Personnel, training, and labor relations specialists	21.80	8.9	21.66	10.2	—	—
Purchasing agents and buyers, n.e.c.	21.48	14.3	—	—	—	—
Management related, n.e.c.	23.49	5.5	22.89	6.2	—	—

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 2000 — 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						
Sales	\$22.85	14.1	\$22.86	14.1	—	—
Supervisors, sales	25.00	16.9	25.00	16.9	—	—
Sales, other business services	16.95	9.1	16.95	9.1	—	—
Sales representatives, mining, manufacturing, and wholesale	37.77	16.4	37.77	16.4	—	—
Sales workers, other commodities	12.04	7.6	12.04	7.6	—	—
Administrative support, including clerical	14.84	2.4	14.91	2.9	\$14.60	2.8
Secretaries	15.34	3.6	15.49	5.0	15.05	4.3
Receptionists	11.77	2.9	11.76	2.9	—	—
Records clerks, n.e.c.	16.45	11.7	16.69	12.2	—	—
Bookkeepers, accounting and auditing clerks	14.63	5.8	13.59	6.5	17.98	5.6
Dispatchers	27.17	16.6	—	—	—	—
Production coordinators	15.05	6.8	15.05	6.8	—	—
Traffic, shipping and receiving clerks	13.45	6.4	13.45	6.4	—	—
Stock and inventory clerks	13.35	5.0	13.35	5.0	—	—
Insurance adjusters, examiners, and investigators	15.45	8.8	15.45	8.8	—	—
Investigators and adjusters, except insurance	13.79	4.4	13.72	4.5	—	—
General office clerks	13.45	3.6	12.56	4.6	14.66	3.9
Administrative support, n.e.c.	13.27	4.4	12.98	5.2	14.32	5.8
Blue collar	16.45	2.6	16.25	2.8	18.68	1.8
Precision production, craft, and repair	18.88	3.9	18.81	4.5	19.31	2.3
Heavy equipment mechanics	19.43	2.1	—	—	—	—
Industrial machinery repairers	19.20	4.3	19.20	4.3	—	—
Mechanics and repairers, n.e.c.	18.19	4.9	18.19	4.9	—	—
Carpenters	20.00	6.1	20.78	10.2	—	—
Plumbers, pipefitters and steamfitters	23.82	2.0	23.83	2.1	—	—
Supervisors, production	24.28	6.4	24.28	6.4	—	—
Tool and die makers	22.81	2.9	22.81	2.9	—	—
Machinists	18.08	8.6	17.82	8.6	—	—
Electrical and electronic equipment assemblers ..	10.25	8.0	10.25	8.0	—	—
Miscellaneous precision workers, n.e.c.	17.04	8.4	17.04	8.4	—	—
Inspectors, testers, and graders	20.58	22.6	20.58	22.6	—	—
Machine operators, assemblers, and inspectors	14.97	3.2	14.97	3.2	—	—
Punching and stamping press operators	13.50	7.0	13.50	7.0	—	—
Numerical control machine operators	16.06	13.5	16.06	13.5	—	—
Fabricating machine operators, n.e.c.	13.75	7.9	13.75	7.9	—	—
Printing press operators	18.84	13.5	18.84	13.5	—	—
Slicing and cutting machine operators	16.12	2.4	16.12	2.4	—	—
Miscellaneous machine operators, n.e.c.	13.71	9.8	13.71	9.8	—	—
Welders and cutters	17.13	5.1	17.13	5.1	—	—
Assemblers	16.13	3.1	16.13	3.1	—	—
Production inspectors, checkers and examiners ..	13.81	6.8	13.81	6.8	—	—
Transportation and material moving	16.67	6.7	16.70	7.2	—	—
Truck drivers	19.65	5.7	19.86	5.6	—	—
Industrial truck and tractor equipment operators ..	14.56	3.9	14.56	3.9	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.93	6.0	16.93	6.0	—	—
Handlers, equipment cleaners, helpers, and laborers	13.05	4.7	12.35	4.3	18.19	2.8
Production helpers	12.39	7.6	12.39	7.6	—	—
Stock handlers and baggers	14.90	6.1	14.90	6.1	—	—
Machine feeders and offbearers	12.12	14.4	12.12	14.4	—	—
Laborers, except construction, n.e.c.	10.82	3.8	10.44	2.5	—	—
Service	12.83	3.5	10.79	2.8	17.70	4.7
Protective service	19.03	5.2	14.69	9.1	19.79	5.6
Police and detectives, public service	22.97	3.6	—	—	22.87	3.8

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 2000 — 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)
Service —Continued						
Protective service—Continued						
Sheriffs, bailiffs, and other law enforcement officers	\$19.70	5.1	—	—	\$19.70	5.1
Correctional institution officers	16.48	13.2	—	—	16.48	13.2
Food service						
Waiters, waitresses, and bartenders	9.68	4.3	\$9.63	4.5	—	—
Waiters and waitresses	6.83	7.9	6.83	7.9	—	—
Other food service	5.15	.0	5.15	.0	—	—
Cooks	10.50	4.7	10.47	5.0	—	—
Food preparation, n.e.c.	10.90	5.3	10.85	5.3	—	—
Health service	9.31	4.9	9.16	5.3	—	—
Health aides, except nursing	11.08	3.2	10.98	3.2	—	—
Nursing aides, orderlies and attendants	11.63	4.3	11.63	4.3	—	—
Cleaning and building service	10.97	3.7	10.84	3.8	—	—
Supervisors, cleaning and building service workers	12.56	4.3	11.03	3.8	15.68	5.7
Maids and housemen	15.82	8.6	15.36	8.8	—	—
Janitors and cleaners	9.47	6.4	9.48	6.4	—	—
Personal service	12.99	4.9	11.19	4.6	15.64	5.8
	12.03	9.9	11.90	11.7	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$11.25	2.9	\$10.84	3.1	\$14.74	5.2
All excluding sales	11.68	3.2	11.26	3.5	14.78	5.2
White collar	14.20	3.3	13.89	3.7	15.99	6.4
White collar excluding sales	16.54	4.1	16.66	4.9	16.08	6.4
Professional specialty and technical	20.69	3.5	20.88	3.9	19.86	6.7
Professional specialty	22.65	2.9	23.31	2.6	20.19	8.6
Health related	24.24	2.3	23.93	2.2	28.60	14.5
Registered nurses	24.45	2.1	24.14	1.8	28.60	14.5
Teachers, college and university	23.40	12.5	—	—	—	—
Teachers, except college and university	20.28	5.9	20.38	6.8	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.00	5.7	16.68	6.0	18.92	9.7
Licensed practical nurses	16.89	7.0	15.47	1.4	—	—
Health technologists and technicians, n.e.c.	16.02	9.9	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.41	1.7	8.38	1.6	—	—
Sales workers, other commodities	9.12	3.8	9.12	3.8	—	—
Cashiers	8.34	2.0	8.29	1.9	—	—
Administrative support, including clerical	12.18	3.0	12.15	3.8	12.30	2.9
Secretaries	14.13	3.1	14.13	3.1	—	—
General office clerks	11.05	4.3	10.96	5.4	11.36	.8
Teachers' aides	12.51	3.9	—	—	—	—
Blue collar	9.32	5.5	9.17	5.7	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	9.79	5.6	9.62	5.7	—	—
Transportation and material moving	11.41	10.7	11.05	13.6	—	—
Handlers, equipment cleaners, helpers, and laborers	8.78	5.9	8.78	5.9	—	—
Stock handlers and baggers	10.19	6.4	10.19	6.4	—	—
Laborers, except construction, n.e.c.	8.10	4.5	8.10	4.5	—	—
Service	8.67	3.2	8.34	2.9	12.49	11.4
Protective service	—	—	—	—	—	—
Food service	7.52	2.7	7.33	2.5	11.68	8.3
Waiters, waitresses, and bartenders	6.00	5.0	6.00	5.0	—	—
Waiters and waitresses	5.39	7.3	5.39	7.3	—	—
Other food service	7.95	3.0	7.73	2.5	11.68	8.3
Cooks	9.38	3.4	9.32	3.4	—	—
Kitchen workers, food preparation	8.11	7.0	7.99	7.1	—	—
Food preparation, n.e.c.	7.71	3.9	7.39	2.6	—	—
Health service	9.93	2.8	9.89	3.0	10.31	2.0
Health aides, except nursing	10.32	5.9	—	—	—	—
Nursing aides, orderlies and attendants	9.87	2.9	9.85	3.1	—	—

See footnotes at end of table.

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 2000 — 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)
Service —Continued						
Cleaning and building service	\$8.45	3.6	\$8.45	3.6	—	—
Janitors and cleaners	8.52	3.8	8.52	3.8	—	—
Personal service	11.41	12.3	10.11	13.2	—	—

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

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

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	\$811	2.2	39.9	\$788	2.7	39.9	\$900	2.8	39.5
All excluding sales	806	2.2	39.8	780	2.7	39.9	900	2.8	39.5
White collar	937	2.6	39.9	928	3.3	40.1	964	3.4	39.3
White collar excluding sales	938	2.6	39.9	928	3.4	40.1	965	3.4	39.3
Professional specialty and technical	1,083	3.2	39.5	1,075	4.6	39.8	1,099	2.7	38.9
Professional specialty	1,145	2.9	40.4	1,148	4.4	41.4	1,140	2.7	38.8
Engineers, architects, and surveyors	1,171	3.1	40.5	1,191	2.2	40.5	-	-	-
Mechanical engineers	1,177	5.1	40.3	1,177	5.1	40.3	-	-	-
Engineers, n.e.c.	1,135	4.8	40.3	1,187	3.0	40.4	-	-	-
Mathematical and computer scientists	1,182	8.4	41.7	1,228	8.6	41.9	833	3.3	40.0
Computer systems analysts and scientists	1,265	8.5	42.1	1,341	8.0	42.5	833	3.3	40.0
Operations and systems researchers and analysts	855	10.5	40.1	855	10.5	40.1	-	-	-
Natural scientists	883	7.6	40.6	925	8.0	40.9	803	12.3	40.0
Physical scientists, n.e.c.	1,193	8.3	40.0	-	-	-	-	-	-
Health related	1,087	5.4	39.6	1,107	7.1	39.4	1,031	4.1	40.0
Registered nurses	1,005	3.7	39.5	977	5.1	39.3	1,072	3.7	40.0
Teachers, college and university	1,405	7.7	39.6	1,204	9.0	38.7	-	-	-
Teachers, except college and university	1,151	2.8	37.7	649	11.5	39.0	1,205	1.9	37.6
Prekindergarten and kindergarten	1,013	20.8	37.1	-	-	-	-	-	-
Elementary school teachers ...	1,212	1.3	38.2	903	11.1	38.8	1,229	1.1	38.2
Secondary school teachers ...	1,261	1.9	38.3	1,432	8.7	40.9	1,259	1.9	38.2
Teachers, special education ...	1,280	8.5	39.6	-	-	-	-	-	-
Teachers, n.e.c.	906	5.9	34.6	-	-	-	-	-	-
Librarians, archivists, and curators	1,164	13.6	39.0	-	-	-	1,129	22.4	39.8
Librarians	1,164	13.6	39.0	-	-	-	1,129	22.4	39.8
Social scientists and urban planners	965	3.3	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	798	9.9	40.1	663	15.9	40.1	913	3.5	40.1
Social workers	782	10.1	40.0	-	-	-	913	3.5	40.1
Lawyers and judges	1,796	13.4	55.6	-	-	-	-	-	-
Lawyers	1,796	13.4	55.6	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,065	9.8	40.0	1,097	11.5	40.0	-	-	-
Professional, n.e.c.	1,141	12.6	40.0	-	-	-	-	-	-
Technical	908	10.5	37.2	932	11.6	36.8	748	3.8	40.0
Clinical laboratory technologists and technicians	733	5.4	40.0	743	5.5	40.0	-	-	-
Licensed practical nurses	598	3.4	39.6	598	3.4	39.6	-	-	-
Health technologists and technicians, n.e.c.	600	5.9	39.9	610	6.2	39.9	-	-	-
Electrical and electronic technicians	715	6.1	41.0	-	-	-	-	-	-
Engineering technicians, n.e.c.	814	2.0	40.1	818	2.7	40.1	-	-	-
Drafters	752	.4	40.0	-	-	-	-	-	-
Computer programmers	865	4.3	40.4	861	4.4	40.4	-	-	-
Legal assistants	874	5.5	39.0	878	5.9	38.9	-	-	-
Technical and related, n.e.c. ...	946	18.3	39.8	-	-	-	649	2.7	40.0
Executive, administrative, and managerial	1,208	3.4	41.0	1,208	3.9	41.0	1,207	6.8	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 2000 — 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									
Executives, administrators, and managers	\$1,442	4.8	41.9	\$1,448	5.8	41.8	\$1,419	6.6	42.2
Administrators and officials, public administration	1,022	7.2	40.0	—	—	—	1,022	7.2	40.0
Financial managers	1,591	5.5	42.4	1,593	5.6	42.4	—	—	—
Managers, marketing, advertising, and public relations	1,736	12.1	41.2	1,736	12.1	41.2	—	—	—
Administrators, education and related fields	1,547	7.2	43.3	—	—	—	1,613	6.5	43.6
Managers, medicine and health	1,155	8.7	40.5	1,157	9.4	40.6	—	—	—
Managers, service organizations, n.e.c.	1,026	14.1	40.0	999	16.3	40.0	—	—	—
Managers and administrators, n.e.c.	1,469	9.7	42.4	1,472	9.9	42.5	—	—	—
Management related	953	4.6	40.1	952	5.6	40.1	956	2.9	40.0
Accountants and auditors	968	12.0	39.4	988	12.8	39.3	822	3.3	40.0
Other financial officers	939	7.4	40.0	909	10.0	40.0	—	—	—
Management analysts	888	6.8	40.0	818	7.2	40.0	—	—	—
Personnel, training, and labor relations specialists	869	9.0	39.8	863	10.3	39.8	—	—	—
Purchasing agents and buyers, n.e.c.	859	14.3	40.0	—	—	—	—	—	—
Management related, n.e.c.	957	6.0	40.8	937	7.1	41.0	—	—	—
Sales	922	14.5	40.4	923	14.6	40.4	—	—	—
Supervisors, sales	1,039	18.3	41.5	1,039	18.3	41.5	—	—	—
Sales, other business services	683	9.3	40.3	683	9.3	40.3	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,551	17.6	41.1	1,551	17.6	41.1	—	—	—
Sales workers, other commodities	481	7.6	40.0	481	7.6	40.0	—	—	—
Administrative support, including clerical	589	2.4	39.7	594	2.9	39.9	572	3.6	39.1
Secretaries	608	3.3	39.6	611	4.5	39.4	602	4.3	40.0
Receptionists	468	2.8	39.7	467	2.9	39.7	—	—	—
Records clerks, n.e.c.	642	11.2	39.0	650	11.8	38.9	—	—	—
Bookkeepers, accounting and auditing clerks	584	5.6	39.9	544	6.5	40.0	711	4.8	39.5
Dispatchers	1,094	16.1	40.3	—	—	—	—	—	—
Production coordinators	605	6.8	40.2	605	6.8	40.2	—	—	—
Traffic, shipping and receiving clerks	538	6.4	40.0	538	6.4	40.0	—	—	—
Stock and inventory clerks	534	5.0	40.0	534	5.0	40.0	—	—	—
Insurance adjusters, examiners, and investigators	606	7.6	39.2	606	7.6	39.2	—	—	—
Investigators and adjusters, except insurance	552	4.4	40.0	549	4.5	40.0	—	—	—
General office clerks	536	3.5	39.9	502	4.6	40.0	582	3.5	39.7
Administrative support, n.e.c.	524	4.4	39.5	513	5.1	39.5	563	6.3	39.3
Blue collar	660	2.8	40.1	652	3.1	40.1	747	1.8	40.0
Precision production, craft, and repair	756	3.9	40.1	754	4.5	40.1	773	2.3	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 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Heavy equipment mechanics	\$777	2.1	40.0	—	—	—	—	—	—
Industrial machinery repairers	768	4.3	40.0	\$768	4.3	40.0	—	—	—
Mechanics and repairers, n.e.c.	728	4.9	40.0	728	4.9	40.0	—	—	—
Carpenters	800	6.1	40.0	831	10.2	40.0	—	—	—
Plumbers, pipefitters and steamfitters	953	2.0	40.0	953	2.1	40.0	—	—	—
Supervisors, production	1,007	9.1	41.5	1,007	9.1	41.5	—	—	—
Tool and die makers	913	2.9	40.0	913	2.9	40.0	—	—	—
Machinists	723	8.6	40.0	713	8.6	40.0	—	—	—
Electrical and electronic equipment assemblers	410	8.0	40.0	410	8.0	40.0	—	—	—
Miscellaneous precision workers, n.e.c.	682	8.4	40.0	682	8.4	40.0	—	—	—
Inspectors, testers, and graders	823	22.6	40.0	823	22.6	40.0	—	—	—
Machine operators, assemblers, and inspectors	596	3.2	39.8	596	3.2	39.8	—	—	—
Punching and stamping press operators	539	7.0	39.9	539	7.0	39.9	—	—	—
Numerical control machine operators	642	13.5	40.0	642	13.5	40.0	—	—	—
Fabricating machine operators, n.e.c.	550	7.9	40.0	550	7.9	40.0	—	—	—
Printing press operators	703	15.4	37.3	703	15.4	37.3	—	—	—
Slicing and cutting machine operators	642	2.9	39.8	642	2.9	39.8	—	—	—
Miscellaneous machine operators, n.e.c.	547	9.8	39.9	547	9.8	39.9	—	—	—
Welders and cutters	685	5.1	40.0	685	5.1	40.0	—	—	—
Assemblers	645	3.1	40.0	645	3.1	40.0	—	—	—
Production inspectors, checkers and examiners ...	551	6.7	39.9	551	6.7	39.9	—	—	—
Transportation and material moving	692	10.0	41.5	695	10.7	41.6	—	—	—
Truck drivers	916	10.4	46.6	936	10.2	47.1	—	—	—
Industrial truck and tractor equipment operators	582	3.9	40.0	582	3.9	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	677	6.0	40.0	677	6.0	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	519	4.8	39.7	490	4.5	39.7	\$728	2.8	40.0
Production helpers	491	7.9	39.7	491	7.9	39.7	—	—	—
Stock handlers and baggers ...	598	6.2	40.1	598	6.2	40.1	—	—	—
Machine feeders and offbearers	485	14.4	40.0	485	14.4	40.0	—	—	—
Laborers, except construction, n.e.c.	424	4.7	39.2	409	3.6	39.1	—	—	—
Service	498	3.8	38.8	413	2.6	38.3	710	5.2	40.1
Protective service	781	5.3	41.0	588	9.1	40.0	815	5.8	41.2
Police and detectives, public service	933	3.0	40.6	—	—	—	929	3.3	40.6
Sheriffs, bailiffs, and other law enforcement officers	788	5.1	40.0	—	—	—	788	5.1	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — 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									
Correctional institution officers	\$659	13.2	40.0	—	—	—	\$659	13.2	40.0
Food service	376	5.0	38.8	\$373	5.2	38.8	—	—	—
Waiters, waitresses, and bartenders	262	9.0	38.4	262	9.0	38.4	—	—	—
Waiters and waitresses	191	3.7	37.1	191	3.7	37.1	—	—	—
Other food service	409	5.5	38.9	407	5.8	38.9	—	—	—
Cooks	428	5.8	39.3	426	5.9	39.2	—	—	—
Food preparation, n.e.c.	357	6.8	38.3	350	7.2	38.2	—	—	—
Health service	433	3.4	39.0	430	3.5	39.1	—	—	—
Health aides, except nursing ..	461	4.2	39.6	461	4.2	39.6	—	—	—
Nursing aides, orderlies and attendants	427	3.9	38.9	423	4.0	39.0	—	—	—
Cleaning and building service	499	4.4	39.7	436	4.0	39.5	627	5.7	40.0
Supervisors, cleaning and building service workers ...	632	8.5	40.0	614	8.8	40.0	—	—	—
Maids and housemen	371	7.0	39.2	371	7.1	39.2	—	—	—
Janitors and cleaners	517	4.9	39.8	444	4.7	39.6	626	5.8	40.0
Personal service	404	3.5	33.6	401	4.1	33.7	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

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	\$41,188	2.2	2,025	\$40,853	2.7	2,071	\$42,393	2.8	1,862
All excluding sales	40,890	2.2	2,022	40,447	2.7	2,069	42,398	2.8	1,861
White collar	47,144	2.6	2,010	48,139	3.3	2,082	44,372	3.4	1,809
White collar excluding sales	47,084	2.6	2,003	48,153	3.4	2,080	44,379	3.4	1,809
Professional specialty and technical	52,785	3.2	1,927	55,596	4.6	2,060	47,801	2.7	1,691
Professional specialty	54,606	2.9	1,924	59,229	4.4	2,134	48,649	2.7	1,654
Engineers, architects, and surveyors	60,880	3.1	2,105	61,912	2.2	2,107	-	-	-
Mechanical engineers	61,220	5.1	2,095	61,220	5.1	2,095	-	-	-
Engineers, n.e.c.	59,009	4.8	2,097	61,736	3.0	2,100	-	-	-
Mathematical and computer scientists	61,445	8.4	2,167	63,875	8.6	2,179	43,338	3.3	2,080
Computer systems analysts and scientists	65,765	8.5	2,190	69,711	8.0	2,209	43,338	3.3	2,080
Operations and systems researchers and analysts	44,437	10.5	2,083	44,437	10.5	2,083	-	-	-
Natural scientists	45,919	7.6	2,111	48,085	8.0	2,128	41,756	12.3	2,080
Physical scientists, n.e.c.	62,026	8.3	2,080	-	-	-	-	-	-
Health related	56,156	5.4	2,044	57,586	7.1	2,049	52,294	4.1	2,029
Registered nurses	51,744	3.7	2,036	50,803	5.1	2,046	53,972	3.7	2,013
Teachers, college and university	58,188	7.7	1,641	52,566	9.0	1,689	-	-	-
Teachers, except college and university	44,636	2.8	1,461	30,624	11.5	1,843	45,847	1.9	1,428
Prekindergarten and kindergarten	42,247	20.8	1,548	-	-	-	-	-	-
Elementary school teachers ...	45,077	1.3	1,421	33,750	11.1	1,451	45,686	1.1	1,419
Secondary school teachers ...	46,999	1.9	1,426	53,899	8.7	1,538	46,906	1.9	1,424
Teachers, special education ...	47,480	8.5	1,471	-	-	-	-	-	-
Teachers, n.e.c.	38,632	5.9	1,477	-	-	-	-	-	-
Librarians, archivists, and curators	55,342	13.6	1,854	-	-	-	51,543	22.4	1,816
Librarians	55,342	13.6	1,854	-	-	-	51,543	22.4	1,816
Social scientists and urban planners	50,183	3.3	2,080	-	-	-	-	-	-
Social, recreation, and religious workers	41,506	9.9	2,083	34,452	15.9	2,083	47,501	3.5	2,083
Social workers	40,640	10.1	2,081	-	-	-	47,501	3.5	2,083
Lawyers and judges	93,407	13.4	2,889	-	-	-	-	-	-
Lawyers	93,407	13.4	2,889	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	55,403	9.8	2,080	57,025	11.5	2,080	-	-	-
Professional, n.e.c.	59,343	12.6	2,080	-	-	-	-	-	-
Technical	47,228	10.5	1,937	48,441	11.6	1,916	38,921	3.8	2,080
Clinical laboratory technologists and technicians	38,113	5.4	2,080	38,657	5.5	2,080	-	-	-
Licensed practical nurses	31,108	3.4	2,061	31,108	3.4	2,061	-	-	-
Health technologists and technicians, n.e.c.	31,214	5.9	2,076	31,698	6.2	2,076	-	-	-
Electrical and electronic technicians	37,155	6.1	2,133	-	-	-	-	-	-
Engineering technicians, n.e.c.	42,317	2.0	2,085	42,539	2.7	2,087	-	-	-
Drafters	39,123	.4	2,080	-	-	-	-	-	-
Computer programmers	44,962	4.3	2,101	44,783	4.4	2,103	-	-	-
Legal assistants	45,438	5.5	2,029	45,662	5.9	2,024	-	-	-
Technical and related, n.e.c. ...	49,196	18.3	2,068	-	-	-	33,767	2.7	2,080
Executive, administrative, and managerial	62,125	3.4	2,110	62,812	3.9	2,130	59,465	6.8	2,030

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 2000 — 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									
Executives, administrators, and managers	\$73,432	4.8	2,132	\$75,268	5.8	2,172	\$66,948	6.6	1,991
Administrators and officials, public administration	53,118	7.2	2,080	—	—	—	53,118	7.2	2,080
Financial managers	82,730	5.5	2,202	82,820	5.6	2,204	—	—	—
Managers, marketing, advertising, and public relations	90,285	12.1	2,142	90,285	12.1	2,142	—	—	—
Administrators, education and related fields	69,473	7.2	1,947	—	—	—	71,777	6.5	1,941
Managers, medicine and health	60,083	8.7	2,107	60,148	9.4	2,109	—	—	—
Managers, service organizations, n.e.c.	53,363	14.1	2,080	51,956	16.3	2,080	—	—	—
Managers and administrators, n.e.c.	76,368	9.7	2,207	76,564	9.9	2,210	—	—	—
Management related	49,566	4.6	2,085	49,530	5.6	2,086	49,723	2.9	2,080
Accountants and auditors	50,340	12.0	2,050	51,355	12.8	2,046	42,764	3.3	2,080
Other financial officers	48,802	7.4	2,080	47,249	10.0	2,080	—	—	—
Management analysts	46,161	6.8	2,080	42,520	7.2	2,080	—	—	—
Personnel, training, and labor relations specialists	45,168	9.0	2,072	44,859	10.3	2,071	—	—	—
Purchasing agents and buyers, n.e.c.	44,674	14.3	2,080	—	—	—	—	—	—
Management related, n.e.c.	49,788	6.0	2,120	48,741	7.1	2,130	—	—	—
Sales	47,969	14.5	2,100	48,004	14.6	2,100	—	—	—
Supervisors, sales	54,015	18.3	2,160	54,015	18.3	2,160	—	—	—
Sales, other business services	35,532	9.3	2,096	35,532	9.3	2,096	—	—	—
Sales representatives, mining, manufacturing, and wholesale	80,640	17.6	2,135	80,640	17.6	2,135	—	—	—
Sales workers, other commodities	25,037	7.6	2,080	25,037	7.6	2,080	—	—	—
Administrative support, including clerical	30,363	2.4	2,046	30,891	2.9	2,072	28,516	3.6	1,953
Secretaries	31,607	3.3	2,060	31,763	4.5	2,050	31,303	4.3	2,080
Receptionists	24,326	2.8	2,066	24,288	2.9	2,065	—	—	—
Records clerks, n.e.c.	33,390	11.2	2,030	33,783	11.8	2,024	—	—	—
Bookkeepers, accounting and auditing clerks	30,337	5.6	2,073	28,258	6.5	2,079	36,961	4.8	2,056
Dispatchers	56,900	16.1	2,094	—	—	—	—	—	—
Production coordinators	31,465	6.8	2,091	31,465	6.8	2,091	—	—	—
Traffic, shipping and receiving clerks	27,976	6.4	2,080	27,976	6.4	2,080	—	—	—
Stock and inventory clerks	27,771	5.0	2,080	27,771	5.0	2,080	—	—	—
Insurance adjusters, examiners, and investigators	31,522	7.6	2,040	31,522	7.6	2,040	—	—	—
Investigators and adjusters, except insurance	28,687	4.4	2,080	28,541	4.5	2,080	—	—	—
General office clerks	27,693	3.5	2,059	26,106	4.6	2,078	29,818	3.5	2,033
Administrative support, n.e.c.	27,258	4.4	2,054	26,698	5.1	2,057	29,271	6.3	2,044
Blue collar	34,031	2.8	2,069	33,718	3.1	2,075	37,501	1.8	2,008
Precision production, craft, and repair	39,179	3.9	2,076	39,149	4.5	2,081	39,375	2.3	2,039

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 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Heavy equipment mechanics	\$40,412	2.1	2,080	—	—	—	—	—	—
Industrial machinery repairers	39,938	4.3	2,080	\$39,938	4.3	2,080	—	—	—
Mechanics and repairers, n.e.c.	37,831	4.9	2,080	37,831	4.9	2,080	—	—	—
Carpenters	41,600	6.1	2,080	43,226	10.2	2,080	—	—	—
Plumbers, pipefitters and steamfitters	49,210	2.0	2,066	49,207	2.1	2,065	—	—	—
Supervisors, production	52,379	9.1	2,157	52,379	9.1	2,157	—	—	—
Tool and die makers	47,454	2.9	2,080	47,454	2.9	2,080	—	—	—
Machinists	37,605	8.6	2,080	37,071	8.6	2,080	—	—	—
Electrical and electronic equipment assemblers	21,316	8.0	2,080	21,316	8.0	2,080	—	—	—
Miscellaneous precision workers, n.e.c.	35,445	8.4	2,080	35,445	8.4	2,080	—	—	—
Inspectors, testers, and graders	42,807	22.6	2,080	42,807	22.6	2,080	—	—	—
Machine operators, assemblers, and inspectors	30,982	3.2	2,069	30,982	3.2	2,069	—	—	—
Punching and stamping press operators	28,019	7.0	2,075	28,019	7.0	2,075	—	—	—
Numerical control machine operators	33,404	13.5	2,080	33,404	13.5	2,080	—	—	—
Fabricating machine operators, n.e.c.	28,593	7.9	2,080	28,593	7.9	2,080	—	—	—
Printing press operators	36,561	15.4	1,941	36,561	15.4	1,941	—	—	—
Slicing and cutting machine operators	33,359	2.9	2,070	33,359	2.9	2,070	—	—	—
Miscellaneous machine operators, n.e.c.	28,469	9.8	2,076	28,469	9.8	2,076	—	—	—
Welders and cutters	35,627	5.1	2,080	35,627	5.1	2,080	—	—	—
Assemblers	33,542	3.1	2,080	33,542	3.1	2,080	—	—	—
Production inspectors, checkers and examiners ...	28,629	6.7	2,073	28,629	6.7	2,073	—	—	—
Transportation and material moving	34,267	10.0	2,055	34,771	10.7	2,082	—	—	—
Truck drivers	47,632	10.4	2,424	48,682	10.2	2,451	—	—	—
Industrial truck and tractor equipment operators	30,276	3.9	2,080	30,276	3.9	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	35,221	6.0	2,080	35,221	6.0	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	26,968	4.8	2,067	25,503	4.5	2,065	\$37,841	2.8	2,080
Production helpers	25,557	7.9	2,063	25,557	7.9	2,063	—	—	—
Stock handlers and baggers ...	31,080	6.2	2,087	31,080	6.2	2,087	—	—	—
Machine feeders and offbearers	25,209	14.4	2,080	25,209	14.4	2,080	—	—	—
Laborers, except construction, n.e.c.	22,047	4.7	2,038	21,251	3.6	2,036	—	—	—
Service	25,684	3.8	2,002	21,495	2.6	1,992	35,840	5.2	2,025
Protective service	40,594	5.3	2,133	30,555	9.1	2,080	42,393	5.8	2,142
Police and detectives, public service	48,495	3.0	2,111	—	—	—	48,334	3.3	2,113
Sheriffs, bailiffs, and other law enforcement officers	40,975	5.1	2,080	—	—	—	40,975	5.1	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — 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									
Correctional institution officers	\$34,275	13.2	2,080	—	—	—	\$34,275	13.2	2,080
Food service	19,406	5.0	2,004	\$19,411	5.2	2,016	—	—	—
Waiters, waitresses, and bartenders	13,635	9.0	1,996	13,635	9.0	1,996	—	—	—
Waiters and waitresses	9,936	3.7	1,929	9,936	3.7	1,929	—	—	—
Other food service	21,060	5.5	2,006	21,169	5.8	2,022	—	—	—
Cooks	22,257	5.8	2,041	22,144	5.9	2,041	—	—	—
Food preparation, n.e.c.	18,205	6.8	1,956	18,181	7.2	1,984	—	—	—
Health service	22,498	3.4	2,030	22,339	3.5	2,034	—	—	—
Health aides, except nursing ..	23,962	4.2	2,061	23,962	4.2	2,061	—	—	—
Nursing aides, orderlies and attendants	22,202	3.9	2,024	21,992	4.0	2,029	—	—	—
Cleaning and building service	25,752	4.4	2,050	22,673	4.0	2,056	31,923	5.7	2,036
Supervisors, cleaning and building service workers ...	32,872	8.5	2,078	31,942	8.8	2,080	—	—	—
Maids and housemen	19,286	7.0	2,037	19,306	7.1	2,036	—	—	—
Janitors and cleaners	26,633	4.9	2,051	23,066	4.7	2,061	31,846	5.8	2,036
Personal service	20,225	3.5	1,681	20,868	4.1	1,753	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

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	\$19.10	2.1	\$18.40	2.6	\$22.16	2.7
All excluding sales	19.15	2.1	18.41	2.6	22.17	2.7
White collar	22.49	2.5	22.06	3.1	23.95	3.1
1	8.60	2.5	8.56	2.5	—	—
2	10.75	3.3	10.06	3.6	11.90	4.4
3	11.87	2.2	11.50	2.4	13.63	3.9
4	13.16	1.7	12.82	1.7	14.73	3.8
5	15.14	2.4	15.01	2.7	15.93	2.8
6	18.30	3.8	18.52	4.8	17.50	2.9
7	20.81	3.3	20.88	4.1	20.51	1.6
8	24.01	4.9	21.13	2.2	27.78	6.2
9	27.73	3.0	26.50	4.7	29.79	2.7
10	27.57	3.9	27.76	4.2	25.50	5.3
11	31.65	2.4	31.43	2.0	32.50	7.9
12	38.23	7.3	38.39	8.6	37.34	3.5
13	52.63	15.3	53.96	18.8	47.59	1.8
14	60.00	12.7	60.65	13.1	—	—
Not able to be leveled	22.30	11.2	23.18	13.1	—	—
White collar excluding sales	22.93	2.5	22.58	3.2	23.97	3.1
1	9.83	4.6	9.74	4.9	—	—
2	11.34	3.1	10.82	3.8	11.91	4.5
3	12.09	2.2	11.74	2.5	13.63	3.9
4	13.52	1.6	13.21	1.5	14.73	3.8
5	15.48	1.7	15.39	1.9	15.93	2.8
6	17.51	2.1	17.51	2.6	17.50	2.9
7	20.17	1.8	20.08	2.3	20.51	1.6
8	24.24	5.0	21.25	2.3	27.78	6.2
9	26.91	1.9	25.06	2.2	29.79	2.7
10	26.58	3.8	26.69	4.2	25.50	5.3
11	31.43	2.3	31.14	1.9	32.50	7.9
12	38.05	7.7	38.19	9.0	37.34	3.5
13	52.63	15.3	53.96	18.8	47.59	1.8
14	60.00	12.7	60.65	13.1	—	—
Not able to be leveled	22.52	11.3	23.50	13.1	—	—
Professional specialty and technical	26.78	3.1	26.33	4.4	27.80	2.8
Professional specialty	27.92	2.2	27.31	3.2	28.99	2.9
5	14.87	6.9	14.07	7.4	—	—
6	16.99	8.0	17.00	8.4	—	—
7	21.20	2.6	21.49	3.6	20.49	2.0
8	27.87	5.5	22.44	6.2	29.50	5.0
9	28.44	2.1	25.73	2.1	31.08	2.8
10	27.02	2.9	27.35	3.0	24.84	6.2
11	30.58	3.1	30.80	3.0	29.64	9.3
12	34.30	6.8	33.75	8.0	37.25	5.4
13	45.26	6.0	43.99	8.0	—	—
Not able to be leveled	19.71	8.6	20.10	13.6	—	—
Engineers, architects, and surveyors	28.93	3.1	29.38	2.4	—	—
7	22.29	4.9	—	—	—	—
9	25.19	3.3	25.19	3.3	—	—
10	25.75	4.8	25.75	4.8	—	—
11	30.65	3.0	30.65	3.0	—	—
12	35.75	3.3	35.15	3.0	—	—
Mechanical engineers	29.23	5.3	29.23	5.3	—	—
Engineers, n.e.c.	28.13	4.9	29.39	3.4	—	—
Mathematical and computer scientists	28.35	6.6	29.32	6.6	20.84	3.3
7	20.73	2.7	21.18	3.7	—	—
9	26.71	4.1	26.56	4.2	—	—
10	28.74	1.8	29.09	1.9	—	—
11	32.24	3.4	32.24	3.4	—	—
12	39.95	9.3	39.95	9.3	—	—
Computer systems analysts and scientists	30.04	6.4	31.56	5.7	20.84	3.3
7	20.60	2.6	—	—	—	—
9	26.67	4.4	26.51	4.6	—	—
10	28.52	1.8	—	—	—	—

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 2000 — 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						
Mathematical and computer scientists —Continued						
Computer systems analysts and scientists —Continued						
11	\$32.77	3.1	\$32.77	3.1	—	—
Operations and systems researchers and analysts						
.....	21.33	10.3	21.33	10.3	—	—
Natural scientists	21.75	7.8	22.60	8.7	\$20.08	12.3
Physical scientists, n.e.c.	29.82	8.3	—	—	—	—
Health related						
7	26.50	4.0	26.62	4.9	26.05	3.9
8	24.08	2.8	24.38	3.0	22.71	5.0
9	22.29	3.0	—	—	—	—
Registered nurses	26.01	2.6	25.74	2.9	27.08	5.2
7	25.05	2.4	24.52	2.9	27.04	3.7
8	24.16	2.6	24.26	2.8	23.53	6.3
9	22.73	2.9	—	—	—	—
9	25.02	2.2	24.32	1.9	—	—
Teachers, college and university						
.....	35.01	7.7	30.40	9.1	36.89	9.4
Art, drama, and music teachers						
.....	40.43	10.5	—	—	—	—
Teachers, except college and university						
7	30.06	3.3	17.29	10.9	31.75	2.4
8	17.68	10.1	16.29	8.6	—	—
8	31.22	3.5	—	—	31.34	3.5
9	32.85	3.7	28.48	10.2	32.92	3.8
Prekindergarten and kindergarten						
.....	26.31	20.4	—	—	—	—
Elementary school teachers						
5	31.71	1.7	23.31	11.3	32.19	1.4
8	21.23	9.8	21.23	9.8	—	—
9	32.29	1.4	—	—	—	—
9	31.84	2.2	28.82	13.5	—	—
Secondary school teachers						
9	32.94	1.4	33.10	7.4	32.94	1.4
9	33.79	2.6	—	—	33.88	2.6
Teachers, special education						
.....	31.36	10.0	—	—	—	—
Teachers, n.e.c.						
.....	25.37	8.9	16.67	8.2	—	—
Librarians, archivists, and curators						
.....	28.65	13.8	—	—	27.89	21.9
Librarians						
.....	28.65	13.8	—	—	27.89	21.9
Social scientists and urban planners						
.....	23.31	5.1	23.51	5.5	—	—
Social, recreation, and religious workers						
9	19.64	9.1	16.32	14.5	22.45	3.5
9	22.55	4.9	—	—	23.29	4.4
Social workers						
9	19.30	9.4	14.95	12.3	22.67	3.4
9	22.51	5.2	—	—	23.29	4.4
Lawyers and judges						
.....	31.62	12.1	30.89	14.5	—	—
Lawyers						
.....	31.62	12.1	30.89	14.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
.....	25.91	9.5	27.14	11.2	—	—
Not able to be leveled						
.....	16.43	13.5	—	—	—	—
Professional, n.e.c.						
.....	28.53	12.6	—	—	—	—
Technical						
4	23.47	11.6	24.23	13.0	18.74	3.6
5	14.23	4.0	14.31	4.1	—	—
6	16.02	2.4	16.09	2.6	15.42	4.1
7	18.53	3.5	18.15	4.6	19.56	4.4
8	19.84	2.5	19.39	3.1	—	—
9	21.28	2.6	21.72	1.8	—	—
9	24.14	6.8	24.35	7.5	—	—
Clinical laboratory technologists and technicians						
.....	18.79	5.4	19.02	5.5	—	—
Licensed practical nurses						
5	15.77	3.9	15.21	2.5	—	—
6	14.41	2.0	14.37	1.9	—	—
6	17.73	6.5	16.31	2.5	—	—
Health technologists and technicians, n.e.c.						
4	15.38	5.3	15.58	5.7	13.29	5.6
4	12.97	7.8	—	—	—	—
5	17.51	3.1	18.03	2.2	—	—
Electrical and electronic technicians						
.....	17.42	6.5	—	—	—	—
Engineering technicians, n.e.c.						
.....	20.30	2.0	20.38	2.7	—	—
.....	18.81	.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 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Computer programmers	\$21.40	3.8	\$21.30	3.8	—	—
Legal assistants	22.39	6.8	22.56	7.2	—	—
Technical and related, n.e.c.	23.75	18.1	—	—	\$16.23	2.7
Executive, administrative, and managerial						
5	29.36	3.3	29.45	3.8	29.01	5.6
6	17.17	5.4	16.75	7.3	—	—
7	18.13	7.3	—	—	—	—
8	18.87	2.0	18.60	2.2	20.72	2.9
9	20.15	5.2	18.88	5.4	—	—
10	24.78	3.5	24.59	4.6	25.36	2.2
11	24.21	4.8	23.92	5.0	—	—
12	31.95	3.5	31.03	2.2	34.79	10.5
13	38.10	4.5	38.22	5.3	—	—
14	43.55	3.1	42.92	3.3	—	—
Executives, administrators, and managers	66.60	15.2	66.60	15.2	—	—
7	34.36	4.6	34.55	5.6	33.62	6.1
8	20.03	4.9	—	—	—	—
9	19.51	6.6	19.19	7.0	—	—
10	25.58	5.2	25.81	6.9	24.97	5.5
11	24.19	6.8	—	—	—	—
12	33.16	4.5	32.11	2.9	35.48	11.5
13	36.53	2.4	36.26	3.1	—	—
14	43.55	3.1	42.92	3.3	—	—
Administrators and officials, public administration	66.60	15.2	66.60	15.2	—	—
Financial managers	25.54	7.2	—	—	25.54	7.2
Managers, marketing, advertising, and public relations	37.56	6.5	37.58	6.5	—	—
Administrators, education and related fields	42.16	9.8	42.16	9.8	—	—
11	35.06	7.6	16.95	6.4	36.97	7.2
Managers, medicine and health	38.08	13.7	—	—	—	—
Managers, service organizations, n.e.c.	28.52	8.8	28.51	9.6	—	—
Managers and administrators, n.e.c.	25.66	14.1	24.98	16.3	—	—
8	34.60	9.5	34.64	9.7	—	—
9	21.98	7.7	21.74	8.7	—	—
11	27.09	8.6	27.09	8.6	—	—
13	33.97	3.9	33.97	3.9	—	—
Management related	43.12	5.8	43.12	5.8	—	—
5	23.71	4.9	23.75	6.0	23.58	3.4
7	16.75	5.8	16.13	8.3	—	—
8	18.63	2.2	18.33	2.4	—	—
9	20.76	6.8	—	—	—	—
11	24.32	4.7	23.90	6.3	25.62	1.2
Accountants and auditors	29.42	2.4	29.34	2.7	—	—
7	24.56	13.4	25.10	14.2	20.56	3.3
9	18.64	2.7	—	—	—	—
Other financial officers	25.48	10.2	25.49	10.3	—	—
Management analysts	23.46	7.4	22.72	10.0	—	—
9	22.19	6.8	20.44	7.2	—	—
Personnel, training, and labor relations specialists	23.49	5.7	—	—	—	—
Purchasing agents and buyers, n.e.c.	21.77	8.9	21.66	10.2	—	—
Management related, n.e.c.	21.48	14.3	—	—	—	—
7	23.13	5.5	22.89	6.2	23.86	10.6
9	19.17	5.4	—	—	—	—
9	23.44	6.9	23.66	8.0	—	—
Sales						
1	18.23	12.6	18.26	12.6	—	—
2	8.16	2.5	8.16	2.5	—	—
3	8.71	3.5	8.62	3.5	—	—
4	9.57	2.4	9.57	2.4	—	—
4	10.62	5.2	10.62	5.2	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
5	\$12.70	10.7	\$12.67	10.8	—	—
6	26.28	23.8	26.28	23.8	—	—
7	29.25	21.8	29.25	21.8	—	—
8	19.92	7.6	19.92	7.6	—	—
9	44.93	25.8	44.93	25.8	—	—
Supervisors, sales	25.00	16.9	25.00	16.9	—	—
Sales, other business services	16.95	9.1	16.95	9.1	—	—
Sales representatives, mining, manufacturing, and wholesale	37.77	16.4	37.77	16.4	—	—
Sales workers, other commodities	11.10	7.2	11.10	7.2	—	—
Cashiers	8.68	2.5	8.59	2.5	—	—
1	8.07	4.2	8.07	4.2	—	—
2	8.50	3.6	8.37	3.5	—	—
3	9.78	3.0	9.78	3.0	—	—
Administrative support, including clerical	14.55	2.1	14.60	2.6	\$14.35	2.6
1	9.83	4.6	9.74	4.9	—	—
2	11.34	3.1	10.82	3.8	11.92	4.5
3	12.05	2.3	11.67	2.5	13.63	3.9
4	13.41	1.7	13.01	1.5	14.79	3.8
5	15.15	2.3	15.11	2.5	15.38	4.6
6	17.23	2.4	17.40	3.0	16.79	3.2
7	19.29	4.2	19.34	4.4	—	—
8	21.49	6.3	21.49	6.3	—	—
Secretaries	15.21	3.3	15.28	4.4	15.05	4.3
3	13.38	2.4	—	—	—	—
4	13.77	3.5	13.40	3.3	14.20	5.6
5	15.86	4.5	15.55	6.5	—	—
6	16.73	9.1	—	—	—	—
Typists	11.88	7.0	—	—	—	—
Receptionists	11.87	3.1	11.86	3.1	—	—
3	11.90	4.1	11.87	4.2	—	—
4	11.99	3.6	11.99	3.6	—	—
Order clerks						
4	13.20	3.2	13.20	3.2	—	—
Personnel clerks, except payroll and timekeeping	15.63	17.4	—	—	—	—
Library clerks	11.75	3.2	—	—	11.75	3.2
Records clerks, n.e.c.	16.42	11.7	16.66	12.2	—	—
Bookkeepers, accounting and auditing clerks	14.13	5.7	13.09	6.3	17.98	5.6
3	11.52	2.9	11.52	2.9	—	—
4	12.94	4.9	12.67	5.1	—	—
Dispatchers	27.17	16.6	—	—	—	—
Production coordinators	15.05	6.8	15.05	6.8	—	—
Traffic, shipping and receiving clerks	12.95	6.7	12.95	6.7	—	—
Stock and inventory clerks	13.34	5.0	13.35	5.0	—	—
Insurance adjusters, examiners, and investigators	15.45	8.8	15.45	8.8	—	—
Investigators and adjusters, except insurance	13.76	4.4	13.69	4.5	—	—
4	13.55	5.6	13.55	5.6	—	—
General office clerks	13.23	3.4	12.37	4.2	14.51	3.9
2	12.20	6.3	—	—	—	—
3	12.15	4.8	11.53	5.6	13.77	5.1
4	14.44	6.8	12.01	4.5	16.35	5.1
5	16.37	4.3	16.55	5.1	—	—
Data entry keyers	13.98	5.0	13.98	5.0	—	—
Teachers' aides	12.08	2.6	—	—	12.26	2.5
Administrative support, n.e.c.	13.37	4.0	13.14	4.8	14.17	5.2
3	11.69	5.4	—	—	—	—
4	13.27	3.3	13.21	4.0	—	—
Blue collar	16.01	2.6	15.80	2.8	18.50	2.0
1	9.53	4.1	9.53	4.1	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — 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						
2	\$12.12	4.1	\$12.01	4.1	—	—
3	13.92	4.1	13.79	4.3	—	—
4	14.89	3.6	14.91	3.7	—	—
5	18.27	4.7	18.07	5.8	\$19.26	2.6
6	17.93	2.8	17.99	3.0	—	—
7	20.81	2.5	21.10	2.8	19.35	2.8
8	21.12	4.9	21.03	5.3	—	—
Precision production, craft, and repair	18.85	4.0	18.78	4.6	19.31	2.3
1	9.06	10.5	9.06	10.5	—	—
2	11.53	6.6	11.53	6.6	—	—
4	15.05	7.9	15.05	7.9	—	—
5	19.68	7.9	19.64	10.0	19.82	3.9
6	17.34	3.3	17.39	3.7	—	—
7	21.08	2.6	21.51	2.7	19.36	2.9
8	21.85	3.0	21.81	3.3	—	—
Heavy equipment mechanics	19.43	2.1	—	—	—	—
Industrial machinery repairers	19.20	4.3	19.20	4.3	—	—
Mechanics and repairers, n.e.c.	18.19	4.9	18.19	4.9	—	—
Carpenters	20.00	6.1	20.78	10.2	—	—
Plumbers, pipefitters and steamfitters	23.82	2.0	23.83	2.1	—	—
7	24.08	2.5	24.08	2.5	—	—
Supervisors, production	24.28	6.4	24.28	6.4	—	—
Tool and die makers	22.81	2.9	22.81	2.9	—	—
Machinists	18.08	8.6	17.82	8.6	—	—
Electrical and electronic equipment assemblers ..	10.18	8.1	10.18	8.1	—	—
Miscellaneous precision workers, n.e.c.	17.04	8.4	17.04	8.4	—	—
Inspectors, testers, and graders	20.58	22.6	20.58	22.6	—	—
Machine operators, assemblers, and inspectors	14.90	3.2	14.90	3.2	—	—
1	10.54	8.7	10.54	8.7	—	—
2	12.06	5.8	12.05	5.8	—	—
3	15.58	5.0	15.58	5.0	—	—
4	14.61	4.6	14.61	4.6	—	—
5	15.68	2.6	15.68	2.6	—	—
6	17.48	4.7	17.48	4.7	—	—
7	19.38	5.7	19.38	5.7	—	—
Punching and stamping press operators	13.33	7.5	13.33	7.5	—	—
Numerical control machine operators	16.06	13.5	16.06	13.5	—	—
Fabricating machine operators, n.e.c.	13.75	7.9	13.75	7.9	—	—
Printing press operators	18.84	13.5	18.84	13.5	—	—
Slicing and cutting machine operators	16.12	2.4	16.12	2.4	—	—
Miscellaneous machine operators, n.e.c.	13.65	9.7	13.65	9.7	—	—
3	13.02	9.5	13.02	9.5	—	—
Welders and cutters	17.13	5.1	17.13	5.1	—	—
5	16.28	4.8	16.28	4.8	—	—
Assemblers	16.13	3.1	16.13	3.1	—	—
3	18.61	5.7	18.61	5.7	—	—
4	13.81	3.6	13.81	3.6	—	—
Production inspectors, checkers and examiners ..	13.81	6.8	13.81	6.8	—	—
Transportation and material moving	16.25	7.1	16.30	7.7	15.70	4.1
2	14.18	10.2	—	—	—	—
3	14.10	3.8	13.33	3.9	—	—
4	16.37	6.0	16.53	6.0	—	—
5	19.14	8.2	19.31	7.9	—	—
6	19.66	7.6	19.66	7.6	—	—
Truck drivers	19.21	6.7	19.38	6.7	—	—
4	18.02	8.3	18.02	8.3	—	—
Bus drivers	13.32	10.0	—	—	—	—
Industrial truck and tractor equipment operators ..	14.56	3.9	14.56	3.9	—	—
4	14.86	9.1	14.86	9.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.85	6.0	16.85	6.0	—	—

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 2000 — 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	\$12.05	4.1	\$11.43	3.7	\$18.19	2.8
1	9.52	4.3	9.52	4.3	—	—
2	11.14	9.3	11.13	9.3	—	—
3	13.56	6.0	13.45	6.2	—	—
4	13.30	7.3	13.12	7.7	—	—
5	17.98	4.9	—	—	18.82	1.3
Production helpers	12.39	7.6	12.39	7.6	—	—
Stock handlers and baggers	12.87	4.8	12.87	4.8	—	—
1	10.51	8.2	10.51	8.2	—	—
3	15.40	4.4	15.40	4.4	—	—
Machine feeders and offbearers	12.12	14.4	12.12	14.4	—	—
Freight, stock, and material handlers, n.e.c.	14.38	14.5	14.38	14.5	—	—
Laborers, except construction, n.e.c.	9.98	3.1	9.68	2.7	—	—
1	8.64	3.2	8.64	3.2	—	—
2	10.19	8.9	—	—	—	—
3	11.19	4.2	10.94	3.3	—	—
Service	11.24	3.1	9.69	2.4	16.96	4.4
1	8.31	3.1	8.22	3.3	10.18	2.2
2	9.70	5.1	9.02	4.5	13.32	5.5
3	10.46	5.5	9.73	6.6	13.40	4.7
4	11.90	4.7	11.47	4.1	14.42	10.1
5	14.22	9.9	11.95	9.2	18.77	7.2
6	16.39	5.8	16.16	4.8	—	—
7	20.14	3.7	—	—	20.44	3.9
8	22.06	7.9	—	—	23.38	5.5
Protective service	18.73	5.2	14.51	9.0	19.46	5.6
7	20.44	3.9	—	—	20.44	3.9
8	23.40	5.5	—	—	23.40	5.5
Firefighting	17.79	11.1	—	—	17.79	11.1
Police and detectives, public service	22.97	3.6	—	—	22.87	3.8
Sheriffs, bailiffs, and other law enforcement officers	19.04	6.0	—	—	19.04	6.0
Correctional institution officers	16.48	13.2	—	—	16.48	13.2
Food service	8.50	2.8	8.38	2.9	11.38	5.8
1	7.71	4.0	7.54	4.2	—	—
2	8.16	5.2	7.91	4.7	—	—
3	8.24	4.3	8.19	4.3	—	—
4	10.83	5.5	10.83	5.6	—	—
Waiters, waitresses, and bartenders	6.38	4.5	6.38	4.5	—	—
1	5.80	7.5	5.80	7.5	—	—
2	5.81	8.4	5.81	8.4	—	—
3	7.17	7.6	7.17	7.6	—	—
Bartenders	6.89	6.3	6.89	6.3	—	—
Waiters and waitresses	5.31	5.3	5.31	5.3	—	—
1	4.87	4.6	4.87	4.6	—	—
2	5.15	.0	5.15	.0	—	—
Waiters/Waitresses' assistants	8.76	1.8	8.76	1.8	—	—
Other food service	9.11	3.9	8.98	4.0	11.38	5.8
1	8.09	4.1	7.91	4.2	—	—
2	8.87	7.5	8.58	6.9	—	—
3	9.02	3.9	8.93	3.6	—	—
4	11.32	4.5	11.33	4.6	—	—
Cooks	10.48	4.4	10.43	4.4	—	—
3	9.54	3.6	9.34	2.8	—	—
4	11.26	5.6	11.28	5.8	—	—
Food counter, fountain, and related	8.17	16.4	8.17	16.4	—	—
Kitchen workers, food preparation	8.33	7.2	8.23	7.3	—	—
1	8.30	9.1	—	—	—	—
Food preparation, n.e.c.	8.37	4.0	8.11	3.8	11.36	7.1
1	8.22	5.3	8.00	5.7	—	—
Health service	10.52	2.7	10.47	2.8	11.35	6.2

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — 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						
2	\$10.94	6.7	\$10.96	7.1	—	—
3	9.85	3.6	9.58	3.4	—	—
4	10.90	5.3	10.90	5.3	—	—
Health aides, except nursing	11.22	4.6	11.20	4.9	—	—
Nursing aides, orderlies and attendants	10.41	2.8	10.35	2.9	\$11.33	6.7
2	10.74	8.2	10.76	8.7	—	—
3	9.84	3.9	9.57	3.6	—	—
4	10.90	5.3	10.90	5.3	—	—
Cleaning and building service	11.58	4.9	10.20	3.9	15.68	5.7
1	9.18	3.2	9.18	3.2	—	—
2	11.52	8.9	10.31	4.4	—	—
3	13.35	4.6	12.35	6.7	13.99	5.9
5	18.41	7.9	—	—	19.05	8.6
Supervisors, cleaning and building service workers	15.82	8.6	15.36	8.8	—	—
Maids and housemen	9.23	6.3	9.24	6.3	—	—
1	8.97	8.7	—	—	—	—
Janitors and cleaners	11.80	5.8	10.18	4.6	15.64	5.8
1	9.22	3.5	9.22	3.5	—	—
2	12.19	11.0	10.46	6.2	—	—
3	13.69	3.9	—	—	13.99	5.9
Personal service	11.79	7.7	11.25	9.0	14.21	13.0
1	7.91	1.1	7.91	1.1	—	—
2	9.00	14.9	7.35	5.6	—	—
3	12.38	23.2	12.48	26.7	—	—
4	11.28	3.5	—	—	—	—
Attendants, amusement, and recreation facilities	8.37	9.9	8.37	9.9	—	—
Welfare service aides	9.43	10.7	—	—	—	—
Early childhood teachers' assistants	14.35	14.8	—	—	—	—
Child care workers, n.e.c.	9.40	9.7	9.40	9.7	—	—
Service, n.e.c.	9.98	8.9	9.98	8.9	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.34	2.1	\$19.73	2.6	\$22.77	2.7
All excluding sales	20.22	2.1	19.55	2.6	22.78	2.7
White collar	23.46	2.6	23.12	3.3	24.53	3.2
1	9.71	5.1	9.60	5.5	—	—
2	11.29	3.8	10.71	4.4	11.93	5.5
3	11.93	2.5	11.48	2.5	14.01	3.9
4	13.33	1.7	12.98	1.6	14.82	4.0
5	15.03	2.6	14.85	3.0	16.06	2.4
6	18.30	4.0	18.58	4.9	17.22	2.6
7	20.61	3.6	20.62	4.5	20.55	1.6
8	24.14	5.0	21.22	2.3	27.98	6.2
9	27.90	3.2	26.64	5.0	29.87	2.6
10	27.64	4.0	27.85	4.3	25.50	5.3
11	31.63	2.4	31.45	2.0	32.31	8.0
12	38.26	7.3	38.42	8.6	37.34	3.5
13	52.72	15.4	54.09	19.0	47.59	1.8
14	60.00	12.7	60.65	13.1	—	—
Not able to be leveled	23.64	12.4	23.97	14.3	—	—
White collar excluding sales	23.50	2.6	23.15	3.4	24.54	3.2
1	10.39	5.4	—	—	—	—
2	11.33	3.8	10.76	4.7	11.93	5.5
3	12.07	2.6	11.62	2.6	14.01	3.9
4	13.58	1.7	13.26	1.5	14.82	4.0
5	15.40	1.8	15.26	2.1	16.07	2.4
6	17.48	2.1	17.55	2.6	17.22	2.6
7	19.88	1.7	19.69	2.1	20.55	1.6
8	24.39	5.1	21.36	2.3	27.98	6.2
9	27.04	2.0	25.09	2.4	29.87	2.6
10	26.65	3.9	26.77	4.2	25.50	5.3
11	31.41	2.3	31.17	1.9	32.31	8.0
12	38.08	7.7	38.22	9.1	37.34	3.5
13	52.72	15.4	54.09	19.0	47.59	1.8
14	60.00	12.7	60.65	13.1	—	—
Not able to be leveled	23.81	12.6	24.18	14.5	—	—
Professional specialty and technical	27.39	3.3	26.98	4.8	28.27	2.9
Professional specialty	28.38	2.3	27.76	3.5	29.42	2.9
5	14.99	7.2	14.17	8.1	—	—
6	16.95	8.4	16.93	8.7	—	—
7	20.85	2.8	20.99	4.0	20.56	2.0
8	28.29	5.4	22.80	6.6	29.83	4.8
9	28.81	2.2	25.94	2.5	31.20	2.6
10	27.15	2.9	27.50	3.0	24.84	6.2
11	30.52	3.1	30.86	3.0	29.10	9.6
12	34.34	6.8	33.79	8.1	37.25	5.4
13	45.29	6.1	44.00	8.3	—	—
Not able to be leveled	19.82	10.7	18.67	16.1	—	—
Engineers, architects, and surveyors	28.93	3.1	29.38	2.4	—	—
7	22.29	4.9	—	—	—	—
9	25.19	3.3	25.19	3.3	—	—
10	25.75	4.8	25.75	4.8	—	—
11	30.65	3.0	30.65	3.0	—	—
12	35.75	3.3	35.15	3.0	—	—
Mechanical engineers	29.23	5.3	29.23	5.3	—	—
Engineers, n.e.c.	28.13	4.9	29.39	3.4	—	—
Mathematical and computer scientists	28.35	6.6	29.32	6.6	20.84	3.3
7	20.73	2.7	21.18	3.7	—	—
9	26.71	4.1	26.56	4.2	—	—
10	28.74	1.8	29.09	1.9	—	—
11	32.24	3.4	32.24	3.4	—	—
12	39.95	9.3	39.95	9.3	—	—
Computer systems analysts and scientists	30.04	6.4	31.56	5.7	20.84	3.3
7	20.60	2.6	—	—	—	—
9	26.67	4.4	26.51	4.6	—	—

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 2000 — 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						
Mathematical and computer scientists —Continued						
Computer systems analysts and scientists —Continued						
10	\$28.52	1.8	—	—	—	—
11	32.77	3.1	\$32.77	3.1	—	—
Operations and systems researchers and analysts						
	21.33	10.3	21.33	10.3	—	—
Natural scientists	21.75	7.8	22.60	8.7	\$20.08	12.3
Physical scientists, n.e.c.	29.82	8.3	—	—	—	—
Health related						
7	27.48	5.3	28.10	7.0	25.78	4.1
9	23.85	3.6	24.44	4.1	22.66	5.5
Registered nurses	26.68	3.7	26.52	4.7	27.08	5.2
7	25.41	3.6	24.83	4.9	26.82	3.7
9	23.99	3.6	24.15	4.1	—	—
9	25.47	3.0	24.42	3.2	—	—
Teachers, college and university	35.47	7.7	31.13	9.3	—	—
Teachers, except college and university	30.55	3.2	16.62	12.2	32.10	2.3
7	16.25	10.2	16.25	10.2	—	—
8	31.36	3.3	—	—	31.48	3.2
9	33.05	3.3	28.24	11.0	33.12	3.4
Prekindergarten and kindergarten						
Elementary school teachers	27.29	22.2	—	—	—	—
5	31.72	1.7	23.26	11.2	32.19	1.4
9	21.23	9.8	21.23	9.8	—	—
9	31.84	2.2	—	—	—	—
Secondary school teachers						
9	32.97	1.4	35.04	10.3	32.94	1.4
9	33.81	2.6	—	—	33.88	2.6
Teachers, special education	32.29	9.4	—	—	—	—
Teachers, n.e.c.	26.16	9.7	—	—	—	—
Librarians, archivists, and curators						
Librarians	29.85	13.8	—	—	28.39	22.4
Librarians	29.85	13.8	—	—	28.39	22.4
Social scientists and urban planners						
Social, recreation, and religious workers	24.13	3.3	—	—	—	—
9	19.92	9.9	16.54	15.8	22.80	3.5
9	22.55	4.9	—	—	23.29	4.4
Social workers						
9	19.53	10.1	—	—	22.80	3.5
9	22.51	5.2	—	—	23.29	4.4
Lawyers and judges						
Lawyers	32.33	13.0	—	—	—	—
Lawyers	32.33	13.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
Professional, n.e.c.	26.64	9.8	27.42	11.5	—	—
Professional, n.e.c.	28.53	12.6	—	—	—	—
Technical						
4	24.38	12.6	25.28	14.0	18.71	3.8
4	14.31	4.7	14.40	4.8	—	—
5	15.51	2.7	15.53	3.0	15.37	4.8
6	18.36	3.7	18.28	4.7	—	—
7	19.57	2.3	18.96	2.5	—	—
8	21.28	2.6	21.72	1.8	—	—
9	24.14	6.8	24.35	7.5	—	—
Clinical laboratory technologists and technicians						
Licensed practical nurses	18.32	5.4	18.59	5.5	—	—
5	15.10	3.4	15.10	3.4	—	—
5	14.34	2.1	14.34	2.1	—	—
Health technologists and technicians, n.e.c.	15.04	5.9	15.27	6.1	—	—
Electrical and electronic technicians	17.42	6.5	—	—	—	—
Engineering technicians, n.e.c.	20.30	2.0	20.38	2.7	—	—
Drafters	18.81	.4	—	—	—	—
Computer programmers	21.40	3.8	21.30	3.8	—	—
Legal assistants	22.39	6.8	22.56	7.2	—	—
Technical and related, n.e.c.	23.79	18.1	—	—	16.23	2.7
Executive, administrative, and managerial						
5	29.45	3.3	29.49	3.8	29.30	5.9
5	17.04	6.3	16.76	7.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — 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						
6	\$18.15	7.3	–	–	–	–
7	18.87	2.0	\$18.60	2.2	\$20.72	2.9
8	20.34	5.0	19.11	5.5	–	–
9	24.78	3.5	24.59	4.6	25.36	2.2
10	24.21	4.8	23.92	5.0	–	–
11	31.95	3.5	31.03	2.2	34.79	10.5
12	38.10	4.5	38.22	5.3	–	–
13	43.55	3.1	42.92	3.3	–	–
14	66.60	15.2	66.60	15.2	–	–
Executives, administrators, and managers	34.44	4.6	34.66	5.6	33.62	6.1
7	20.03	4.9	–	–	–	–
8	19.87	6.7	19.56	7.1	–	–
9	25.58	5.2	25.81	6.9	24.97	5.5
10	24.19	6.8	–	–	–	–
11	33.16	4.5	32.11	2.9	35.48	11.5
12	36.53	2.4	36.26	3.1	–	–
13	43.55	3.1	42.92	3.3	–	–
14	66.60	15.2	66.60	15.2	–	–
Administrators and officials, public administration	25.54	7.2	–	–	25.54	7.2
Financial managers	37.56	6.5	37.58	6.5	–	–
Managers, marketing, advertising, and public relations	42.16	9.8	42.16	9.8	–	–
Administrators, education and related fields	35.68	7.5	–	–	36.97	7.2
11	38.08	13.7	–	–	–	–
Managers, medicine and health	28.52	8.8	28.51	9.6	–	–
Managers, service organizations, n.e.c.	25.66	14.1	24.98	16.3	–	–
Managers and administrators, n.e.c.	34.60	9.5	34.64	9.7	–	–
8	21.98	7.7	21.74	8.7	–	–
9	27.09	8.6	27.09	8.6	–	–
11	33.97	3.9	33.97	3.9	–	–
13	43.12	5.8	43.12	5.8	–	–
Management related	23.78	4.9	23.75	6.0	23.91	2.9
5	16.52	7.0	16.13	8.3	–	–
7	18.63	2.2	18.33	2.4	–	–
8	20.76	6.8	–	–	–	–
9	24.32	4.7	23.90	6.3	25.62	1.2
11	29.42	2.4	29.34	2.7	–	–
Accountants and auditors	24.56	13.4	25.10	14.2	20.56	3.3
7	18.64	2.7	–	–	–	–
9	25.48	10.2	25.49	10.3	–	–
Other financial officers	23.46	7.4	22.72	10.0	–	–
Management analysts	22.19	6.8	20.44	7.2	–	–
9	23.49	5.7	–	–	–	–
Personnel, training, and labor relations specialists	21.80	8.9	21.66	10.2	–	–
Purchasing agents and buyers, n.e.c.	21.48	14.3	–	–	–	–
Management related, n.e.c.	23.49	5.5	22.89	6.2	–	–
7	19.17	5.4	–	–	–	–
9	23.44	6.9	23.66	8.0	–	–
Sales	22.85	14.1	22.86	14.1	–	–
4	11.15	4.2	11.15	4.2	–	–
5	12.70	10.7	12.67	10.8	–	–
6	26.28	23.8	26.28	23.8	–	–
7	29.25	21.8	29.25	21.8	–	–
8	19.92	7.6	19.92	7.6	–	–
9	44.93	25.8	44.93	25.8	–	–
Supervisors, sales	25.00	16.9	25.00	16.9	–	–
Sales, other business services	16.95	9.1	16.95	9.1	–	–
Sales representatives, mining, manufacturing, and wholesale	37.77	16.4	37.77	16.4	–	–

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 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Sales workers, other commodities	\$12.04	7.6	\$12.04	7.6	—	—
4	11.19	5.0	11.19	5.0	—	—
Administrative support, including clerical	14.84	2.4	14.91	2.9	\$14.60	2.8
1	10.39	5.4	—	—	—	—
2	11.33	3.8	10.76	4.7	11.93	5.5
3	12.01	2.6	11.53	2.6	14.01	3.9
4	13.51	1.8	13.12	1.6	14.87	4.0
5	15.25	2.4	15.15	2.8	15.79	3.7
6	17.27	2.4	17.46	3.0	16.79	3.2
7	19.29	4.2	19.34	4.4	—	—
8	21.49	6.3	21.49	6.3	—	—
Secretaries	15.34	3.6	15.49	5.0	15.05	4.3
4	13.82	3.6	13.46	3.6	14.20	5.6
5	16.11	5.1	15.83	8.4	—	—
6	16.73	9.1	—	—	—	—
Receptionists	11.77	2.9	11.76	2.9	—	—
Order clerks						
4	13.20	3.2	13.20	3.2	—	—
Records clerks, n.e.c.	16.45	11.7	16.69	12.2	—	—
Bookkeepers, accounting and auditing clerks	14.63	5.8	13.59	6.5	17.98	5.6
3	11.52	3.0	11.52	3.0	—	—
4	14.10	4.6	13.85	4.7	—	—
Dispatchers	27.17	16.6	—	—	—	—
Production coordinators	15.05	6.8	15.05	6.8	—	—
Traffic, shipping and receiving clerks	13.45	6.4	13.45	6.4	—	—
Stock and inventory clerks	13.35	5.0	13.35	5.0	—	—
Insurance adjusters, examiners, and investigators	15.45	8.8	15.45	8.8	—	—
Investigators and adjusters, except insurance	13.79	4.4	13.72	4.5	—	—
4	13.55	5.6	13.55	5.6	—	—
General office clerks	13.45	3.6	12.56	4.6	14.66	3.9
2	12.60	5.5	—	—	—	—
3	12.14	5.1	11.45	5.9	—	—
4	14.53	6.9	12.01	4.8	16.39	5.1
5	16.37	4.3	16.55	5.1	—	—
Administrative support, n.e.c.	13.27	4.4	12.98	5.2	14.32	5.8
3	11.57	5.7	—	—	—	—
4	12.86	2.6	—	—	—	—
Blue collar	16.45	2.6	16.25	2.8	18.68	1.8
1	10.04	4.6	10.04	4.6	—	—
2	12.32	4.4	12.23	4.4	—	—
3	13.99	4.2	13.85	4.3	—	—
4	15.10	3.8	15.08	3.8	—	—
5	18.34	4.7	18.15	5.8	19.26	2.6
6	17.93	2.8	18.00	3.0	—	—
7	20.81	2.5	21.10	2.8	19.35	2.8
8	21.12	4.9	21.03	5.3	—	—
Precision production, craft, and repair	18.88	3.9	18.81	4.5	19.31	2.3
1	9.15	10.2	9.15	10.2	—	—
2	11.53	6.6	11.53	6.6	—	—
4	15.05	7.9	15.05	7.9	—	—
5	19.68	7.9	19.64	10.0	19.82	3.9
6	17.34	3.3	17.39	3.7	—	—
7	21.08	2.6	21.51	2.7	19.36	2.9
8	21.85	3.0	21.81	3.3	—	—
Heavy equipment mechanics	19.43	2.1	—	—	—	—
Industrial machinery repairers	19.20	4.3	19.20	4.3	—	—
Mechanics and repairers, n.e.c.	18.19	4.9	18.19	4.9	—	—

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 2000 —**
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						
Carpenters	\$20.00	6.1	\$20.78	10.2	—	—
Plumbers, pipefitters and steamfitters	23.82	2.0	23.83	2.1	—	—
7	24.08	2.5	24.08	2.5	—	—
Supervisors, production	24.28	6.4	24.28	6.4	—	—
Tool and die makers	22.81	2.9	22.81	2.9	—	—
Machinists	18.08	8.6	17.82	8.6	—	—
Electrical and electronic equipment assemblers ..	10.25	8.0	10.25	8.0	—	—
Miscellaneous precision workers, n.e.c.	17.04	8.4	17.04	8.4	—	—
Inspectors, testers, and graders	20.58	22.6	20.58	22.6	—	—
Machine operators, assemblers, and inspectors						
1	14.97	3.2	14.97	3.2	—	—
2	10.63	9.4	10.63	9.4	—	—
3	12.14	5.9	12.14	5.9	—	—
4	15.58	5.0	15.58	5.0	—	—
5	14.61	4.6	14.61	4.6	—	—
6	15.68	2.6	15.68	2.6	—	—
7	17.48	4.7	17.48	4.7	—	—
19.38	5.7	19.38	5.7	—	—	
Punching and stamping press operators	13.50	7.0	13.50	7.0	—	—
Numerical control machine operators	16.06	13.5	16.06	13.5	—	—
Fabricating machine operators, n.e.c.	13.75	7.9	13.75	7.9	—	—
Printing press operators	18.84	13.5	18.84	13.5	—	—
Slicing and cutting machine operators	16.12	2.4	16.12	2.4	—	—
Miscellaneous machine operators, n.e.c.	13.71	9.8	13.71	9.8	—	—
3	13.02	9.5	13.02	9.5	—	—
Welders and cutters	17.13	5.1	17.13	5.1	—	—
5	16.28	4.8	16.28	4.8	—	—
Assemblers	16.13	3.1	16.13	3.1	—	—
3	18.61	5.7	18.61	5.7	—	—
4	13.81	3.6	13.81	3.6	—	—
Production inspectors, checkers and examiners ..	13.81	6.8	13.81	6.8	—	—
Transportation and material moving						
2	16.67	6.7	16.70	7.2	—	—
3	14.16	10.9	—	—	—	—
4	14.37	3.8	—	—	—	—
5	16.97	6.5	16.97	6.5	—	—
6	19.14	8.2	19.31	7.9	—	—
19.66	7.6	19.66	7.6	—	—	
Truck drivers	19.65	5.7	19.86	5.6	—	—
4	18.60	8.7	18.60	8.7	—	—
Industrial truck and tractor equipment operators ..	14.56	3.9	14.56	3.9	—	—
4	14.86	9.1	14.86	9.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.93	6.0	16.93	6.0	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	13.05	4.7	12.35	4.3	\$18.19	2.8
2	10.41	4.6	10.41	4.6	—	—
3	11.79	11.1	11.79	11.2	—	—
4	13.64	6.2	13.53	6.4	—	—
5	14.06	7.9	13.90	8.4	—	—
18.98	1.4	—	—	18.82	1.3	
Production helpers	12.39	7.6	12.39	7.6	—	—
Stock handlers and baggers	14.90	6.1	14.90	6.1	—	—
3	15.82	4.2	15.82	4.2	—	—
Machine feeders and offbearers	12.12	14.4	12.12	14.4	—	—
Laborers, except construction, n.e.c.	10.82	3.8	10.44	2.5	—	—
3	11.09	4.1	10.82	3.0	—	—
Service						
1	12.83	3.5	10.79	2.8	17.70	4.7
2	9.27	4.4	9.20	4.7	—	—
10.67	5.5	9.84	5.0	—	—	

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — 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						
3	\$11.38	6.6	\$10.48	9.4	\$13.67	4.9
4	12.52	4.6	11.95	3.6	—	—
5	13.56	12.6	11.02	8.8	18.03	9.3
6	16.68	5.0	16.16	4.8	—	—
7	20.17	3.7	—	—	20.44	3.9
8	22.13	7.8	—	—	23.50	5.2
Protective service	19.03	5.2	14.69	9.1	19.79	5.6
7	20.44	3.9	—	—	20.44	3.9
Police and detectives, public service	22.97	3.6	—	—	22.87	3.8
Sheriffs, bailiffs, and other law enforcement officers	19.70	5.1	—	—	19.70	5.1
Correctional institution officers	16.48	13.2	—	—	16.48	13.2
Food service	9.68	4.3	9.63	4.5	—	—
1	8.66	6.9	8.42	7.8	—	—
2	8.84	7.7	8.84	7.7	—	—
3	8.42	6.8	8.32	6.7	—	—
4	10.83	5.7	10.83	5.7	—	—
Waiters, waitresses, and bartenders	6.83	7.9	6.83	7.9	—	—
Waiters and waitresses	5.15	.0	5.15	.0	—	—
Other food service	10.50	4.7	10.47	5.0	—	—
1	9.10	6.0	8.87	7.1	—	—
3	9.47	5.0	—	—	—	—
4	11.33	4.6	11.33	4.6	—	—
Cooks	10.90	5.3	10.85	5.3	—	—
4	11.28	5.8	11.28	5.8	—	—
Food preparation, n.e.c.	9.31	4.9	9.16	5.3	—	—
1	9.50	5.6	9.27	7.0	—	—
Health service	11.08	3.2	10.98	3.2	—	—
2	10.95	8.4	10.96	8.4	—	—
3	10.38	5.5	9.92	4.9	—	—
Health aides, except nursing	11.63	4.3	11.63	4.3	—	—
Nursing aides, orderlies and attendants	10.97	3.7	10.84	3.8	—	—
2	10.68	10.5	—	—	—	—
3	10.41	5.9	—	—	—	—
Cleaning and building service	12.56	4.3	11.03	3.8	15.68	5.7
1	9.86	3.9	9.87	3.9	—	—
2	11.72	9.2	10.38	4.8	—	—
3	13.36	4.6	12.37	6.7	13.99	5.9
5	18.41	7.9	—	—	19.05	8.6
Supervisors, cleaning and building service workers	15.82	8.6	15.36	8.8	—	—
Maids and housemen	9.47	6.4	9.48	6.4	—	—
Janitors and cleaners	12.99	4.9	11.19	4.6	15.64	5.8
1	10.00	4.2	10.00	4.2	—	—
2	12.50	10.8	10.60	6.9	—	—
3	13.70	4.0	—	—	13.99	5.9
Personal service	12.03	9.9	11.90	11.7	—	—
3	13.05	24.7	—	—	—	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$11.25	2.9	\$10.84	3.1	\$14.74	5.2
All excluding sales	11.68	3.2	11.26	3.5	14.78	5.2
White collar	14.20	3.3	13.89	3.7	15.99	6.4
1	8.37	2.7	8.35	2.7	—	—
2	9.80	4.5	9.29	4.7	—	—
3	11.63	5.3	11.58	6.5	11.90	2.0
4	12.04	5.8	11.83	6.4	13.70	8.5
5	15.98	3.7	16.15	3.8	—	—
6	18.21	9.3	15.67	6.8	—	—
7	22.64	4.2	23.06	4.3	19.91	9.3
8	19.72	6.9	—	—	—	—
9	24.34	1.6	24.60	1.4	—	—
Not able to be leveled	17.70	12.7	19.23	17.2	—	—
White collar excluding sales	16.54	4.1	16.66	4.9	16.08	6.4
1	9.49	6.4	9.44	6.6	—	—
2	11.38	3.8	11.05	5.7	—	—
3	12.21	3.7	12.28	4.2	11.90	2.0
4	13.00	4.6	12.87	5.3	13.70	8.5
5	15.98	3.7	16.15	3.8	—	—
6	18.21	9.3	15.67	6.8	—	—
7	22.64	4.2	23.06	4.3	19.91	9.3
8	19.72	6.9	—	—	—	—
9	24.34	1.6	24.60	1.4	—	—
Not able to be leveled	18.05	12.6	—	—	—	—
Professional specialty and technical	20.69	3.5	20.88	3.9	19.86	6.7
Professional specialty	22.65	2.9	23.31	2.6	20.19	8.6
7	22.53	4.3	22.98	4.5	19.91	9.3
8	20.80	5.0	—	—	—	—
9	24.34	1.6	24.60	1.4	—	—
Health related	24.24	2.3	23.93	2.2	28.60	14.5
7	24.30	2.6	24.34	2.7	—	—
9	24.35	1.1	24.35	1.1	—	—
Registered nurses	24.45	2.1	24.14	1.8	28.60	14.5
7	24.30	2.6	24.34	2.7	—	—
9	24.18	1.4	24.18	1.4	—	—
Teachers, college and university	23.40	12.5	—	—	—	—
Teachers, except college and university	20.28	5.9	20.38	6.8	—	—
7	19.29	14.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.00	5.7	16.68	6.0	18.92	9.7
4	14.10	7.1	14.16	7.4	—	—
5	17.87	3.6	18.04	3.8	—	—
6	19.85	7.3	—	—	—	—
Licensed practical nurses	16.89	7.0	15.47	1.4	—	—
Health technologists and technicians, n.e.c.	16.02	9.9	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.41	1.7	8.38	1.6	—	—
1	8.09	2.6	8.09	2.6	—	—
2	8.55	3.5	8.45	3.5	—	—
3	9.05	3.7	9.05	3.7	—	—
Sales workers, other commodities	9.12	3.8	9.12	3.8	—	—
Cashiers	8.34	2.0	8.29	1.9	—	—
1	8.07	4.2	8.07	4.2	—	—
2	8.50	3.6	8.37	3.5	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Cashiers —Continued						
3	\$9.36	2.8	\$9.36	2.8	—	—
Administrative support, including clerical	12.18	3.0	12.15	3.8	\$12.30	2.9
1	9.49	6.4	9.44	6.6	—	—
2	11.39	3.8	11.05	5.7	—	—
3	12.21	3.7	12.28	4.2	11.90	2.0
4	12.12	6.2	11.63	7.9	—	—
5	14.47	4.9	—	—	—	—
Secretaries	14.13	3.1	14.13	3.1	—	—
General office clerks	11.05	4.3	10.96	5.4	11.36	.8
3	12.16	5.3	—	—	—	—
Teachers' aides	12.51	3.9	—	—	—	—
Blue collar	9.32	5.5	9.17	5.7	—	—
1	8.27	6.3	8.27	6.3	—	—
2	9.75	8.6	9.17	7.1	—	—
3	11.08	7.5	—	—	—	—
4	12.15	8.9	12.23	9.7	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	9.79	5.6	9.62	5.7	—	—
Transportation and material moving	11.41	10.7	11.05	13.6	—	—
Handlers, equipment cleaners, helpers, and laborers	8.78	5.9	8.78	5.9	—	—
1	8.31	7.4	8.31	7.4	—	—
Stock handlers and baggers	10.19	6.4	10.19	6.4	—	—
1	10.11	9.6	10.11	9.6	—	—
Laborers, except construction, n.e.c.	8.10	4.5	8.10	4.5	—	—
Service	8.67	3.2	8.34	2.9	12.49	11.4
1	7.64	3.1	7.55	3.2	—	—
2	8.43	5.4	8.11	5.1	12.44	6.6
3	8.78	3.8	8.72	3.9	—	—
4	10.22	4.9	—	—	—	—
5	15.63	11.6	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	7.52	2.7	7.33	2.5	11.68	8.3
1	7.24	4.0	7.14	4.1	—	—
2	7.75	6.3	7.29	4.0	—	—
3	8.06	6.4	8.06	6.4	—	—
Waiters, waitresses, and bartenders	6.00	5.0	6.00	5.0	—	—
1	5.58	9.5	5.58	9.5	—	—
Waiters and waitresses	5.39	7.3	5.39	7.3	—	—
1	4.74	6.8	4.74	6.8	—	—
Other food service	7.95	3.0	7.73	2.5	11.68	8.3
1	7.58	3.4	7.47	3.4	—	—
2	8.29	8.2	7.73	5.6	—	—
3	8.69	3.7	8.69	3.7	—	—
Cooks	9.38	3.4	9.32	3.4	—	—
Kitchen workers, food preparation	8.11	7.0	7.99	7.1	—	—
1	8.30	9.1	—	—	—	—
Food preparation, n.e.c.	7.71	3.9	7.39	2.6	—	—
1	7.40	3.6	7.29	3.5	—	—
2	8.37	13.3	—	—	—	—
Health service	9.93	2.8	9.89	3.0	10.31	2.0
2	10.92	5.6	10.95	6.3	—	—
3	9.42	2.7	9.33	2.6	—	—

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 2000 — 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						
Health aides, except nursing	\$10.32	5.9	—	—	—	—
Nursing aides, orderlies and attendants	9.87	2.9	\$9.85	3.1	—	—
2	10.83	6.9	10.86	7.8	—	—
3	9.37	2.8	9.31	2.7	—	—
Cleaning and building service						
1	8.45	3.6	8.45	3.6	—	—
Janitors and cleaners	8.36	3.9	8.36	3.9	—	—
1	8.52	3.8	8.52	3.8	—	—
2	8.44	3.9	8.44	3.9	—	—
Personal service	11.41	12.3	10.11	13.2	—	—
2	7.14	6.1	—	—	—	—
3	8.72	10.4	8.72	10.4	—	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000**

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	\$20.34	\$11.25	\$19.92	\$18.67	\$18.94	\$23.45
All excluding sales	20.22	11.68	20.22	18.56	19.15	19.31
White collar	23.46	14.20	23.47	22.14	22.35	26.67
White-collar excluding sales	23.50	16.54	24.41	22.39	22.95	15.02
Professional specialty and technical	27.39	20.69	30.07	25.32	26.80	—
Professional specialty	28.38	22.65	28.21	27.78	27.92	—
Technical	24.38	17.00	37.71	19.13	23.54	—
Executive, administrative, and managerial	29.45	—	28.83	29.43	29.36	—
Sales	22.85	8.41	9.91	20.06	13.91	27.59
Administrative support, including clerical	14.84	12.18	16.17	13.84	14.56	—
Blue collar	16.45	9.32	18.89	13.30	15.76	19.86
Precision production, craft, and repair	18.88	—	21.38	15.40	18.66	—
Machine operators, assemblers, and inspectors	14.97	9.79	17.68	13.36	14.96	—
Transportation and material moving	16.67	11.41	17.39	13.74	14.91	20.45
Handlers, equipment cleaners, helpers, and laborers	13.05	8.78	15.09	10.42	12.06	—
Service	12.83	8.67	13.80	9.15	11.22	—
	Relative error ⁶ (percent)					
All occupations	2.1	2.9	3.4	2.7	2.1	13.3
All excluding sales	2.1	3.2	3.4	2.7	2.1	8.1
White collar	2.6	3.3	5.7	2.7	2.5	18.4
White-collar excluding sales	2.6	4.1	5.6	2.7	2.5	14.3
Professional specialty and technical	3.3	3.5	7.4	2.8	3.1	—
Professional specialty	2.3	2.9	2.7	3.1	2.2	—
Technical	12.6	5.7	28.2	4.1	11.7	—
Executive, administrative, and managerial	3.3	—	9.5	3.5	3.3	—
Sales	14.1	1.7	4.2	13.3	8.4	18.8
Administrative support, including clerical	2.4	3.0	4.7	1.9	2.1	—
Blue collar	2.6	5.5	2.6	3.2	2.5	8.3
Precision production, craft, and repair	3.9	—	3.2	6.4	3.8	—
Machine operators, assemblers, and inspectors	3.2	5.6	3.3	3.5	3.2	—
Transportation and material moving	6.7	10.7	6.3	12.8	6.4	5.0
Handlers, equipment cleaners, helpers, and laborers	4.7	5.9	5.4	3.5	4.1	—
Service	3.5	3.2	4.8	2.4	3.2	—

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

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000

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	\$18.40	\$19.62	–	\$22.96	\$19.42	–	–	–	–	–
All excluding sales	18.41	19.35	–	21.76	19.20	–	–	–	–	–
White collar	22.06	24.67	–	26.39	24.61	–	–	–	–	–
White-collar excluding sales	22.58	24.34	–	22.04	24.43	–	–	–	–	–
Professional specialty and technical	26.33	24.95	–	23.70	24.99	–	–	–	–	–
Professional specialty	27.31	27.99	–	–	28.12	–	–	–	–	–
Technical	24.23	18.55	–	–	18.53	–	–	–	–	–
Executive, administrative, and managerial	29.45	33.79	–	–	33.98	–	–	–	–	–
Sales	18.26	29.43	–	–	27.24	–	–	–	–	–
Administrative support, including clerical	14.60	14.38	–	–	14.45	–	–	–	–	–
Blue collar	15.80	16.08	–	21.74	15.63	–	–	–	–	–
Precision production, craft, and repair	18.78	17.98	–	22.91	17.01	–	–	–	–	–
Machine operators, assemblers, and inspectors	14.90	15.23	–	–	15.27	–	–	–	–	–
Transportation and material moving	16.30	16.46	–	–	16.39	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	11.43	12.72	–	–	12.44	–	–	–	–	–
Service	9.69	–	–	–	–	–	–	–	–	–
	Relative error ⁵ (percent)									
All occupations	2.6	2.8	–	6.7	3.0	–	–	–	–	–
All excluding sales	2.6	2.9	–	5.8	3.0	–	–	–	–	–
White collar	3.1	3.9	–	16.6	4.0	–	–	–	–	–
White-collar excluding sales	3.2	3.9	–	8.4	4.0	–	–	–	–	–
Professional specialty and technical	4.4	3.5	–	7.1	3.6	–	–	–	–	–
Professional specialty	3.2	3.5	–	–	3.6	–	–	–	–	–
Technical	13.0	2.8	–	–	2.8	–	–	–	–	–
Executive, administrative, and managerial	3.8	6.8	–	–	7.0	–	–	–	–	–
Sales	12.6	14.5	–	–	14.5	–	–	–	–	–
Administrative support, including clerical	2.6	2.2	–	–	2.3	–	–	–	–	–
Blue collar	2.8	2.8	–	6.0	2.8	–	–	–	–	–
Precision production, craft, and repair	4.6	5.2	–	4.0	5.6	–	–	–	–	–
Machine operators, assemblers, and inspectors	3.2	3.2	–	–	3.2	–	–	–	–	–
Transportation and material moving	7.7	4.0	–	–	4.1	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	3.7	4.7	–	–	4.7	–	–	–	–	–
Service	2.4	–	–	–	–	–	–	–	–	–

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

² 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000

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	\$18.40	\$15.87	\$18.81	\$16.76	\$21.24
All excluding sales	18.41	14.77	18.97	16.89	21.31
White collar	22.06	21.65	22.11	19.93	24.01
White-collar excluding sales	22.58	20.76	22.76	20.81	24.28
Professional specialty and technical	26.33	18.82	26.78	23.96	28.75
Professional specialty	27.31	18.97	27.72	25.95	29.17
Technical	24.23	18.62	24.69	17.94	28.00
Executive, administrative, and managerial	29.45	29.94	29.37	28.42	30.10
Sales	18.26	24.03	16.36	15.29	19.21
Administrative support, including clerical	14.60	15.08	14.54	13.76	15.23
Blue collar	15.80	15.26	15.87	14.72	18.56
Precision production, craft, and repair	18.78	20.64	18.46	16.71	20.43
Machine operators, assemblers, and inspectors	14.90	12.57	15.19	14.48	17.19
Transportation and material moving	16.30	-	16.18	16.18	16.18
Handlers, equipment cleaners, helpers, and laborers	11.43	9.88	11.82	11.56	13.59
Service	9.69	8.05	10.35	9.87	10.86
Relative error ⁴ (percent)					
All occupations	2.6	9.4	2.7	3.8	3.9
All excluding sales	2.6	8.9	2.7	3.8	4.0
White collar	3.1	9.1	3.3	4.9	4.4
White-collar excluding sales	3.2	9.6	3.4	4.8	4.5
Professional specialty and technical	4.4	9.3	4.5	5.0	6.4
Professional specialty	3.2	17.2	3.1	4.7	4.1
Technical	13.0	6.6	13.7	6.2	17.6
Executive, administrative, and managerial	3.8	8.4	4.2	7.8	4.4
Sales	12.6	22.2	14.7	19.8	21.2
Administrative support, including clerical	2.6	6.2	2.8	3.2	4.5
Blue collar	2.8	11.8	2.8	3.7	3.3
Precision production, craft, and repair	4.6	17.9	4.3	6.7	3.9
Machine operators, assemblers, and inspectors	3.2	5.5	3.4	4.4	4.1
Transportation and material moving	7.7	-	8.0	9.9	2.2
Handlers, equipment cleaners, helpers, and laborers	3.7	9.2	4.0	4.3	10.4
Service	2.4	3.6	3.1	2.7	5.6

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

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

³ 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	10	25	Median 50	75	90
All	\$9.06	\$11.82	\$16.51	\$23.00	\$32.18
All excluding sales	9.25	12.13	16.73	23.15	32.18
White collar	11.33	13.80	19.66	27.99	35.70
White collar excluding sales	12.11	14.61	20.02	28.48	35.69
Professional specialty and technical	15.48	19.77	24.45	32.10	36.92
Professional specialty	18.23	21.60	26.58	33.09	38.46
Engineers, architects, and surveyors	21.01	24.48	28.49	33.64	38.51
Mechanical engineers	21.69	24.75	29.99	31.42	36.76
Engineers, n.e.c.	21.01	23.62	28.49	33.64	36.82
Mathematical and computer scientists	18.59	21.86	27.99	33.41	38.85
Computer systems analysts and scientists	20.02	25.16	28.58	34.73	39.28
Operations and systems researchers and analysts	13.43	14.94	18.22	29.81	31.40
Natural scientists	13.67	16.63	19.88	24.22	34.03
Physical scientists, n.e.c.	19.54	24.22	29.19	34.03	41.58
Health related	19.91	21.88	24.77	27.49	35.70
Registered nurses	20.42	22.64	24.77	26.22	28.18
Teachers, college and university	21.58	27.13	33.13	44.42	50.35
Art, drama, and music teachers	27.13	36.59	46.57	46.57	46.57
Teachers, except college and university	19.77	28.35	32.18	34.43	35.63
Prekindergarten and kindergarten	10.05	12.47	33.52	35.69	37.55
Elementary school teachers	30.49	32.00	32.95	33.39	33.39
Secondary school teachers	29.55	32.18	32.95	34.69	35.02
Teachers, special education	25.01	27.12	28.35	40.18	40.18
Teachers, n.e.c.	13.70	18.33	24.62	34.90	34.90
Librarians, archivists, and curators	17.67	17.67	32.56	32.56	43.33
Librarians	17.67	17.67	32.56	32.56	43.33
Social scientists and urban planners	17.46	24.45	24.95	25.39	25.48
Social, recreation, and religious workers	12.21	14.71	21.16	24.03	25.17
Social workers	12.21	13.80	21.16	24.03	24.68
Lawyers and judges	19.66	19.66	28.48	41.11	42.94
Lawyers	19.66	19.66	28.48	41.11	42.94
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.77	18.93	23.81	35.49	40.71
Professional, n.e.c.	18.93	18.93	23.81	36.92	40.71
Technical	14.08	15.75	19.23	22.00	26.00
Clinical laboratory technologists and technicians	14.55	15.48	20.26	20.69	24.02
Licensed practical nurses	13.99	14.08	15.60	16.37	16.98
Health technologists and technicians, n.e.c.	11.94	12.33	15.11	18.40	19.74
Electrical and electronic technicians	14.75	14.75	16.44	19.84	20.10
Engineering technicians, n.e.c.	16.78	19.82	19.87	22.40	22.54
Drafters	15.75	18.12	19.20	19.35	23.75
Computer programmers	17.00	19.90	21.27	22.88	26.00
Legal assistants	19.65	21.15	23.22	25.54	25.54
Technical and related, n.e.c.	14.51	15.95	23.00	31.00	40.00
Executive, administrative, and managerial	17.55	20.51	26.20	34.18	44.64
Executives, administrators, and managers	20.10	25.41	31.93	39.73	49.61
Administrators and officials, public administration	19.33	23.04	26.05	26.05	31.74
Financial managers	31.40	32.69	35.26	44.64	53.18
Managers, marketing, advertising, and public relations	25.41	34.60	39.91	54.99	64.21
Administrators, education and related fields	19.45	25.66	35.10	46.00	48.18
Managers, medicine and health	21.13	21.50	26.18	36.00	43.27
Managers, service organizations, n.e.c.	13.76	19.24	26.78	31.36	33.66
Managers and administrators, n.e.c.	20.10	24.04	29.91	39.28	49.61
Management related	16.34	18.68	22.29	28.36	30.26
Accountants and auditors	17.00	18.08	19.59	29.10	33.84
Other financial officers	13.39	19.40	26.07	26.09	27.48
Management analysts	16.34	18.69	20.90	26.20	26.74
Personnel, training, and labor relations specialists	15.42	17.55	20.08	26.95	32.85
Purchasing agents and buyers, n.e.c.	12.26	19.21	20.51	22.73	41.71
Management related, n.e.c.	16.35	18.68	22.00	30.04	30.77
Sales	7.79	8.93	10.66	19.20	38.24
Supervisors, sales	15.63	15.93	24.89	26.42	50.74
Sales, other business services	14.25	14.25	15.86	19.20	22.10

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 2000 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales representatives, mining, manufacturing, and wholesale	\$20.60	\$22.84	\$33.65	\$45.66	\$76.50
Sales workers, other commodities	8.17	9.75	10.13	12.21	18.06
Cashiers	7.08	7.42	8.60	9.35	10.44
Administrative support, including clerical					
Secretaries	10.37	12.03	13.51	16.26	19.36
Typists	12.61	13.30	15.01	16.80	18.66
Receptionists	10.37	10.37	12.75	13.18	13.18
Personnel clerks, except payroll and timekeeping	10.18	11.41	11.44	13.01	14.00
Library clerks	11.20	11.20	12.48	21.25	21.25
Records clerks, n.e.c.	10.55	10.69	11.84	11.84	13.87
Bookkeepers, accounting and auditing clerks	12.33	13.48	15.02	19.85	20.17
Dispatchers	10.33	11.53	13.45	16.55	18.78
Production coordinators	16.32	17.73	34.12	34.12	34.12
Traffic, shipping and receiving clerks	10.25	13.25	14.36	18.85	20.43
Stock and inventory clerks	9.37	11.33	12.46	14.45	16.00
Insurance adjusters, examiners, and investigators	10.61	12.11	13.00	13.46	14.24
Investigators and adjusters, except insurance	12.75	13.09	13.09	16.67	22.60
General office clerks	10.40	12.43	14.53	14.82	15.29
Data entry keyers	9.61	11.46	12.98	14.59	16.98
Teachers' aides	11.67	12.09	15.16	15.16	15.16
Administrative support, n.e.c.	11.74	11.74	11.89	12.27	12.65
	10.13	12.18	13.06	14.91	16.36
Blue collar					
	9.25	11.15	15.83	19.24	23.20
Precision production, craft, and repair					
Heavy equipment mechanics	10.55	14.85	18.89	23.00	25.81
Industrial machinery repairers	17.10	19.18	19.18	19.84	21.50
Mechanics and repairers, n.e.c.	16.25	17.35	19.59	20.29	24.37
Carpenters	15.18	16.51	17.15	20.98	23.00
Plumbers, pipefitters and steamfitters	16.40	18.44	18.44	23.15	24.07
Supervisors, production	22.05	23.20	23.20	24.56	26.00
Tool and die makers	18.75	20.74	23.69	27.24	31.00
Machinists	18.89	21.85	22.62	22.84	27.02
Electrical and electronic equipment assemblers ..	13.69	14.85	18.55	21.42	22.78
Miscellaneous precision workers, n.e.c.	7.00	8.51	10.22	11.84	14.24
Inspectors, testers, and graders	13.71	13.71	17.12	17.81	27.19
	10.01	13.78	17.18	22.74	37.90
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	9.70	11.55	14.64	17.31	20.00
Numerical control machine operators	10.03	10.08	14.62	16.26	17.36
Fabricating machine operators, n.e.c.	11.76	13.34	14.65	19.24	19.24
Printing press operators	11.10	11.49	13.50	14.74	18.86
Slicing and cutting machine operators	13.07	13.07	18.18	22.80	27.38
Miscellaneous machine operators, n.e.c.	14.60	16.09	16.09	16.99	18.91
Welders and cutters	9.19	9.19	13.46	15.83	22.05
Assemblers	14.64	14.64	16.73	18.70	20.80
Production inspectors, checkers and examiners ..	12.47	14.16	15.69	17.31	23.14
	9.50	10.00	14.60	16.03	17.52
Transportation and material moving					
Truck drivers	9.61	14.00	16.19	20.60	21.50
Bus drivers	14.00	16.19	21.50	21.50	22.89
Industrial truck and tractor equipment operators ..	10.88	10.88	11.50	15.63	16.95
Miscellaneous material moving equipment operators, n.e.c.	11.15	12.66	14.00	16.30	17.03
	15.47	15.47	15.47	19.02	19.02
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	7.48	9.32	10.65	14.70	18.33
Stock handlers and baggers	9.26	10.16	11.48	14.32	16.37
Machine feeders and offbearers	8.78	9.32	11.80	16.16	18.70
Freight, stock, and material handlers, n.e.c.	6.89	10.60	10.60	12.98	18.17
Laborers, except construction, n.e.c.	6.21	9.75	16.83	18.16	18.16
	7.48	8.50	10.00	10.65	12.40
Service					
	7.00	8.10	10.00	12.67	18.89

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 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service	\$12.34	\$14.85	\$20.06	\$22.17	\$25.12
Firefighting	13.72	14.85	14.85	24.45	26.86
Police and detectives, public service	20.86	21.44	22.60	25.12	25.12
Sheriffs, bailiffs, and other law enforcement officers	11.87	19.80	20.29	21.53	22.17
Correctional institution officers	12.34	12.34	19.01	20.06	20.06
Food service	5.15	7.00	8.13	10.00	11.55
Waiters, waitresses, and bartenders	5.15	5.15	5.15	7.00	9.18
Bartenders	5.83	6.13	6.75	7.00	9.28
Waiters and waitresses	5.15	5.15	5.15	5.15	5.15
Waiters/Waitresses' assistants	7.40	8.33	8.92	9.18	10.70
Other food service	6.58	7.54	8.58	10.63	11.82
Cooks	8.60	9.00	10.00	11.37	13.53
Food counter, fountain, and related Kitchen workers, food preparation	5.15	5.39	7.43	11.82	11.82
Food preparation, n.e.c.	6.25	7.09	8.45	10.15	10.52
Food preparation, n.e.c.	6.58	7.54	8.00	8.75	10.79
Health service	8.51	9.50	10.52	12.00	12.59
Health aides, except nursing	9.25	9.84	11.93	12.00	13.19
Nursing aides, orderlies and attendants	8.51	9.43	10.47	11.50	12.59
Cleaning and building service	7.89	8.94	10.33	13.72	16.59
Supervisors, cleaning and building service workers	10.00	13.80	13.80	18.38	20.92
Maids and housemen	7.13	7.85	8.88	11.43	11.48
Janitors and cleaners	8.10	9.00	10.76	13.72	16.59
Personal service	7.25	8.20	10.60	14.09	20.90
Attendants, amusement, and recreation facilities Welfare service aides	5.17	7.25	8.00	8.85	11.19
Early childhood teachers' assistants	7.25	7.50	8.20	12.56	13.52
Child care workers, n.e.c.	10.45	11.59	13.35	20.90	20.90
Service, n.e.c.	6.72	8.26	10.70	10.70	10.70
Service, n.e.c.	6.05	9.51	9.51	9.51	10.60

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.60	\$11.00	\$15.50	\$22.43	\$30.42
All excluding sales	8.87	11.41	15.82	22.43	30.21
White collar	10.45	13.25	19.05	26.22	35.88
White collar excluding sales	11.99	14.00	19.66	26.68	35.77
Professional specialty and technical	14.75	18.93	23.39	29.81	38.25
Professional specialty	17.30	21.48	25.93	31.40	38.51
Engineers, architects, and surveyors	21.37	25.50	29.00	33.64	38.51
Mechanical engineers	21.69	24.75	29.99	31.42	36.76
Engineers, n.e.c.	22.81	26.13	29.00	34.26	39.43
Mathematical and computer scientists	18.59	23.39	28.58	34.63	38.85
Computer systems analysts and scientists	22.49	26.58	29.84	34.73	39.28
Operations and systems researchers and analysts	13.43	14.94	18.22	29.81	31.40
Natural scientists	13.67	15.86	19.88	25.37	37.13
Health related	19.90	21.88	24.79	26.22	36.74
Registered nurses	20.24	22.50	24.75	24.98	26.50
Teachers, college and university	20.84	25.98	30.51	32.68	44.42
Teachers, except college and university	10.05	12.47	16.26	19.74	23.69
Elementary school teachers	16.58	18.61	21.01	30.22	36.24
Secondary school teachers	23.62	24.38	30.45	41.36	44.23
Teachers, n.e.c.	11.67	13.70	18.23	18.33	22.41
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	15.63	24.45	24.95	25.39	25.39
Social, recreation, and religious workers	11.26	12.21	13.80	21.24	23.20
Social workers	11.26	12.21	13.80	15.41	21.24
Lawyers and judges	19.66	19.66	22.56	41.11	41.11
Lawyers	19.66	19.66	22.56	41.11	41.11
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.77	18.93	30.06	36.92	40.71
Technical	13.99	15.60	19.23	22.54	29.81
Clinical laboratory technologists and technicians	14.55	15.48	20.26	20.69	24.02
Licensed practical nurses	13.71	14.08	15.14	16.27	16.98
Health technologists and technicians, n.e.c.	11.95	12.41	15.90	18.40	19.74
Engineering technicians, n.e.c.	16.35	19.82	19.82	22.54	22.54
Computer programmers	17.00	19.90	21.27	22.88	26.00
Legal assistants	13.58	21.15	24.19	25.54	25.54
Executive, administrative, and managerial	17.00	19.60	26.95	34.60	44.64
Executives, administrators, and managers	19.24	24.47	32.28	39.91	53.18
Financial managers	31.40	32.69	35.26	44.64	53.18
Managers, marketing, advertising, and public relations	25.41	34.60	39.91	54.99	64.21
Administrators, education and related fields	13.76	13.76	16.54	16.54	22.60
Managers, medicine and health	21.13	21.50	26.18	36.00	43.27
Managers, service organizations, n.e.c.	13.76	19.24	24.47	31.36	33.66
Managers and administrators, n.e.c.	20.10	24.04	29.91	39.28	49.61
Management related	15.86	18.08	21.29	28.41	32.29
Accountants and auditors	17.00	17.85	19.59	29.10	50.07
Other financial officers	13.39	19.40	23.34	26.09	32.29
Management analysts	16.34	18.69	19.54	20.90	29.57
Personnel, training, and labor relations specialists	15.42	15.86	20.08	26.95	32.85
Management related, n.e.c.	16.35	18.68	22.11	26.36	30.77
Sales	7.79	8.93	10.66	19.20	38.24
Supervisors, sales	15.63	15.93	24.89	26.42	50.74
Sales, other business services	14.25	14.25	15.86	19.20	22.10
Sales representatives, mining, manufacturing, and wholesale	20.60	22.84	33.65	45.66	76.50
Sales workers, other commodities	8.17	9.75	10.13	12.21	18.06
Cashiers	7.08	7.42	8.60	8.94	10.31
Administrative support, including clerical	10.13	12.02	13.30	16.00	20.43
Secretaries	12.74	13.19	14.08	16.80	21.58
Receptionists	10.18	11.41	11.44	13.01	14.00
Records clerks, n.e.c.	12.33	13.48	15.02	19.85	20.17

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 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Bookkeepers, accounting and auditing clerks	\$9.25	\$11.20	\$12.85	\$13.76	\$18.78
Production coordinators	10.25	13.25	14.36	18.85	20.43
Traffic, shipping and receiving clerks	9.37	11.33	12.46	14.45	16.00
Stock and inventory clerks	10.61	12.11	13.00	13.46	14.24
Insurance adjusters, examiners, and investigators	12.75	13.09	13.09	16.67	22.60
Investigators and adjusters, except insurance	10.40	12.43	14.53	14.82	14.95
General office clerks	9.06	10.00	12.50	12.98	15.63
Data entry keyers	11.67	12.09	15.16	15.16	15.16
Administrative support, n.e.c.	10.13	10.88	12.95	14.61	15.38
Blue collar	9.19	10.97	15.34	19.59	23.20
Precision production, craft, and repair					
Industrial machinery repairers	10.22	14.01	18.92	23.20	26.56
Mechanics and repairers, n.e.c.	16.25	17.35	19.59	20.29	24.37
Carpenters	15.18	16.51	17.15	20.98	23.00
Plumbers, pipefitters and steamfitters	14.67	16.40	23.15	23.84	23.84
Supervisors, production	22.05	23.20	23.20	24.56	26.00
Tool and die makers	18.75	20.74	23.69	27.24	31.00
Machinists	18.89	21.85	22.62	22.84	27.02
Electrical and electronic equipment assemblers ..	13.69	14.85	17.05	21.42	22.78
Miscellaneous precision workers, n.e.c.	7.00	8.51	10.22	11.84	14.24
Inspectors, testers, and graders	13.71	13.71	17.12	17.81	27.19
.....	10.01	13.78	17.18	22.74	37.90
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	9.70	11.55	14.65	17.31	20.00
Numerical control machine operators	10.03	10.08	14.62	16.26	17.36
Fabricating machine operators, n.e.c.	11.76	13.34	14.65	19.24	19.24
Printing press operators	11.10	11.49	13.50	14.74	18.86
Slicing and cutting machine operators	13.07	13.07	18.18	22.80	27.38
Miscellaneous machine operators, n.e.c.	14.60	16.09	16.09	16.99	18.91
Welders and cutters	9.19	9.19	13.46	15.83	22.05
Assemblers	14.64	14.64	16.73	18.70	20.80
Production inspectors, checkers and examiners ..	12.47	14.16	15.69	17.31	23.14
.....	9.50	10.00	14.60	16.03	17.52
Transportation and material moving					
Truck drivers	8.25	12.83	16.19	21.50	22.19
Industrial truck and tractor equipment operators ..	14.00	16.32	21.50	21.50	22.89
Miscellaneous material moving equipment operators, n.e.c.	11.15	12.66	14.00	16.30	17.03
.....	15.47	15.47	15.47	19.02	19.02
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	7.34	9.25	10.31	13.52	17.05
Stock handlers and baggers	9.26	10.16	11.48	14.32	16.37
Machine feeders and offbearers	8.78	9.32	11.80	16.16	18.70
Freight, stock, and material handlers, n.e.c.	6.89	10.60	10.60	12.98	18.17
Laborers, except construction, n.e.c.	6.21	9.75	16.83	18.16	18.16
.....	7.34	7.83	10.00	10.65	11.50
Service					
Protective service	6.33	7.89	9.25	10.86	13.38
Food service	10.33	11.35	14.89	14.89	24.54
Waiters, waitresses, and bartenders	5.15	7.00	8.00	9.50	11.37
Bartenders	5.15	5.15	5.15	7.00	9.18
Waiters and waitresses	5.83	6.13	6.75	7.00	9.28
Waiters/Waitresses' assistants	5.15	5.15	5.15	5.15	5.15
Other food service	7.40	8.33	8.92	9.18	10.70
Cooks	6.58	7.54	8.45	10.13	11.82
Food counter, fountain, and related	8.60	9.00	10.00	11.37	13.53
Kitchen workers, food preparation	5.15	5.39	7.43	11.82	11.82
Food preparation, n.e.c.	6.25	7.09	8.45	9.50	10.15
Health service	6.58	7.45	7.88	8.58	10.79
Health aides, except nursing	8.51	9.43	10.52	11.93	12.59
.....	9.25	9.55	11.93	12.00	13.19

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 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service –Continued					
Health service –Continued					
Nursing aides, orderlies and attendants	\$8.51	\$9.43	\$10.39	\$11.50	\$12.59
Cleaning and building service	7.89	8.10	9.53	11.48	13.72
Supervisors, cleaning and building service workers	10.00	13.80	13.80	18.38	18.38
Maids and housemen	7.13	7.85	8.88	11.43	11.48
Janitors and cleaners	8.00	8.32	9.53	11.51	13.72
Personal service	6.63	8.00	9.51	14.09	17.93
Attendants, amusement, and recreation facilities	5.17	7.25	8.00	8.85	11.19
Child care workers, n.e.c.	6.72	8.26	10.70	10.70	10.70
Service, n.e.c.	6.05	9.51	9.51	9.51	10.60

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.34	\$15.63	\$20.02	\$27.32	\$34.90
All excluding sales	12.34	15.63	20.02	27.32	34.90
White collar	12.93	16.27	21.73	32.10	35.63
White collar excluding sales	13.06	16.35	21.74	32.18	35.63
Professional specialty and technical	17.67	21.01	28.18	33.39	36.14
Professional specialty	19.77	21.60	30.55	33.39	36.58
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	20.02	20.02	20.57	20.57	22.99
Computer systems analysts and scientists	20.02	20.02	20.57	20.57	22.99
Natural scientists	16.63	16.63	16.63	23.70	26.38
Health related	20.23	22.52	24.68	28.18	32.52
Registered nurses	21.40	24.35	27.49	28.18	32.52
Teachers, college and university	21.58	30.55	36.14	46.57	50.35
Teachers, except college and university	25.01	31.02	32.95	34.90	35.63
Elementary school teachers	30.49	32.00	32.95	33.39	33.39
Secondary school teachers	29.55	32.18	32.95	34.69	35.02
Librarians, archivists, and curators	17.67	17.67	21.53	43.33	43.33
Librarians	17.67	17.67	21.53	43.33	43.33
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	18.03	19.21	24.03	24.12	26.34
Social workers	19.21	19.33	24.03	24.68	26.34
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	15.09	15.95	19.65	19.87	22.40
Health technologists and technicians, n.e.c.	11.60	11.94	12.30	15.33	15.33
Technical and related, n.e.c.	14.51	15.95	15.95	15.95	18.05
Executive, administrative, and managerial	19.33	23.32	26.07	31.74	46.00
Executives, administrators, and managers	23.04	26.05	30.69	36.68	48.18
Administrators and officials, public administration	19.33	23.04	26.05	26.05	31.74
Administrators, education and related fields	25.66	30.69	36.68	46.00	48.18
Management related	19.16	20.50	23.32	26.07	26.74
Accountants and auditors	19.16	19.32	20.50	20.50	23.50
Management related, n.e.c.	18.03	18.03	22.00	30.04	30.26
Sales	—	—	—	—	—
Administrative support, including clerical	11.73	12.17	14.09	16.35	16.98
Secretaries	12.03	13.72	15.40	16.82	16.82
Library clerks	10.55	10.69	11.84	11.84	13.87
Bookkeepers, accounting and auditing clerks	15.85	16.35	16.92	20.37	20.37
General office clerks	11.34	13.46	14.09	16.65	18.25
Teachers' aides	11.74	11.74	11.89	12.27	12.65
Administrative support, n.e.c.	12.50	12.50	14.02	16.36	16.36
Blue collar	15.05	16.95	18.58	19.18	22.02
Precision production, craft, and repair	16.22	18.44	18.83	21.28	23.58
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	12.56	14.77	15.63	16.95	18.03
Handlers, equipment cleaners, helpers, and laborers	14.38	17.92	18.74	19.07	19.07
Service	10.63	12.60	16.16	20.90	23.82
Protective service	12.34	14.85	20.29	22.17	25.12
Firefighting	13.72	14.85	14.85	24.45	26.86
Police and detectives, public service	20.86	21.44	22.60	25.12	25.12
Sheriffs, bailiffs, and other law enforcement officers	11.87	19.80	20.29	21.53	22.17
Correctional institution officers	12.34	12.34	19.01	20.06	20.06
Food service	9.83	10.52	10.63	13.75	13.75
Other food service	9.83	10.52	10.63	13.75	13.75

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 2000 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service—Continued					
Food preparation, n.e.c.	\$9.83	\$10.63	\$10.63	\$13.75	\$13.75
Health service	9.68	9.68	10.87	12.00	15.06
Nursing aides, orderlies and attendants	9.68	9.68	10.48	12.00	15.06
Cleaning and building service	12.60	12.60	15.85	17.52	19.25
Janitors and cleaners	12.60	12.60	15.85	17.52	18.90
Personal service	10.45	11.59	13.35	13.52	20.90

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	10	25	Median 50	75	90
All	\$10.31	\$13.09	\$18.08	\$23.69	\$33.14
All excluding sales	10.37	13.09	18.13	23.67	32.95
White collar	12.03	14.75	20.37	29.10	36.68
White collar excluding sales	12.33	15.02	20.57	29.10	36.14
Professional specialty and technical	15.75	19.87	24.98	32.58	38.27
Professional specialty	18.59	21.84	27.99	33.39	38.85
Engineers, architects, and surveyors	21.01	24.48	28.49	33.64	38.51
Mechanical engineers	21.69	24.75	29.99	31.42	36.76
Engineers, n.e.c.	21.01	23.62	28.49	33.64	36.82
Mathematical and computer scientists	18.59	21.86	27.99	33.41	38.85
Computer systems analysts and scientists	20.02	25.16	28.58	34.73	39.28
Operations and systems researchers and analysts	13.43	14.94	18.22	29.81	31.40
Natural scientists	13.67	16.63	19.88	24.22	34.03
Physical scientists, n.e.c.	19.54	24.22	29.19	34.03	41.58
Health related	19.90	21.87	24.68	28.77	36.74
Registered nurses	21.26	22.50	24.68	27.49	28.77
Teachers, college and university	21.58	30.51	36.14	46.57	50.35
Teachers, except college and university	19.77	29.55	32.95	34.69	35.63
Prekindergarten and kindergarten	10.05	12.47	33.52	35.69	37.55
Elementary school teachers	30.49	32.00	32.95	33.39	33.39
Secondary school teachers	29.55	32.18	32.95	34.69	35.02
Teachers, special education	25.01	27.32	28.35	40.18	40.18
Teachers, n.e.c.	13.70	19.22	26.17	34.90	34.90
Librarians, archivists, and curators	17.67	19.35	32.56	32.56	43.33
Librarians	17.67	19.35	32.56	32.56	43.33
Social scientists and urban planners	19.45	24.45	24.95	25.39	25.48
Social, recreation, and religious workers	12.21	15.41	21.24	24.03	26.34
Social workers	12.21	15.41	21.24	24.03	24.68
Lawyers and judges	19.66	19.66	28.48	41.11	41.11
Lawyers	19.66	19.66	28.48	41.11	41.11
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.77	18.93	23.81	36.92	40.71
Professional, n.e.c.	18.93	18.93	23.81	36.92	40.71
Technical	14.08	15.90	19.82	22.54	29.30
Clinical laboratory technologists and technicians	14.55	15.48	20.26	20.59	20.69
Licensed practical nurses	13.71	13.99	14.08	16.37	16.98
Health technologists and technicians, n.e.c.	12.30	12.33	14.88	18.40	18.63
Electrical and electronic technicians	14.75	14.75	16.44	19.84	20.10
Engineering technicians, n.e.c.	16.78	19.82	19.87	22.40	22.54
Drafters	15.75	18.12	19.20	19.35	23.75
Computer programmers	17.00	19.90	21.27	22.88	26.00
Legal assistants	19.65	21.15	23.22	25.54	25.54
Technical and related, n.e.c.	14.51	15.95	23.00	31.00	40.00
Executive, administrative, and managerial	17.85	20.75	26.36	34.60	44.64
Executives, administrators, and managers	20.10	25.41	32.11	39.73	49.61
Administrators and officials, public administration	19.33	23.04	26.05	26.05	31.74
Financial managers	31.40	32.69	35.26	44.64	53.18
Managers, marketing, advertising, and public relations	25.41	34.60	39.91	54.99	64.21
Administrators, education and related fields	25.66	30.69	36.68	46.00	48.18
Managers, medicine and health	21.13	21.50	26.18	36.00	43.27
Managers, service organizations, n.e.c.	13.76	19.24	26.78	31.36	33.66
Managers and administrators, n.e.c.	20.10	24.04	29.91	39.28	49.61
Management related	16.34	18.69	22.73	28.36	30.26
Accountants and auditors	17.00	18.08	19.59	29.10	33.84
Other financial officers	13.39	19.40	26.07	26.09	27.48
Management analysts	16.34	18.69	20.90	26.20	26.74
Personnel, training, and labor relations specialists	15.42	17.55	20.08	26.95	32.85
Purchasing agents and buyers, n.e.c.	12.26	19.21	20.51	22.73	41.71
Management related, n.e.c.	16.35	19.60	22.11	30.04	30.77
Sales	10.09	10.45	15.93	26.42	45.66
Supervisors, sales	15.63	15.93	24.89	26.42	50.74
Sales, other business services	14.25	14.25	15.86	19.20	22.10

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 2000 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales representatives, mining, manufacturing, and wholesale	\$20.60	\$22.84	\$33.65	\$45.66	\$76.50
Sales workers, other commodities	9.68	10.08	11.45	12.21	18.06
Administrative support, including clerical	10.61	12.33	13.96	16.65	20.08
Secretaries	12.42	13.51	15.25	16.82	18.76
Receptionists	10.93	11.41	11.41	11.54	14.00
Records clerks, n.e.c.	12.33	13.48	15.02	19.85	20.17
Bookkeepers, accounting and auditing clerks	10.50	12.69	13.57	16.92	18.78
Dispatchers	16.32	17.73	34.12	34.12	34.12
Production coordinators	10.25	13.25	14.36	18.85	20.43
Traffic, shipping and receiving clerks	11.33	11.33	12.46	14.45	16.00
Stock and inventory clerks	10.61	12.11	13.00	13.46	14.24
Insurance adjusters, examiners, and investigators	12.75	13.09	13.09	16.67	22.60
Investigators and adjusters, except insurance	10.40	12.73	14.53	14.82	15.29
General office clerks	9.61	11.81	13.46	14.63	17.85
Administrative support, n.e.c.	10.13	12.18	12.95	14.61	16.36
Blue collar	9.79	11.72	16.20	19.89	23.21
Precision production, craft, and repair	10.55	14.85	18.89	23.02	25.81
Heavy equipment mechanics	17.10	19.18	19.18	19.84	21.50
Industrial machinery repairers	16.25	17.35	19.59	20.29	24.37
Mechanics and repairers, n.e.c.	15.18	16.51	17.15	20.98	23.00
Carpenters	16.40	18.44	18.44	23.15	24.07
Plumbers, pipefitters and steamfitters	22.05	23.20	23.20	24.56	26.00
Supervisors, production	18.75	20.74	23.69	27.24	31.00
Tool and die makers	18.89	21.85	22.62	22.84	27.02
Machinists	13.69	14.85	18.55	21.42	22.78
Electrical and electronic equipment assemblers ..	7.00	8.51	10.22	11.84	14.24
Miscellaneous precision workers, n.e.c.	13.71	13.71	17.12	17.81	27.19
Inspectors, testers, and graders	10.01	13.78	17.18	22.74	37.90
Machine operators, assemblers, and inspectors	10.00	11.71	14.71	17.31	20.00
Punching and stamping press operators	10.03	10.08	14.62	16.26	17.36
Numerical control machine operators	11.76	13.34	14.65	19.24	19.24
Fabricating machine operators, n.e.c.	11.10	11.49	13.50	14.74	18.86
Printing press operators	13.07	13.07	18.18	22.80	27.38
Slicing and cutting machine operators	14.60	16.09	16.09	16.99	18.91
Miscellaneous machine operators, n.e.c.	9.19	9.19	13.66	15.83	22.05
Welders and cutters	14.64	14.64	16.73	18.70	20.80
Assemblers	12.47	14.16	15.69	17.31	23.14
Production inspectors, checkers and examiners ..	9.50	10.00	14.60	16.03	17.52
Transportation and material moving	10.88	14.00	16.64	21.50	22.19
Truck drivers	14.00	16.64	21.50	21.50	22.89
Industrial truck and tractor equipment operators ..	11.15	12.66	14.00	16.30	17.03
Miscellaneous material moving equipment operators, n.e.c.	15.47	15.47	15.47	19.02	19.02
Handlers, equipment cleaners, helpers, and laborers	9.25	9.79	11.48	16.60	18.75
Production helpers	9.26	10.16	11.48	14.32	16.37
Stock handlers and baggers	9.25	11.50	14.80	17.31	18.78
Machine feeders and offbearers	6.89	10.60	10.60	12.98	18.17
Laborers, except construction, n.e.c.	8.87	9.49	10.31	10.82	14.30
Service	8.00	9.51	11.55	15.06	20.86
Protective service	12.34	14.89	20.06	22.17	25.12
Police and detectives, public service	20.86	21.44	22.60	25.12	25.12
Sheriffs, bailiffs, and other law enforcement officers	15.70	19.80	20.29	21.53	22.17
Correctional institution officers	12.34	12.34	19.01	20.06	20.06
Food service	5.39	8.13	9.09	11.00	13.53
Waiters, waitresses, and bartenders	5.15	5.15	5.83	8.92	10.20
Waiters and waitresses	5.15	5.15	5.15	5.15	5.15

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service	\$8.00	\$8.64	\$10.63	\$11.55	\$14.99
Cooks	9.00	9.01	10.83	12.00	13.53
Food preparation, n.e.c.	8.00	8.13	8.74	10.79	10.79
Health service	8.00	10.31	10.87	12.31	12.67
Health aides, except nursing	9.25	9.84	11.93	12.78	13.19
Nursing aides, orderlies and attendants	8.00	10.31	10.86	12.31	12.62
Cleaning and building service	8.46	9.53	12.60	15.58	17.52
Supervisors, cleaning and building service workers	10.00	13.80	13.80	18.38	20.92
Maids and housemen	7.43	7.85	9.57	11.43	11.48
Janitors and cleaners	9.42	9.54	12.69	15.58	17.52
Personal service	7.89	9.51	10.70	13.35	22.80

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	10	25	Median 50	75	90
All	\$7.00	\$7.77	\$9.50	\$13.01	\$19.74
All excluding sales	6.75	7.83	9.68	13.49	20.90
White collar	7.95	8.94	12.78	17.67	24.75
White collar excluding sales	10.00	12.17	14.92	21.24	24.79
Professional specialty and technical	14.77	16.26	21.10	24.77	24.83
Professional specialty	15.63	19.47	23.85	24.79	26.50
Health related	20.00	23.65	24.79	24.80	26.50
Registered nurses	20.24	23.65	24.79	24.80	26.50
Teachers, college and university	12.93	21.47	22.33	31.49	31.49
Teachers, except college and university	16.13	18.33	21.10	22.41	24.62
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	13.49	14.92	16.27	19.74	21.74
Licensed practical nurses	14.77	14.92	15.60	16.27	21.74
Health technologists and technicians, n.e.c.	9.32	15.11	18.01	19.74	20.29
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	7.19	7.69	8.26	8.94	10.00
Sales workers, other commodities	8.08	8.26	8.88	10.00	10.13
Cashiers	6.91	7.42	8.60	8.94	9.78
Administrative support, including clerical	9.25	10.78	12.22	13.18	14.91
Secretaries	12.78	13.19	13.45	15.53	16.43
General office clerks	8.87	10.00	11.34	11.46	12.50
Teachers' aides	11.89	11.89	11.89	12.27	16.53
Blue collar	6.25	7.34	8.50	11.31	14.15
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	7.00	8.58	9.50	11.00	11.01
Transportation and material moving	8.00	8.00	12.56	14.15	15.63
Handlers, equipment cleaners, helpers, and laborers	6.21	7.25	7.66	10.12	11.80
Stock handlers and baggers	6.40	8.87	10.12	11.80	14.22
Laborers, except construction, n.e.c.	7.13	7.26	7.57	7.82	11.00
Service	6.00	7.14	8.20	9.50	11.48
Protective service	-	-	-	-	-
Food service	5.15	6.58	7.52	8.48	10.00
Waiters, waitresses, and bartenders	5.15	5.15	5.15	7.00	8.33
Waiters and waitresses	4.50	5.15	5.15	5.15	9.00
Other food service	6.33	7.09	7.58	8.58	10.11
Cooks	8.58	8.60	9.61	10.00	10.13
Kitchen workers, food preparation	6.25	7.09	7.21	9.50	10.15
Food preparation, n.e.c.	6.58	7.06	7.54	7.88	8.58
Health service	8.52	8.95	9.50	10.52	12.23
Health aides, except nursing	7.74	9.55	11.32	11.48	11.75
Nursing aides, orderlies and attendants	8.52	8.95	9.50	10.48	12.23

See footnotes at end of table.

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 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.13	\$7.89	\$8.10	\$9.00	\$9.77
Janitors and cleaners	7.89	8.10	8.10	9.00	9.77
Personal service	6.72	7.93	9.26	14.09	20.90

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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.

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. See appendix table 2 for a count of establishments in the survey by employment size. 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1000–2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where 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.

Generic leveling through point factor analysis

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

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

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

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

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

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of 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, 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 generic leveling through point factor analysis for more details on the leveling process.)

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate 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 the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	516
Responding	308
Out of business or not in survey scope	30
Unable or refused to provide data	178

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

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

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

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

Data reliability

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

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

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

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

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2000**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	806,200	649,200	157,000
All excluding sales	753,100	596,600	156,500
White collar	462,500	348,700	113,800
White-collar excluding sales	409,500	296,100	113,400
Professional specialty and technical	192,800	127,200	65,600
Professional specialty	142,700	83,700	59,000
Technical	50,200	43,600	6,600
Executive, administrative, and managerial	71,400	56,100	15,300
Sales	53,000	52,600	—
Administrative support, including clerical	145,200	112,700	32,500
Blue collar	190,000	175,200	14,800
Precision production, craft, and repair	66,800	58,000	8,800
Machine operators, assemblers, and inspectors	53,300	53,300	—
Transportation and material moving	28,400	25,600	2,800
Handlers, equipment cleaners, helpers, and laborers	41,500	38,300	3,200
Service	153,600	125,300	28,300

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Minneapolis-St. Paul, MN-WI, May 2000**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	4,400	308	69	239	138	101
Private industry	4,200	269	67	202	126	76
Goods-producing industries	1,100	94	18	76	46	30
Mining	(³)	1	1	-	-	-
Construction	100	10	5	5	4	1
Manufacturing	900	83	12	71	42	29
Service-producing industries	3,100	175	49	126	80	46
Transportation and public utilities	100	11	-	11	3	8
Wholesale and retail trade	1,300	50	19	31	24	7
Finance, insurance and real estate	300	18	4	14	4	10
Services	1,400	96	26	70	49	21
State and local government	200	39	2	37	12	25

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.