

Hartford, CT National Compensation Survey June 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 Hartford, CT, metropolitan area. Data were collected between December 1999 and January 2001; the average reference month is June 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, Hartford, CT, June 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	\$20.48	2.4	35.7	\$18.71	3.1	35.9	\$26.34	4.0	34.9
Worker characteristics:⁴									
White-collar occupations ⁵	24.52	2.5	36.2	22.83	3.2	36.6	28.76	4.4	35.3
Professional specialty and technical	29.23	2.4	35.7	26.51	2.7	36.5	33.81	4.8	34.4
Executive, administrative, and managerial	33.05	3.8	39.8	32.80	4.9	40.6	33.69	5.6	38.1
Sales	15.07	13.8	29.1	15.07	13.8	29.1	—	—	—
Administrative support	15.79	2.7	37.1	15.28	2.5	38.0	17.14	5.5	34.8
Blue-collar occupations ⁵	14.61	3.3	38.1	14.41	3.5	38.1	18.35	6.4	39.7
Precision production, craft, and repair	19.47	3.5	39.5	19.40	3.8	39.5	20.14	4.7	39.8
Machine operators, assemblers, and inspectors	12.89	3.7	39.7	12.89	3.7	39.7	—	—	—
Transportation and material moving	14.10	8.6	37.4	13.43	9.5	37.1	19.28	5.6	40.0
Handlers, equipment cleaners, helpers, and laborers	11.39	4.0	33.6	11.17	4.4	33.2	—	—	—
Service occupations ⁵	12.50	5.1	31.1	10.56	4.0	30.8	18.08	3.5	32.1
Full time	21.61	2.5	39.3	19.83	3.1	40.0	27.02	4.1	37.3
Part time	11.89	5.5	20.9	11.54	5.6	21.6	14.71	11.5	16.5
Union	22.44	4.1	35.1	14.46	5.5	34.0	26.56	4.2	35.7
Nonunion	19.52	3.2	35.9	19.44	3.3	36.3	23.04	11.9	25.7
Time	20.53	2.5	35.6	18.73	3.1	35.9	26.34	4.0	34.9
Incentive	17.82	13.4	38.3	17.82	13.4	38.3	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.95	7.6	35.1	15.77	7.9	35.1	—	—	—
100-499 workers	17.23	3.4	34.8	16.49	3.6	35.2	25.10	6.3	30.6
500 workers or more	25.05	3.3	36.7	23.83	4.9	37.6	26.62	4.7	35.7

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, 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, Hartford, CT, June 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	\$20.48	2.4	\$18.71	3.1	\$26.34	4.0
All excluding sales	20.80	2.4	19.00	3.1	26.34	4.0
White collar	24.52	2.5	22.83	3.2	28.76	4.4
White collar excluding sales	25.47	2.4	23.97	3.1	28.76	4.4
Professional specialty and technical	29.23	2.4	26.51	2.7	33.81	4.8
Professional specialty	31.11	2.6	28.71	2.8	34.15	4.9
Engineers, architects, and surveyors	30.67	7.4	32.30	6.5	—	—
Industrial engineers	27.83	7.0	27.83	7.0	—	—
Mechanical engineers	34.45	11.7	34.45	11.7	—	—
Mathematical and computer scientists	30.02	2.7	30.02	2.7	—	—
Computer systems analysts and scientists	28.90	4.9	28.90	4.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.87	3.0	25.04	2.4	35.07	15.0
Registered nurses	24.21	1.9	24.15	1.9	—	—
Teachers, college and university	38.30	24.6	38.30	24.6	—	—
Teachers, except college and university	36.90	4.7	25.91	9.2	37.58	5.1
Elementary school teachers	39.89	2.4	—	—	40.01	2.4
Secondary school teachers	37.49	6.2	28.21	6.8	40.68	7.5
Teachers, special education	40.31	5.7	—	—	—	—
Teachers, n.e.c.	33.71	20.7	—	—	—	—
Librarians, archivists, and curators	26.31	17.0	—	—	—	—
Librarians	26.31	17.0	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	26.37	3.5	—	—	—	—
Social workers	26.37	3.5	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.79	10.6	22.79	10.6	—	—
Technical	20.43	2.9	20.40	3.1	—	—
Licensed practical nurses	19.94	2.6	19.94	2.6	—	—
Health technologists and technicians, n.e.c.	17.25	3.3	16.74	2.9	—	—
Electrical and electronic technicians	22.28	9.9	22.28	9.9	—	—
Engineering technicians, n.e.c.	20.30	5.3	—	—	—	—
Executive, administrative, and managerial	33.05	3.8	32.80	4.9	33.69	5.6
Executives, administrators, and managers	39.37	4.1	40.96	4.8	36.56	5.1
Financial managers	35.72	9.0	39.52	12.9	—	—
Administrators, education and related fields	41.64	11.2	33.91	10.0	—	—
Managers, medicine and health	47.64	12.6	—	—	—	—
Managers and administrators, n.e.c.	42.50	6.0	42.16	6.4	—	—
Management related	24.00	3.4	23.78	4.0	25.07	3.2
Accountants and auditors	21.69	6.9	21.28	7.0	—	—
Personnel, training, and labor relations specialists	21.08	5.4	21.10	6.0	—	—
Management related, n.e.c.	20.63	8.9	20.63	8.9	—	—
Sales	15.07	13.8	15.07	13.8	—	—
Supervisors, sales	27.10	13.8	27.10	13.8	—	—
Sales workers, other commodities	11.42	27.0	11.42	27.0	—	—
Cashiers	8.07	4.3	8.07	4.3	—	—
Administrative support, including clerical	15.79	2.7	15.28	2.5	17.14	5.5
Computer operators	17.78	5.8	17.78	5.8	—	—
Secretaries	18.06	4.9	16.33	4.4	19.77	4.6
Transportation ticket and reservation agents	15.51	3.7	15.51	3.7	—	—
Receptionists	10.57	6.4	11.10	4.3	—	—
Records clerks, n.e.c.	13.74	9.0	13.74	9.0	—	—
Bookkeepers, accounting and auditing clerks	15.52	5.1	14.86	5.2	—	—
Dispatchers	14.76	8.3	—	—	—	—
Traffic, shipping and receiving clerks	12.95	7.1	12.95	7.1	—	—
Stock and inventory clerks	15.00	7.2	—	—	—	—
Insurance adjusters, examiners, and investigators	16.57	5.8	16.57	5.8	—	—
Investigators and adjusters, except insurance	14.24	4.6	14.24	4.6	—	—

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, Hartford, CT, June 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						
Administrative support, including clerical –Continued						
General office clerks	\$14.85	6.6	\$11.77	7.0	\$16.32	1.9
Teachers' aides	12.60	4.5	–	–	12.67	4.8
Blue collar	14.61	3.3	14.41	3.5	18.35	6.4
Precision production, craft, and repair						
Machinists	19.47	3.5	19.40	3.8	20.14	4.7
Inspectors, testers, and graders	17.44	5.8	17.44	5.8	–	–
Inspectors, testers, and graders	17.57	6.4	17.57	6.4	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	12.89	3.7	12.89	3.7	–	–
Fabricating machine operators, n.e.c.	11.42	6.3	11.42	6.3	–	–
Assemblers	16.11	5.1	16.11	5.1	–	–
Assemblers	11.07	6.7	11.07	6.7	–	–
Transportation and material moving						
Truck drivers	14.10	8.6	13.43	9.5	19.28	5.6
Industrial truck and tractor equipment operators ..	15.48	8.3	15.06	9.3	–	–
Industrial truck and tractor equipment operators ..	13.54	7.8	13.27	8.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	11.39	4.0	11.17	4.4	–	–
Freight, stock, and material handlers, n.e.c.	9.49	8.4	9.49	8.4	–	–
Hand packers and packagers	12.17	4.9	12.17	4.9	–	–
Laborers, except construction, n.e.c.	10.51	11.0	10.51	11.0	–	–
Laborers, except construction, n.e.c.	11.33	9.7	10.65	12.0	–	–
Service						
Protective service	12.50	5.1	10.56	4.0	18.08	3.5
Firefighting	17.08	6.9	11.95	7.9	20.17	3.2
Police and detectives, public service	20.98	3.1	–	–	20.98	3.1
Guards and police, except public service	22.65	3.0	–	–	22.65	3.0
Food service	11.97	7.8	11.99	8.2	–	–
Waiters, waitresses, and bartenders	9.94	7.8	9.97	8.1	–	–
Other food service	4.97	4.8	4.97	4.8	–	–
Supervisors, food preparation and service	11.06	6.7	11.16	6.9	–	–
Cooks	15.10	13.7	15.10	13.7	–	–
Kitchen workers, food preparation	13.17	7.6	13.17	7.6	–	–
Food preparation, n.e.c.	7.75	9.3	–	–	–	–
Health service	10.00	6.0	10.00	6.0	–	–
Health aides, except nursing	12.61	4.7	11.67	2.3	–	–
Nursing aides, orderlies and attendants	11.63	4.4	11.63	4.4	–	–
Cleaning and building service	12.70	5.0	11.68	2.3	–	–
Maid and housemen	10.70	8.5	9.38	8.6	14.90	2.8
Janitors and cleaners	10.22	6.2	10.22	6.2	–	–
Personal service	10.12	10.0	8.77	9.8	14.34	3.3
Personal service	8.68	6.2	8.84	7.1	–	–

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

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, Hartford, CT, June 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	\$21.61	2.5	\$19.83	3.1	\$27.02	4.1
All excluding sales	21.65	2.5	19.79	3.2	27.02	4.1
White collar	25.50	2.5	23.90	3.1	29.16	4.4
White collar excluding sales	25.81	2.5	24.21	3.2	29.16	4.4
Professional specialty and technical	29.62	2.6	26.64	3.0	34.17	4.9
Professional specialty	31.66	2.8	29.10	3.2	34.53	5.0
Engineers, architects, and surveyors	30.67	7.4	32.30	6.5	—	—
Industrial engineers	27.83	7.0	27.83	7.0	—	—
Mechanical engineers	34.45	11.7	34.45	11.7	—	—
Mathematical and computer scientists	30.04	2.7	30.04	2.7	—	—
Computer systems analysts and scientists	28.90	5.1	28.90	5.1	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.32	4.0	24.00	2.6	35.07	15.0
Registered nurses	23.72	2.3	23.58	2.2	—	—
Teachers, college and university	38.32	24.7	38.32	24.7	—	—
Teachers, except college and university	38.05	4.9	27.25	9.3	38.64	5.3
Elementary school teachers	39.81	2.4	—	—	39.94	2.3
Secondary school teachers	37.80	6.4	28.68	6.8	40.68	7.5
Teachers, special education	40.24	6.1	—	—	—	—
Librarians, archivists, and curators	25.85	21.3	—	—	—	—
Librarians	25.85	21.3	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	26.37	3.5	—	—	—	—
Social workers	26.37	3.5	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.31	4.6	25.31	4.6	—	—
Technical	20.44	3.1	20.41	3.2	—	—
Licensed practical nurses	19.36	2.8	19.36	2.8	—	—
Health technologists and technicians, n.e.c.	17.23	3.5	—	—	—	—
Electrical and electronic technicians	22.28	9.9	22.28	9.9	—	—
Engineering technicians, n.e.c.	20.30	5.3	—	—	—	—
Executive, administrative, and managerial	33.10	3.8	32.87	4.9	33.70	5.6
Executives, administrators, and managers	39.38	4.1	40.96	4.8	36.57	5.1
Financial managers	35.72	9.0	39.52	12.9	—	—
Administrators, education and related fields	41.64	11.2	33.91	10.0	—	—
Managers, medicine and health	47.64	12.6	—	—	—	—
Managers and administrators, n.e.c.	42.50	6.0	42.16	6.4	—	—
Management related	24.01	3.4	23.79	4.1	25.07	3.2
Accountants and auditors	21.58	7.5	21.13	7.7	—	—
Personnel, training, and labor relations specialists	21.08	5.4	21.10	6.0	—	—
Management related, n.e.c.	20.63	8.9	20.63	8.9	—	—
Sales	20.52	11.7	20.52	11.7	—	—
Supervisors, sales	27.10	13.8	27.10	13.8	—	—
Administrative support, including clerical	16.07	2.8	15.54	2.6	17.51	5.2
Secretaries	18.15	4.9	16.44	4.5	19.81	4.5
Records clerks, n.e.c.	13.83	9.6	13.83	9.6	—	—
Bookkeepers, accounting and auditing clerks	15.52	5.2	14.84	5.3	—	—
Dispatchers	15.11	8.6	—	—	—	—
Traffic, shipping and receiving clerks	13.05	7.0	13.05	7.0	—	—
Stock and inventory clerks	15.00	7.2	—	—	—	—
Insurance adjusters, examiners, and investigators	16.57	5.8	16.57	5.8	—	—
Investigators and adjusters, except insurance	14.40	4.8	14.40	4.8	—	—
General office clerks	15.53	4.5	13.24	3.6	16.32	1.9
Teachers' aides	12.79	4.8	—	—	12.88	5.0
Blue collar	14.97	3.3	14.77	3.5	18.35	6.4
Precision production, craft, and repair	19.48	3.5	19.41	3.8	20.14	4.7

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, Hartford, CT, June 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						
Precision production, craft, and repair —Continued						
Machinists	\$17.44	5.8	\$17.44	5.8	—	—
Inspectors, testers, and graders	17.57	6.4	17.57	6.4	—	—
Machine operators, assemblers, and inspectors	12.90	3.7	12.90	3.7	—	—
Punching and stamping press operators	11.39	6.7	11.39	6.7	—	—
Fabricating machine operators, n.e.c.	16.11	5.1	16.11	5.1	—	—
Assemblers	11.07	6.7	11.07	6.7	—	—
Transportation and material moving	14.60	7.1	13.94	8.1	\$19.28	5.6
Truck drivers	15.47	8.4	15.05	9.5	—	—
Industrial truck and tractor equipment operators ..	13.54	7.8	13.27	8.7	—	—
Handlers, equipment cleaners, helpers, and laborers	12.37	3.6	12.18	4.1	—	—
Stock handlers and baggers	11.05	6.7	11.05	6.7	—	—
Hand packers and packagers	10.54	12.2	10.54	12.2	—	—
Laborers, except construction, n.e.c.	12.79	2.3	—	—	—	—
Service	13.68	5.7	11.42	4.8	18.92	3.1
Protective service	18.49	4.6	13.55	4.1	20.46	3.5
Firefighting	20.98	3.1	—	—	20.98	3.1
Police and detectives, public service	22.65	3.0	—	—	22.65	3.0
Guards and police, except public service	13.30	4.1	13.42	4.2	—	—
Food service	11.16	9.1	11.16	9.1	—	—
Other food service	12.33	6.2	12.33	6.2	—	—
Supervisors, food preparation and service	15.10	13.7	15.10	13.7	—	—
Food preparation, n.e.c.	10.74	6.3	10.74	6.3	—	—
Health service	12.89	3.2	12.29	2.0	—	—
Nursing aides, orderlies and attendants	12.94	3.5	12.30	2.1	—	—
Cleaning and building service	11.66	6.8	10.25	7.7	14.90	2.8
Maids and housemen	10.01	6.2	10.01	6.2	—	—
Janitors and cleaners	11.32	8.4	9.86	9.9	14.34	3.3
Personal service	—	—	—	—	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. 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, Hartford, CT, June 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	\$11.89	5.5	\$11.54	5.6	\$14.71	11.5
All excluding sales	12.97	5.7	12.69	6.2	14.71	11.5
White collar	14.45	8.7	14.37	9.3	15.25	20.5
White collar excluding sales	19.71	6.8	20.60	7.1	15.25	20.5
Professional specialty and technical	24.96	5.7	25.52	5.2	20.98	29.3
Professional specialty	25.54	6.1	26.27	5.6	20.98	29.3
Mathematical and computer scientists	—	—	—	—	—	—
Health related	27.12	5.3	27.12	5.3	—	—
Registered nurses	25.27	2.7	25.27	2.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	18.02	27.5	18.80	8.6	17.87	33.0
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.09	5.2	20.09	5.2	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.82	5.1	7.82	5.1	—	—
Cashiers	7.83	5.6	7.83	5.6	—	—
Administrative support, including clerical	11.09	4.0	11.26	3.9	10.55	9.9
Blue collar	8.77	7.6	8.77	7.6	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.37	9.9	8.37	9.9	—	—
Stock handlers and baggers	6.86	2.6	6.86	2.6	—	—
Service	9.76	8.8	8.90	5.3	14.34	13.9
Protective service	9.73	3.8	—	—	—	—
Food service	6.98	6.6	6.70	5.8	—	—
Other food service	7.68	5.4	7.43	4.9	—	—
Kitchen workers, food preparation	7.75	9.3	—	—	—	—
Health service	12.27	10.0	10.80	3.0	—	—
Health aides, except nursing	11.11	6.4	11.11	6.4	—	—
Nursing aides, orderlies and attendants	12.40	10.8	10.75	3.1	—	—
Cleaning and building service	7.09	7.4	7.09	7.4	—	—
Janitors and cleaners	6.68	4.0	6.68	4.0	—	—
Personal service	8.93	6.7	9.29	7.6	—	—

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 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, Hartford, CT, June 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	\$850	2.5	39.3	\$794	3.2	40.0	\$1,008	4.2	37.3
All excluding sales	850	2.6	39.3	792	3.3	40.0	1,008	4.2	37.3
White collar	997	2.5	39.1	960	3.2	40.2	1,076	4.5	36.9
White collar excluding sales	1,007	2.6	39.0	971	3.3	40.1	1,076	4.5	36.9
Professional specialty and technical	1,136	2.7	38.3	1,070	3.1	40.2	1,226	5.1	35.9
Professional specialty	1,205	3.0	38.1	1,174	3.3	40.3	1,236	5.2	35.8
Engineers, architects, and surveyors	1,209	9.1	39.4	1,316	6.2	40.8	-	-	-
Industrial engineers	1,146	7.5	41.2	1,146	7.5	41.2	-	-	-
Mechanical engineers	1,406	11.0	40.8	1,406	11.0	40.8	-	-	-
Mathematical and computer scientists	1,236	2.9	41.1	1,236	2.9	41.1	-	-	-
Computer systems analysts and scientists	1,199	4.7	41.5	1,199	4.7	41.5	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	983	4.1	38.8	939	3.0	39.1	1,294	16.5	36.9
Registered nurses	917	2.6	38.7	919	2.6	39.0	-	-	-
Teachers, college and university	1,464	15.9	38.2	1,464	15.9	38.2	-	-	-
Teachers, except college and university	1,318	4.7	34.6	997	8.4	36.6	1,335	5.1	34.5
Elementary school teachers	1,376	2.3	34.6	-	-	-	1,379	2.3	34.5
Secondary school teachers	1,326	5.4	35.1	1,066	6.5	37.2	1,403	6.5	34.5
Teachers, special education	1,409	5.4	35.0	-	-	-	-	-	-
Librarians, archivists, and curators	916	20.6	35.4	-	-	-	-	-	-
Librarians	916	20.6	35.4	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	1,037	2.5	39.3	-	-	-	-	-	-
Social workers	1,037	2.5	39.3	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,029	4.5	40.6	1,029	4.5	40.6	-	-	-
Technical	811	3.1	39.7	811	3.3	39.7	-	-	-
Licensed practical nurses	750	3.7	38.7	750	3.7	38.7	-	-	-
Health technologists and technicians, n.e.c.	689	3.5	40.0	-	-	-	-	-	-
Electrical and electronic technicians	908	11.1	40.7	908	11.1	40.7	-	-	-
Engineering technicians, n.e.c.	804	5.0	39.6	-	-	-	-	-	-
Executive, administrative, and managerial	1,333	4.1	40.3	1,340	4.9	40.8	1,315	7.0	39.0
Executives, administrators, and managers	1,600	4.2	40.6	1,673	4.8	40.8	1,473	4.9	40.3
Financial managers	1,453	9.6	40.7	1,584	12.9	40.1	-	-	-
Administrators, education and related fields	1,603	9.3	38.5	1,280	8.9	37.7	-	-	-
Managers, medicine and health	2,025	12.5	42.5	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,736	5.8	40.9	1,724	6.2	40.9	-	-	-
Management related	954	3.6	39.7	967	4.1	40.7	896	3.8	35.7
Accountants and auditors	904	7.0	41.9	891	7.4	42.2	-	-	-
Personnel, training, and labor relations specialists	848	6.7	40.2	856	7.4	40.6	-	-	-
Management related, n.e.c.	825	8.9	40.0	825	8.9	40.0	-	-	-
Sales	833	11.6	40.6	833	11.6	40.6	-	-	-

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, Hartford, CT, June 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									
Sales —Continued									
Supervisors, sales	\$1,066	12.5	39.3	\$1,066	12.5	39.3	—	—	—
Administrative support, including clerical									
Secretaries	625	2.8	38.9	616	2.5	39.6	\$648	6.7	37.0
Records clerks, n.e.c.	704	5.3	38.8	640	4.0	39.0	764	6.0	38.6
Bookkeepers, accounting and auditing clerks	551	9.2	39.8	551	9.2	39.8	—	—	—
Dispatchers	614	4.9	39.6	591	5.2	39.8	—	—	—
Traffic, shipping and receiving clerks	595	7.9	39.4	—	—	—	—	—	—
Stock and inventory clerks	522	7.0	40.0	522	7.0	40.0	—	—	—
Insurance adjusters, examiners, and investigators	594	7.3	39.6	—	—	—	—	—	—
Investigators and adjusters, except insurance	654	5.3	39.5	654	5.3	39.5	—	—	—
General office clerks	573	4.6	39.8	573	4.6	39.8	—	—	—
Teachers' aides	596	5.1	38.4	521	4.6	39.4	620	3.6	38.0
	407	5.6	31.9	—	—	—	407	6.0	31.6
Blue collar	598	3.4	40.0	591	3.5	40.0	729	6.6	39.7
Precision production, craft, and repair									
Machinists	775	3.7	39.8	773	4.0	39.8	801	4.9	39.8
Inspectors, testers, and graders	698	5.8	40.0	698	5.8	40.0	—	—	—
	703	6.4	40.0	703	6.4	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Punching and stamping press operators	516	3.7	40.0	516	3.7	40.0	—	—	—
Fabricating machine operators, n.e.c.	455	6.7	40.0	455	6.7	40.0	—	—	—
Assemblers	645	5.1	40.0	645	5.1	40.0	—	—	—
	443	6.7	40.0	443	6.7	40.0	—	—	—
Transportation and material moving									
Truck drivers	586	7.8	40.1	559	8.8	40.1	771	5.6	40.0
Industrial truck and tractor equipment operators	635	8.8	41.0	619	10.0	41.2	—	—	—
	542	7.8	40.0	531	8.7	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers ...	495	3.7	40.1	489	4.2	40.1	—	—	—
Hand packers and packagers	441	6.7	39.9	441	6.7	39.9	—	—	—
Laborers, except construction, n.e.c.	422	12.2	40.0	422	12.2	40.0	—	—	—
	502	1.4	39.2	—	—	—	—	—	—
Service									
Protective service	538	5.3	39.3	452	4.9	39.6	731	3.6	38.6
Firefighting	718	4.5	38.8	542	4.1	40.0	786	5.9	38.4
Police and detectives, public service	869	2.3	41.4	—	—	—	869	2.3	41.4
Guards and police, except public service	888	2.6	39.2	—	—	—	888	2.6	39.2
Food service	527	4.5	39.6	537	4.2	40.0	—	—	—
Other food service	450	8.3	40.4	450	8.3	40.4	—	—	—
Supervisors, food preparation and service	504	5.9	40.9	504	5.9	40.9	—	—	—
	621	13.4	41.2	621	13.4	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, Hartford, CT, June 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									
Food service—Continued									
Other food service—Continued									
Food preparation, n.e.c.	\$444	9.1	41.3	\$444	9.1	41.3	—	—	—
Health service	500	3.1	38.8	481	2.4	39.1	—	—	—
Nursing aides, orderlies and attendants	501	3.3	38.7	480	2.5	39.1	—	—	—
Cleaning and building service	459	7.0	39.4	401	7.9	39.1	\$596	2.9	40.0
Maids and housemen	377	9.0	37.7	377	9.0	37.7	—	—	—
Janitors and cleaners	451	8.5	39.8	392	10.0	39.8	574	3.3	40.0
Personal service	—	—	—	—	—	—	—	—	—

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, Hartford, CT, June 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	\$42,995	2.5	1,990	\$41,067	3.2	2,071	\$48,023	4.2	1,777
All excluding sales	42,983	2.6	1,985	40,954	3.3	2,069	48,023	4.2	1,777
White collar	49,854	2.5	1,955	49,613	3.2	2,076	50,314	4.5	1,725
White collar excluding sales	50,221	2.6	1,946	50,168	3.3	2,072	50,314	4.5	1,725
Professional specialty and technical	54,525	2.7	1,841	54,798	3.1	2,057	54,204	5.1	1,586
Professional specialty	56,914	3.0	1,798	59,769	3.3	2,054	54,446	5.2	1,577
Engineers, architects, and surveyors	62,856	9.1	2,049	68,441	6.2	2,119	-	-	-
Industrial engineers	59,577	7.5	2,141	59,577	7.5	2,141	-	-	-
Mechanical engineers	73,122	11.0	2,122	73,122	11.0	2,122	-	-	-
Mathematical and computer scientists	64,262	2.9	2,139	64,262	2.9	2,139	-	-	-
Computer systems analysts and scientists	62,359	4.7	2,158	62,359	4.7	2,158	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	50,504	4.1	1,994	48,817	3.0	2,034	61,220	16.5	1,745
Registered nurses	47,344	2.6	1,996	47,763	2.6	2,025	-	-	-
Teachers, college and university	59,744	15.9	1,559	59,744	15.9	1,559	-	-	-
Teachers, except college and university	51,019	4.7	1,341	37,036	8.4	1,359	51,773	5.1	1,340
Elementary school teachers	50,932	2.3	1,279	-	-	-	51,047	2.3	1,278
Secondary school teachers	49,183	5.4	1,301	37,640	6.5	1,312	52,790	6.5	1,298
Teachers, special education	52,566	5.4	1,306	-	-	-	-	-	-
Librarians, archivists, and curators	42,747	20.6	1,654	-	-	-	-	-	-
Librarians	42,747	20.6	1,654	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	53,189	2.5	2,017	-	-	-	-	-	-
Social workers	53,189	2.5	2,017	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	53,494	4.5	2,113	53,494	4.5	2,113	-	-	-
Technical	42,189	3.1	2,064	42,160	3.3	2,065	-	-	-
Licensed practical nurses	39,012	3.7	2,015	39,012	3.7	2,015	-	-	-
Health technologists and technicians, n.e.c.	35,838	3.5	2,080	-	-	-	-	-	-
Electrical and electronic technicians	47,197	11.1	2,119	47,197	11.1	2,119	-	-	-
Engineering technicians, n.e.c.	41,797	5.0	2,059	-	-	-	-	-	-
Executive, administrative, and managerial	68,991	4.1	2,084	69,604	4.9	2,118	67,536	7.0	2,004
Executives, administrators, and managers	82,597	4.2	2,098	86,860	4.8	2,120	75,277	4.9	2,058
Financial managers	75,577	9.6	2,116	82,349	12.9	2,084	-	-	-
Administrators, education and related fields	76,555	9.3	1,839	64,987	8.9	1,916	-	-	-
Managers, medicine and health	104,496	12.5	2,193	-	-	-	-	-	-
Managers and administrators, n.e.c.	90,293	5.8	2,125	89,654	6.2	2,127	-	-	-
Management related	49,583	3.6	2,065	50,308	4.1	2,115	46,567	3.8	1,857
Accountants and auditors	46,994	7.0	2,177	46,357	7.4	2,193	-	-	-
Personnel, training, and labor relations specialists	44,097	6.7	2,092	44,498	7.4	2,109	-	-	-
Management related, n.e.c.	42,919	8.9	2,080	42,919	8.9	2,080	-	-	-
Sales	43,306	11.6	2,110	43,306	11.6	2,110	-	-	-

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, Hartford, CT, June 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									
Sales —Continued									
Supervisors, sales	\$55,416	12.5	2,045	\$55,416	12.5	2,045	—	—	—
Administrative support, including clerical									
Secretaries	31,681	2.8	1,971	31,922	2.5	2,054	\$31,121	6.7	1,777
Records clerks, n.e.c.	36,561	5.3	2,015	33,262	4.0	2,024	39,743	6.0	2,006
Bookkeepers, accounting and auditing clerks	28,635	9.2	2,070	28,635	9.2	2,070	—	—	—
Dispatchers	31,954	4.9	2,060	30,713	5.2	2,069	—	—	—
Traffic, shipping and receiving clerks	30,937	7.9	2,048	—	—	—	—	—	—
Stock and inventory clerks	27,148	7.0	2,080	27,148	7.0	2,080	—	—	—
Insurance adjusters, examiners, and investigators	30,877	7.3	2,058	—	—	—	—	—	—
Investigators and adjusters, except insurance	34,028	5.3	2,054	34,028	5.3	2,054	—	—	—
General office clerks	29,819	4.6	2,070	29,819	4.6	2,070	—	—	—
Teachers' aides	30,662	5.1	1,974	27,098	4.6	2,047	31,824	3.6	1,950
	15,106	5.6	1,181	—	—	—	15,060	6.0	1,169
Blue collar	31,030	3.4	2,072	30,623	3.5	2,073	37,914	6.6	2,067
Precision production, craft, and repair									
Machinists	39,954	3.7	2,052	39,797	4.0	2,050	41,637	4.9	2,067
Inspectors, testers, and graders	36,285	5.8	2,080	36,285	5.8	2,080	—	—	—
	36,549	6.4	2,080	36,549	6.4	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Punching and stamping press operators	26,829	3.7	2,079	26,829	3.7	2,079	—	—	—
Fabricating machine operators, n.e.c.	23,682	6.7	2,080	23,682	6.7	2,080	—	—	—
Assemblers	33,516	5.1	2,080	33,516	5.1	2,080	—	—	—
	23,027	6.7	2,080	23,027	6.7	2,080	—	—	—
Transportation and material moving									
Truck drivers	30,450	7.8	2,086	29,089	8.8	2,087	40,113	5.6	2,080
Industrial truck and tractor equipment operators	33,021	8.8	2,134	32,200	10.0	2,140	—	—	—
	28,164	7.8	2,080	27,592	8.7	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers ...	25,763	3.7	2,083	25,415	4.2	2,087	—	—	—
Hand packers and packagers	22,945	6.7	2,076	22,945	6.7	2,076	—	—	—
Laborers, except construction, n.e.c.	21,928	12.2	2,080	21,928	12.2	2,080	—	—	—
	26,112	1.4	2,041	—	—	—	—	—	—
Service									
Protective service	27,751	5.3	2,029	23,347	4.9	2,044	37,722	3.6	1,994
Firefighting	37,040	4.5	2,003	28,177	4.1	2,080	40,380	5.9	1,974
Police and detectives, public service	45,196	2.3	2,154	—	—	—	45,196	2.3	2,154
Guards and police, except public service	46,181	2.6	2,039	—	—	—	46,181	2.6	2,039
Food service	26,624	4.5	2,002	27,923	4.2	2,080	—	—	—
Other food service	22,935	8.3	2,056	22,935	8.3	2,056	—	—	—
Supervisors, food preparation and service	25,569	5.9	2,074	25,569	5.9	2,074	—	—	—
	31,187	13.4	2,066	31,187	13.4	2,066	—	—	—

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, Hartford, CT, June 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									
Other food service—Continued									
Food preparation, n.e.c.	\$22,599	9.1	2,104	\$22,599	9.1	2,104	—	—	—
Health service	26,011	3.1	2,018	25,008	2.4	2,034	—	—	—
Nursing aides, orderlies and attendants	26,051	3.3	2,013	24,970	2.5	2,031	—	—	—
Cleaning and building service	23,891	7.0	2,049	20,867	7.9	2,036	\$30,998	2.9	2,080
Maids and housemen	19,617	9.0	1,959	19,617	9.0	1,959	—	—	—
Janitors and cleaners	23,466	8.5	2,072	20,396	10.0	2,068	29,823	3.3	2,080
Personal service	—	—	—	—	—	—	—	—	—

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, Hartford, CT, June 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	\$20.48	2.4	\$18.71	3.1	\$26.34	4.0
All excluding sales	20.80	2.4	19.00	3.1	26.34	4.0
White collar	24.52	2.5	22.83	3.2	28.76	4.4
1	7.81	3.6	7.85	3.7	—	—
2	9.28	8.4	9.01	9.2	—	—
3	11.55	3.9	11.06	4.2	13.58	4.7
4	14.14	3.3	13.58	2.9	15.82	3.3
5	16.05	4.6	16.19	5.2	15.27	7.6
6	18.55	4.4	16.91	4.1	21.17	5.8
7	21.98	3.5	20.52	2.4	24.68	7.6
8	23.63	5.4	22.26	2.5	34.41	12.7
9	30.88	2.7	26.17	3.0	36.77	5.8
10	28.96	4.3	28.61	4.7	—	—
11	33.66	3.4	31.40	2.0	40.09	8.4
12	37.48	3.2	39.36	3.4	—	—
13	48.17	3.4	48.17	3.4	—	—
14	56.74	4.6	56.98	5.7	—	—
Not able to be leveled	28.69	10.8	29.46	13.8	—	—
White collar excluding sales	25.47	2.4	23.97	3.1	28.76	4.4
1	8.64	13.4	9.09	12.8	—	—
2	11.07	2.8	11.18	2.8	—	—
3	12.32	2.6	11.87	2.9	13.58	4.7
4	14.25	3.4	13.68	3.1	15.82	3.3
5	15.34	2.3	15.35	2.1	15.27	7.6
6	18.63	4.5	16.94	4.3	21.17	5.8
7	22.03	3.5	20.57	2.4	24.68	7.6
8	23.81	5.7	22.31	2.4	34.41	12.7
9	30.97	2.8	26.07	3.1	36.77	5.8
10	28.01	3.4	27.50	3.5	—	—
11	33.60	3.5	31.24	2.0	40.09	8.4
12	37.42	3.2	39.27	3.5	—	—
13	48.14	3.6	48.14	3.6	—	—
14	56.74	4.6	56.98	5.7	—	—
Not able to be leveled	29.09	10.7	30.06	13.5	—	—
Professional specialty and technical	29.23	2.4	26.51	2.7	33.81	4.8
Professional specialty	31.11	2.6	28.71	2.8	34.15	4.9
5	12.24	8.1	—	—	12.37	10.4
6	22.99	2.9	17.13	5.6	—	—
7	25.75	7.6	23.23	1.2	—	—
8	27.55	11.0	24.02	4.7	—	—
9	33.19	3.3	27.37	3.3	37.46	6.2
10	27.39	4.0	27.24	4.1	—	—
11	32.07	4.2	30.50	2.7	—	—
12	39.89	3.6	39.14	6.5	—	—
Not able to be leveled	27.81	4.4	—	—	—	—
Engineers, architects, and surveyors	30.67	7.4	32.30	6.5	—	—
9	25.84	5.1	24.96	4.6	—	—
10	28.32	4.6	28.32	4.6	—	—
11	31.22	3.6	31.22	3.6	—	—
12	37.23	4.2	37.23	4.2	—	—
Industrial engineers	27.83	7.0	27.83	7.0	—	—
Mechanical engineers	34.45	11.7	34.45	11.7	—	—
Mathematical and computer scientists	30.02	2.7	30.02	2.7	—	—
Computer systems analysts and scientists	28.90	4.9	28.90	4.9	—	—
9	23.89	2.7	23.89	2.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.87	3.0	25.04	2.4	35.07	15.0
7	23.65	2.1	23.10	1.2	—	—
8	23.54	5.0	23.54	5.0	—	—
9	28.45	4.1	27.58	4.3	—	—
Registered nurses	24.21	1.9	24.15	1.9	—	—
7	23.30	1.2	23.20	1.2	—	—
8	23.62	5.3	23.62	5.3	—	—
9	26.03	3.5	25.57	3.3	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, June 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						
Teachers, college and university	\$38.30	24.6	\$38.30	24.6	–	–
Teachers, except college and university	36.90	4.7	25.91	9.2	\$37.58	5.1
5	11.45	7.6	–	–	11.15	8.5
8	35.97	8.0	28.14	9.1	–	–
9	40.70	2.5	–	–	40.88	2.6
Elementary school teachers	39.89	2.4	–	–	40.01	2.4
9	40.06	2.9	–	–	40.06	2.9
Secondary school teachers	37.49	6.2	28.21	6.8	40.68	7.5
8	32.03	11.1	–	–	–	–
9	39.39	7.7	–	–	–	–
Teachers, special education	40.31	5.7	–	–	–	–
Teachers, n.e.c.	33.71	20.7	–	–	–	–
Librarians, archivists, and curators	26.31	17.0	–	–	–	–
Librarians	26.31	17.0	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	26.37	3.5	–	–	–	–
Social workers	26.37	3.5	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.79	10.6	22.79	10.6	–	–
Technical	20.43	2.9	20.40	3.1	–	–
5	17.12	4.1	17.12	4.1	–	–
6	18.37	4.4	18.37	4.4	–	–
7	21.00	4.6	21.32	4.8	–	–
8	21.16	4.1	20.98	4.4	–	–
9	27.19	6.5	28.02	6.4	–	–
Licensed practical nurses	19.94	2.6	19.94	2.6	–	–
5	19.76	3.3	19.76	3.3	–	–
Health technologists and technicians, n.e.c.	17.25	3.3	16.74	2.9	–	–
Electrical and electronic technicians	22.28	9.9	22.28	9.9	–	–
Engineering technicians, n.e.c.	20.30	5.3	–	–	–	–
Executive, administrative, and managerial	33.05	3.8	32.80	4.9	33.69	5.6
6	15.41	7.3	14.50	4.7	–	–
7	23.37	3.9	22.26	5.0	–	–
8	22.51	3.4	22.34	3.6	–	–
9	23.61	3.7	22.98	3.1	–	–
10	29.00	6.4	27.69	7.0	–	–
11	36.67	6.8	32.91	3.0	44.36	12.3
12	36.55	3.4	39.33	3.9	–	–
14	58.90	5.4	59.42	6.4	–	–
Not able to be leveled	38.52	13.9	38.52	13.9	–	–
Executives, administrators, and managers	39.37	4.1	40.96	4.8	36.56	5.1
10	32.33	4.7	31.06	4.7	–	–
11	41.06	9.4	35.51	4.0	44.36	12.3
12	36.75	3.8	40.61	3.9	–	–
14	58.90	5.4	59.42	6.4	–	–
Financial managers	35.72	9.0	39.52	12.9	–	–
Administrators, education and related fields	41.64	11.2	33.91	10.0	–	–
Managers, medicine and health	47.64	12.6	–	–	–	–
Managers and administrators, n.e.c.	42.50	6.0	42.16	6.4	–	–
12	41.00	7.0	41.00	7.0	–	–
Management related	24.00	3.4	23.78	4.0	25.07	3.2
6	15.41	7.3	14.50	4.7	–	–
7	23.50	4.4	22.17	6.4	–	–
8	22.03	3.2	21.77	3.3	–	–
9	23.61	4.4	22.77	3.7	–	–
11	31.85	2.9	31.85	2.9	–	–
Accountants and auditors	21.69	6.9	21.28	7.0	–	–
Personnel, training, and labor relations specialists	21.08	5.4	21.10	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, Hartford, CT, June 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						
Management related –Continued						
Management related, n.e.c.	\$20.63	8.9	\$20.63	8.9	–	–
Sales	15.07	13.8	15.07	13.8	–	–
1	7.64	2.6	7.64	2.6	–	–
3	9.35	5.3	9.35	5.3	–	–
5	19.30	15.8	19.30	15.8	–	–
Supervisors, sales	27.10	13.8	27.10	13.8	–	–
Sales workers, other commodities	11.42	27.0	11.42	27.0	–	–
Cashiers	8.07	4.3	8.07	4.3	–	–
1	7.71	2.8	7.71	2.8	–	–
Administrative support, including clerical	15.79	2.7	15.28	2.5	\$17.14	5.5
1	8.64	13.4	9.09	12.8	–	–
2	11.07	2.8	11.18	2.8	–	–
3	12.31	2.6	11.87	2.9	13.58	4.7
4	14.34	3.2	13.76	2.7	15.82	3.3
5	15.55	2.8	15.35	2.7	16.32	7.9
6	18.08	4.4	17.18	6.0	–	–
7	19.50	4.2	18.68	3.9	–	–
Computer operators	17.78	5.8	17.78	5.8	–	–
Secretaries	18.06	4.9	16.33	4.4	19.77	4.6
4	13.88	6.0	13.78	7.4	–	–
5	16.74	2.7	15.89	2.2	–	–
6	19.40	2.7	19.05	8.8	–	–
7	20.35	5.7	17.57	7.7	–	–
Transportation ticket and reservation agents	15.51	3.7	15.51	3.7	–	–
Receptionists	10.57	6.4	11.10	4.3	–	–
Records clerks, n.e.c.	13.74	9.0	13.74	9.0	–	–
Bookkeepers, accounting and auditing clerks	15.52	5.1	14.86	5.2	–	–
4	15.05	6.2	15.01	7.1	–	–
Dispatchers	14.76	8.3	–	–	–	–
Traffic, shipping and receiving clerks	12.95	7.1	12.95	7.1	–	–
4	11.99	4.5	11.99	4.5	–	–
Stock and inventory clerks	15.00	7.2	–	–	–	–
Insurance adjusters, examiners, and investigators	16.57	5.8	16.57	5.8	–	–
Investigators and adjusters, except insurance	14.24	4.6	14.24	4.6	–	–
General office clerks	14.85	6.6	11.77	7.0	16.32	1.9
3	12.84	5.4	–	–	–	–
4	16.22	2.5	–	–	–	–
Teachers' aides	12.60	4.5	–	–	12.67	4.8
3	13.70	6.2	–	–	13.70	6.2
Blue collar	14.61	3.3	14.41	3.5	18.35	6.4
1	8.74	3.8	8.67	3.8	–	–
2	10.75	5.0	10.75	5.0	–	–
3	12.82	3.8	12.79	3.9	–	–
4	14.17	3.1	14.03	3.3	–	–
5	16.60	4.2	16.48	4.4	–	–
6	17.07	2.4	16.48	2.1	19.49	5.0
7	21.54	3.9	21.59	4.2	–	–
8	21.91	4.7	21.91	4.7	–	–
Precision production, craft, and repair	19.47	3.5	19.40	3.8	20.14	4.7
4	14.88	8.0	14.67	8.5	–	–
5	17.49	8.3	17.27	9.5	–	–
6	17.16	3.3	16.89	3.3	–	–
7	22.42	3.6	22.57	3.8	–	–
Machinists	17.44	5.8	17.44	5.8	–	–
Inspectors, testers, and graders	17.57	6.4	17.57	6.4	–	–

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, Hartford, CT, June 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						
Machine operators, assemblers, and inspectors	\$12.89	3.7	\$12.89	3.7	—	—
1	9.40	4.3	9.40	4.3	—	—
2	11.21	4.5	11.21	4.5	—	—
3	12.87	4.3	12.87	4.3	—	—
4	13.50	2.9	13.50	2.9	—	—
5	15.96	4.1	15.96	4.1	—	—
6	15.92	3.1	15.92	3.1	—	—
7	18.09	8.0	18.09	8.0	—	—
Punching and stamping press operators	11.42	6.3	11.42	6.3	—	—
Fabricating machine operators, n.e.c.	16.11	5.1	16.11	5.1	—	—
Assemblers	11.07	6.7	11.07	6.7	—	—
1	9.26	5.6	9.26	5.6	—	—
Transportation and material moving	14.10	8.6	13.43	9.5	\$19.28	5.6
4	17.07	7.5	16.95	8.5	—	—
6	18.41	6.3	—	—	—	—
Truck drivers	15.48	8.3	15.06	9.3	—	—
4	18.71	6.2	18.87	7.4	—	—
Industrial truck and tractor equipment operators ..	13.54	7.8	13.27	8.7	—	—
Handlers, equipment cleaners, helpers, and laborers	11.39	4.0	11.17	4.4	—	—
1	8.03	6.8	7.78	6.5	—	—
2	10.40	5.0	10.40	5.0	—	—
3	12.49	4.8	12.31	5.5	—	—
4	13.18	3.3	12.96	3.6	—	—
Stock handlers and baggers	9.49	8.4	9.49	8.4	—	—
1	7.86	8.3	7.86	8.3	—	—
Freight, stock, and material handlers, n.e.c.	12.17	4.9	12.17	4.9	—	—
Hand packers and packagers	10.51	11.0	10.51	11.0	—	—
Laborers, except construction, n.e.c.	11.33	9.7	10.65	12.0	—	—
Service	12.50	5.1	10.56	4.0	18.08	3.5
1	8.53	8.0	8.19	7.1	—	—
2	9.54	6.3	9.28	6.9	11.12	7.6
3	11.32	4.1	10.96	4.2	14.05	4.2
4	13.09	7.4	12.05	3.6	—	—
5	17.74	5.7	—	—	19.14	1.6
6	19.50	5.9	16.18	4.4	22.11	2.4
7	20.59	11.0	—	—	—	—
Protective service	17.08	6.9	11.95	7.9	20.17	3.2
3	10.54	6.2	—	—	—	—
5	19.39	1.4	—	—	19.52	1.6
6	19.98	7.5	—	—	—	—
Firefighting	20.98	3.1	—	—	20.98	3.1
Police and detectives, public service	22.65	3.0	—	—	22.65	3.0
Guards and police, except public service	11.97	7.8	11.99	8.2	—	—
Food service	9.94	7.8	9.97	8.1	—	—
1	8.98	11.3	8.98	11.3	—	—
2	6.62	8.4	6.33	8.6	—	—
3	10.03	14.5	10.03	14.5	—	—
Waiters, waitresses, and bartenders	4.97	4.8	4.97	4.8	—	—
Other food service	11.06	6.7	11.16	6.9	—	—
1	9.32	11.5	9.32	11.5	—	—
2	7.85	3.5	7.62	2.6	—	—
3	11.19	10.2	11.19	10.2	—	—
Supervisors, food preparation and service	15.10	13.7	15.10	13.7	—	—
Cooks	13.17	7.6	13.17	7.6	—	—
Kitchen workers, food preparation	7.75	9.3	—	—	—	—
Food preparation, n.e.c.	10.00	6.0	10.00	6.0	—	—
1	10.74	6.3	10.74	6.3	—	—
Health service	12.61	4.7	11.67	2.3	—	—
2	11.28	2.2	11.28	2.2	—	—

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, Hartford, CT, June 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						
3	\$11.97	4.3	\$11.97	4.3	—	—
4	13.09	9.7	11.59	3.5	—	—
Health aides, except nursing	11.63	4.4	11.63	4.4	—	—
Nursing aides, orderlies and attendants	12.70	5.0	11.68	2.3	—	—
2	11.21	2.2	11.21	2.2	—	—
3	11.99	4.4	11.99	4.4	—	—
4	13.18	10.3	11.55	3.5	—	—
Cleaning and building service	10.70	8.5	9.38	8.6	\$14.90	2.8
1	8.44	10.6	7.95	8.5	—	—
2	12.10	4.8	11.54	6.2	—	—
3	12.18	8.4	—	—	—	—
Maids and housemen	10.22	6.2	10.22	6.2	—	—
1	9.22	4.4	9.22	4.4	—	—
Janitors and cleaners	10.12	10.0	8.77	9.8	14.34	3.3
1	8.25	12.8	7.60	9.5	—	—
2	12.31	5.1	—	—	—	—
3	12.23	9.0	—	—	—	—
Personal service	8.68	6.2	8.84	7.1	—	—

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

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

³ 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, Hartford, CT, June 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	\$21.61	2.5	\$19.83	3.1	\$27.02	4.1
All excluding sales	21.65	2.5	19.79	3.2	27.02	4.1
White collar	25.50	2.5	23.90	3.1	29.16	4.4
2	10.92	4.0	10.75	4.9	—	—
3	12.34	2.8	11.89	3.1	13.88	5.3
4	14.30	3.4	13.72	3.0	15.94	3.0
5	16.18	4.8	16.16	5.4	16.35	7.3
6	18.52	4.5	16.81	4.2	21.17	5.8
7	21.90	3.7	20.24	2.6	24.69	7.6
8	23.24	5.5	21.83	2.5	33.67	12.5
9	30.81	2.8	25.80	3.2	36.69	5.8
10	28.73	4.3	28.36	4.7	—	—
11	33.89	3.4	31.61	2.0	40.09	8.4
12	37.48	3.2	39.36	3.4	—	—
13	48.17	3.4	48.17	3.4	—	—
14	56.74	4.6	56.98	5.7	—	—
Not able to be leveled	28.69	10.8	29.46	13.8	—	—
White collar excluding sales	25.81	2.5	24.21	3.2	29.16	4.4
2	11.31	2.3	11.23	2.9	—	—
3	12.39	2.8	11.92	3.1	13.88	5.3
4	14.42	3.4	13.83	3.2	15.94	3.0
5	15.44	2.2	15.25	2.1	16.35	7.3
6	18.59	4.6	16.83	4.4	21.17	5.8
7	21.95	3.7	20.30	2.6	24.69	7.6
8	23.40	5.8	21.84	2.4	33.67	12.5
9	30.90	2.9	25.66	3.3	36.69	5.8
10	27.75	3.3	27.21	3.4	—	—
11	33.84	3.5	31.45	2.0	40.09	8.4
12	37.42	3.2	39.27	3.5	—	—
13	48.14	3.6	48.14	3.6	—	—
14	56.74	4.6	56.98	5.7	—	—
Not able to be leveled	29.09	10.7	30.06	13.5	—	—
Professional specialty and technical	29.62	2.6	26.64	3.0	34.17	4.9
Professional specialty	31.66	2.8	29.10	3.2	34.53	5.0
6	23.11	2.5	—	—	—	—
7	26.31	9.2	23.20	1.4	—	—
8	27.65	13.7	22.91	4.9	—	—
9	33.23	3.6	26.82	3.9	37.38	6.2
10	27.00	3.9	26.83	4.0	—	—
11	32.40	4.1	30.82	2.8	—	—
12	39.89	3.6	39.14	6.5	—	—
Not able to be leveled	27.81	4.4	—	—	—	—
Engineers, architects, and surveyors	30.67	7.4	32.30	6.5	—	—
9	25.84	5.1	24.96	4.6	—	—
10	28.32	4.6	28.32	4.6	—	—
11	31.22	3.6	31.22	3.6	—	—
12	37.23	4.2	37.23	4.2	—	—
Industrial engineers	27.83	7.0	27.83	7.0	—	—
Mechanical engineers	34.45	11.7	34.45	11.7	—	—
Mathematical and computer scientists	30.04	2.7	30.04	2.7	—	—
Computer systems analysts and scientists	28.90	5.1	28.90	5.1	—	—
9	23.33	1.5	23.33	1.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.32	4.0	24.00	2.6	35.07	15.0
7	23.83	2.9	23.00	1.6	—	—
9	27.38	5.5	26.05	4.9	—	—
Registered nurses	23.72	2.3	23.58	2.2	—	—
7	23.16	1.5	23.00	1.6	—	—
9	25.90	5.1	25.29	5.0	—	—
Teachers, college and university	38.32	24.7	38.32	24.7	—	—
Teachers, except college and university	38.05	4.9	27.25	9.3	38.64	5.3
8	36.21	7.8	28.46	9.5	—	—
9	40.68	2.6	—	—	40.82	2.6
Elementary school teachers	39.81	2.4	—	—	39.94	2.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, June 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						
Teachers, except college and university –Continued						
Elementary school teachers –Continued						
9	\$39.97	2.8	–	–	\$39.97	2.8
Secondary school teachers	37.80	6.4	\$28.68	6.8	40.68	7.5
9	39.39	7.7	–	–	–	–
Teachers, special education	40.24	6.1	–	–	–	–
Librarians, archivists, and curators	25.85	21.3	–	–	–	–
Librarians	25.85	21.3	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	26.37	3.5	–	–	–	–
Social workers	26.37	3.5	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.31	4.6	25.31	4.6	–	–
Technical	20.44	3.1	20.41	3.2	–	–
5	16.29	3.3	16.29	3.3	–	–
6	17.94	4.4	17.94	4.4	–	–
7	21.00	4.7	21.32	4.9	–	–
8	21.16	4.1	20.98	4.4	–	–
9	27.19	6.5	28.02	6.4	–	–
Licensed practical nurses	19.36	2.8	19.36	2.8	–	–
Health technologists and technicians, n.e.c.	17.23	3.5	–	–	–	–
Electrical and electronic technicians	22.28	9.9	22.28	9.9	–	–
Engineering technicians, n.e.c.	20.30	5.3	–	–	–	–
Executive, administrative, and managerial	33.10	3.8	32.87	4.9	33.70	5.6
6	15.41	7.3	14.50	4.7	–	–
7	23.41	4.1	22.20	5.5	–	–
8	22.51	3.4	22.34	3.6	–	–
9	23.61	3.7	22.98	3.1	–	–
10	29.00	6.4	27.69	7.0	–	–
11	36.67	6.8	32.91	3.0	44.36	12.3
12	36.55	3.4	39.33	3.9	–	–
14	58.90	5.4	59.42	6.4	–	–
Not able to be leveled	38.52	13.9	38.52	13.9	–	–
Executives, administrators, and managers	39.38	4.1	40.96	4.8	36.57	5.1
10	32.33	4.7	31.06	4.7	–	–
11	41.06	9.4	35.51	4.0	44.36	12.3
12	36.75	3.8	40.61	3.9	–	–
14	58.90	5.4	59.42	6.4	–	–
Financial managers	35.72	9.0	39.52	12.9	–	–
Administrators, education and related fields	41.64	11.2	33.91	10.0	–	–
Managers, medicine and health	47.64	12.6	–	–	–	–
Managers and administrators, n.e.c.	42.50	6.0	42.16	6.4	–	–
12	41.00	7.0	41.00	7.0	–	–
Management related	24.01	3.4	23.79	4.1	25.07	3.2
6	15.41	7.3	14.50	4.7	–	–
7	23.55	4.6	–	–	–	–
8	22.03	3.2	21.77	3.3	–	–
9	23.61	4.4	22.77	3.7	–	–
11	31.85	2.9	31.85	2.9	–	–
Accountants and auditors	21.58	7.5	21.13	7.7	–	–
Personnel, training, and labor relations specialists	21.08	5.4	21.10	6.0	–	–
Management related, n.e.c.	20.63	8.9	20.63	8.9	–	–
Sales	20.52	11.7	20.52	11.7	–	–
5	19.30	15.8	19.30	15.8	–	–
Supervisors, sales	27.10	13.8	27.10	13.8	–	–
Administrative support, including clerical	16.07	2.8	15.54	2.6	17.51	5.2

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Hartford, CT, June 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						
Administrative support, including clerical —Continued						
2	\$11.31	2.3	\$11.23	2.9	—	—
3	12.39	2.8	11.92	3.1	\$13.88	5.3
4	14.54	3.1	13.93	2.7	15.94	3.0
5	15.55	2.8	15.35	2.7	16.32	7.9
6	18.08	4.4	17.18	6.0	—	—
7	19.50	4.2	18.68	3.9	—	—
Secretaries	18.15	4.9	16.44	4.5	19.81	4.5
4	13.98	6.3	13.91	7.6	—	—
5	16.79	2.8	15.93	2.2	—	—
6	19.40	2.7	19.05	8.8	—	—
7	20.35	5.7	17.57	7.7	—	—
Records clerks, n.e.c.	13.83	9.6	13.83	9.6	—	—
Bookkeepers, accounting and auditing clerks	15.52	5.2	14.84	5.3	—	—
4	15.03	6.5	14.99	7.4	—	—
Dispatchers	15.11	8.6	—	—	—	—
Traffic, shipping and receiving clerks	13.05	7.0	13.05	7.0	—	—
Stock and inventory clerks	15.00	7.2	—	—	—	—
Insurance adjusters, examiners, and investigators	16.57	5.8	16.57	5.8	—	—
Investigators and adjusters, except insurance	14.40	4.8	14.40	4.8	—	—
General office clerks	15.53	4.5	13.24	3.6	16.32	1.9
4	16.22	2.5	—	—	—	—
Teachers' aides	12.79	4.8	—	—	12.88	5.0
3	14.28	5.5	—	—	14.28	5.5
Blue collar	14.97	3.3	14.77	3.5	18.35	6.4
1	9.21	4.3	9.13	4.3	—	—
2	10.90	4.4	10.90	4.4	—	—
3	12.89	3.8	12.87	3.9	—	—
4	14.23	3.1	14.09	3.3	—	—
5	16.60	4.2	16.48	4.4	—	—
6	17.07	2.5	16.47	2.1	19.49	5.0
7	21.58	3.9	21.63	4.2	—	—
8	21.91	4.7	21.91	4.7	—	—
Precision production, craft, and repair	19.48	3.5	19.41	3.8	20.14	4.7
4	14.88	8.0	14.67	8.5	—	—
5	17.49	8.3	17.27	9.5	—	—
6	17.16	3.4	16.87	3.4	—	—
7	22.44	3.6	22.60	3.8	—	—
Machinists	17.44	5.8	17.44	5.8	—	—
Inspectors, testers, and graders	17.57	6.4	17.57	6.4	—	—
Machine operators, assemblers, and inspectors	12.90	3.7	12.90	3.7	—	—
1	9.40	4.3	9.40	4.3	—	—
2	11.20	4.5	11.20	4.5	—	—
3	12.87	4.3	12.87	4.3	—	—
4	13.53	3.0	13.53	3.0	—	—
5	15.96	4.1	15.96	4.1	—	—
6	15.92	3.1	15.92	3.1	—	—
7	18.09	8.0	18.09	8.0	—	—
Punching and stamping press operators	11.39	6.7	11.39	6.7	—	—
Fabricating machine operators, n.e.c.	16.11	5.1	16.11	5.1	—	—
Assemblers	11.07	6.7	11.07	6.7	—	—
1	9.26	5.6	9.26	5.6	—	—
Transportation and material moving	14.60	7.1	13.94	8.1	19.28	5.6
4	17.12	7.7	17.00	8.8	—	—
6	18.41	6.3	—	—	—	—
Truck drivers	15.47	8.4	15.05	9.5	—	—
Industrial truck and tractor equipment operators ..	13.54	7.8	13.27	8.7	—	—

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, Hartford, CT, June 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	\$12.37	3.6	\$12.18	4.1	—	—
1	9.44	10.0	9.03	10.9	—	—
3	12.83	3.9	12.69	4.5	—	—
4	13.31	2.9	13.10	3.1	—	—
Stock handlers and baggers	11.05	6.7	11.05	6.7	—	—
Hand packers and packagers	10.54	12.2	10.54	12.2	—	—
Laborers, except construction, n.e.c.	12.79	2.3	—	—	—	—
Service	13.68	5.7	11.42	4.8	\$18.92	3.1
1	9.47	9.3	9.01	8.1	—	—
2	10.18	8.8	9.66	9.8	—	—
3	12.06	4.9	11.64	5.3	—	—
4	12.56	2.8	12.56	2.8	—	—
5	17.69	5.8	—	—	19.09	1.6
6	19.71	5.9	16.43	4.4	22.11	2.4
7	20.59	11.0	—	—	—	—
Protective service	18.49	4.6	13.55	4.1	20.46	3.5
5	19.33	1.3	—	—	—	—
6	19.98	7.5	—	—	—	—
Firefighting	20.98	3.1	—	—	20.98	3.1
Police and detectives, public service	22.65	3.0	—	—	22.65	3.0
Guards and police, except public service	13.30	4.1	13.42	4.2	—	—
Food service	11.16	9.1	11.16	9.1	—	—
1	10.39	10.6	10.39	10.6	—	—
3	10.22	16.4	10.22	16.4	—	—
Other food service	12.33	6.2	12.33	6.2	—	—
1	11.34	5.5	11.34	5.5	—	—
Supervisors, food preparation and service	15.10	13.7	15.10	13.7	—	—
Food preparation, n.e.c.	10.74	6.3	10.74	6.3	—	—
1	11.34	5.5	11.34	5.5	—	—
Health service	12.89	3.2	12.29	2.0	—	—
3	12.85	3.9	12.85	3.9	—	—
4	12.18	3.0	12.18	3.0	—	—
Nursing aides, orderlies and attendants	12.94	3.5	12.30	2.1	—	—
3	12.85	3.9	12.85	3.9	—	—
4	12.10	3.1	12.10	3.1	—	—
Cleaning and building service	11.66	6.8	10.25	7.7	14.90	2.8
1	9.35	10.8	8.70	8.7	—	—
2	12.05	5.2	11.36	7.0	—	—
3	12.82	7.5	—	—	—	—
Maids and housemen	10.01	6.2	10.01	6.2	—	—
1	9.23	4.4	9.23	4.4	—	—
Janitors and cleaners	11.32	8.4	9.86	9.9	14.34	3.3
1	9.40	15.3	8.44	12.4	—	—
2	12.31	5.1	—	—	—	—
3	12.93	8.1	—	—	—	—
Personal service	—	—	—	—	—	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. 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, Hartford, CT, June 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	\$11.89	5.5	\$11.54	5.6	\$14.71	11.5
All excluding sales	12.97	5.7	12.69	6.2	14.71	11.5
White collar	14.45	8.7	14.37	9.3	15.25	20.5
1	7.37	1.5	7.41	1.5	—	—
2	7.05	2.4	—	—	—	—
3	9.74	4.6	9.41	3.8	—	—
4	12.25	4.1	12.31	4.3	—	—
5	14.31	10.0	16.90	13.2	11.15	8.5
6	20.39	7.2	20.39	7.2	—	—
7	23.16	1.9	23.19	1.8	—	—
8	27.31	5.8	26.02	4.4	—	—
9	32.58	9.7	31.18	11.5	—	—
White collar excluding sales	19.71	6.8	20.60	7.1	15.25	20.5
1	7.14	8.6	—	—	—	—
3	11.78	5.0	11.50	4.2	—	—
4	12.32	4.3	12.39	4.5	—	—
5	14.31	10.0	16.90	13.2	11.15	8.5
6	20.39	7.2	20.39	7.2	—	—
7	23.16	1.9	23.19	1.8	—	—
8	27.31	5.8	26.02	4.4	—	—
9	32.58	9.7	31.18	11.5	—	—
Professional specialty and technical	24.96	5.7	25.52	5.2	20.98	29.3
Professional specialty	25.54	6.1	26.27	5.6	20.98	29.3
5	11.38	5.8	—	—	11.15	8.5
7	23.29	2.2	23.29	2.2	—	—
8	27.31	5.8	26.02	4.4	—	—
9	32.58	9.7	31.18	11.5	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	27.12	5.3	27.12	5.3	—	—
7	23.29	2.2	23.29	2.2	—	—
8	26.06	4.4	26.06	4.4	—	—
9	31.64	12.4	31.64	12.4	—	—
Registered nurses	25.27	2.7	25.27	2.7	—	—
7	23.59	1.9	23.59	1.9	—	—
8	26.06	4.4	26.06	4.4	—	—
9	26.49	7.9	26.49	7.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	18.02	27.5	18.80	8.6	17.87	33.0
5	11.45	7.6	—	—	11.15	8.5
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.09	5.2	20.09	5.2	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.82	5.1	7.82	5.1	—	—
1	7.41	1.0	7.41	1.0	—	—
Cashiers	7.83	5.6	7.83	5.6	—	—
1	7.41	1.0	7.41	1.0	—	—
Administrative support, including clerical	11.09	4.0	11.26	3.9	10.55	9.9
1	7.14	8.6	—	—	—	—
3	11.75	5.3	11.42	4.4	—	—
4	12.32	4.3	12.39	4.5	—	—
Blue collar	8.77	7.6	8.77	7.6	—	—
1	7.20	3.8	7.20	3.8	—	—
2	9.48	13.1	9.48	13.1	—	—
Precision production, craft, and repair	—	—	—	—	—	—

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, Hartford, CT, June 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						
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	\$8.37	9.9	\$8.37	9.9	—	—
1	6.92	2.7	6.92	2.7	—	—
Stock handlers and baggers	6.86	2.6	6.86	2.6	—	—
Service	9.76	8.8	8.90	5.3	\$14.34	13.9
1	6.94	3.9	6.83	3.6	—	—
2	8.83	9.6	8.88	11.0	—	—
3	9.90	4.4	9.82	4.5	—	—
4	13.87	15.5	—	—	—	—
Protective service	9.73	3.8	—	—	—	—
Food service	6.98	6.6	6.70	5.8	—	—
Other food service	7.68	5.4	7.43	4.9	—	—
2	7.75	4.9	—	—	—	—
Kitchen workers, food preparation	7.75	9.3	—	—	—	—
Health service	12.27	10.0	10.80	3.0	—	—
2	11.05	4.1	11.05	4.1	—	—
3	10.81	6.2	10.81	6.2	—	—
4	13.87	15.5	—	—	—	—
Health aides, except nursing	11.11	6.4	11.11	6.4	—	—
Nursing aides, orderlies and attendants	12.40	10.8	10.75	3.1	—	—
3	10.84	6.3	10.84	6.3	—	—
Cleaning and building service	7.09	7.4	7.09	7.4	—	—
1	6.55	3.5	6.55	3.5	—	—
Janitors and cleaners	6.68	4.0	6.68	4.0	—	—
Personal service	8.93	6.7	9.29	7.6	—	—

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, Hartford, CT, June 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	\$21.61	\$11.89	\$22.44	\$19.52	\$20.53	\$17.82
All excluding sales	21.65	12.97	22.95	19.72	20.84	16.86
White collar	25.50	14.45	27.26	23.37	24.67	17.40
White-collar excluding sales	25.81	19.71	28.51	24.13	25.54	—
Professional specialty and technical	29.62	24.96	33.75	26.47	29.23	—
Professional specialty	31.66	25.54	34.40	28.54	31.11	—
Technical	20.44	20.09	20.47	20.42	20.43	—
Executive, administrative, and managerial	33.10	—	33.36	32.96	33.08	—
Sales	20.52	7.82	7.97	16.82	14.36	18.66
Administrative support, including clerical	16.07	11.09	17.10	15.30	15.83	—
Blue collar	14.97	8.77	16.37	13.53	14.51	—
Precision production, craft, and repair	19.48	—	21.55	17.91	19.41	—
Machine operators, assemblers, and inspectors	12.90	—	13.78	12.47	12.88	—
Transportation and material moving	14.60	—	17.67	11.32	14.05	—
Handlers, equipment cleaners, helpers, and laborers	12.37	8.37	11.52	11.30	11.39	—
Service	13.68	9.76	15.96	10.35	12.50	—
	Relative error ⁶ (percent)					
All occupations	2.5	5.5	4.1	3.2	2.5	13.4
All excluding sales	2.5	5.7	4.1	3.3	2.5	11.9
White collar	2.5	8.7	4.5	3.2	2.6	16.2
White-collar excluding sales	2.5	6.8	4.5	3.0	2.5	—
Professional specialty and technical	2.6	5.7	4.7	2.7	2.4	—
Professional specialty	2.8	6.1	4.8	2.9	2.6	—
Technical	3.1	5.2	4.9	3.4	2.9	—
Executive, administrative, and managerial	3.8	—	6.2	4.7	3.8	—
Sales	11.7	5.1	5.6	14.8	15.6	17.2
Administrative support, including clerical	2.8	4.0	5.6	2.5	2.7	—
Blue collar	3.3	7.6	5.8	3.9	3.4	—
Precision production, craft, and repair	3.5	—	3.2	5.2	3.7	—
Machine operators, assemblers, and inspectors	3.7	—	7.8	4.1	3.7	—
Transportation and material moving	7.1	—	5.4	11.5	8.8	—
Handlers, equipment cleaners, helpers, and laborers	3.6	9.9	7.7	5.0	4.0	—
Service	5.7	8.8	6.2	4.1	5.1	—

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

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

³ 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, Hartford, CT, June 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	\$18.71	-	-	-	-	-	-	\$13.87	-	-
All excluding sales	19.00	-	-	-	-	-	-	14.45	-	-
White collar	22.83	-	-	-	-	-	-	16.55	-	-
White-collar excluding sales	23.97	-	-	-	-	-	-	21.44	-	-
Professional specialty and technical	26.51	-	-	-	-	-	-	-	-	-
Professional specialty	28.71	-	-	-	-	-	-	-	-	-
Technical	20.40	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	32.80	-	-	-	-	-	-	36.23	-	-
Sales	15.07	-	-	-	-	-	-	12.45	-	-
Administrative support, including clerical	15.28	-	-	-	-	-	-	14.48	-	-
Blue collar	14.41	-	-	-	-	-	-	11.93	-	-
Precision production, craft, and repair	19.40	-	-	-	-	-	-	17.40	-	-
Machine operators, assemblers, and inspectors	12.89	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.43	-	-	-	-	-	-	12.38	-	-
Handlers, equipment cleaners, helpers, and laborers	11.17	-	-	-	-	-	-	9.95	-	-
Service	10.56	-	-	-	-	-	-	9.21	-	-
	Relative error ⁵ (percent)									
All occupations	3.1	-	-	-	-	-	-	8.5	-	-
All excluding sales	3.1	-	-	-	-	-	-	9.3	-	-
White collar	3.2	-	-	-	-	-	-	10.8	-	-
White-collar excluding sales	3.1	-	-	-	-	-	-	9.8	-	-
Professional specialty and technical	2.7	-	-	-	-	-	-	-	-	-
Professional specialty	2.8	-	-	-	-	-	-	-	-	-
Technical	3.1	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	4.9	-	-	-	-	-	-	4.0	-	-
Sales	13.8	-	-	-	-	-	-	15.9	-	-
Administrative support, including clerical	2.5	-	-	-	-	-	-	4.7	-	-
Blue collar	3.5	-	-	-	-	-	-	7.7	-	-
Precision production, craft, and repair	3.8	-	-	-	-	-	-	13.4	-	-
Machine operators, assemblers, and inspectors	3.7	-	-	-	-	-	-	-	-	-
Transportation and material moving	9.5	-	-	-	-	-	-	13.2	-	-
Handlers, equipment cleaners, helpers, and laborers	4.4	-	-	-	-	-	-	5.8	-	-
Service	4.0	-	-	-	-	-	-	8.1	-	-

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

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

³ 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.

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Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Hartford, CT, June 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	\$18.71	\$15.77	\$19.44	\$16.49	\$23.83
All excluding sales	19.00	15.79	19.70	16.74	23.80
White collar	22.83	18.85	23.63	20.21	27.18
White-collar excluding sales	23.97	20.62	24.43	21.37	27.19
Professional specialty and technical	26.51	22.89	26.82	25.52	27.79
Professional specialty	28.71	25.64	28.92	27.70	29.67
Technical	20.40	—	20.61	21.25	19.75
Executive, administrative, and managerial	32.80	29.97	33.13	28.93	35.38
Sales	15.07	15.72	14.50	13.45	26.12
Administrative support, including clerical	15.28	15.79	15.18	15.00	15.46
Blue collar	14.41	14.61	14.34	13.41	17.21
Precision production, craft, and repair	19.40	20.09	18.89	17.17	22.05
Machine operators, assemblers, and inspectors	12.89	10.89	13.36	13.02	14.97
Transportation and material moving	13.43	—	14.68	13.12	18.68
Handlers, equipment cleaners, helpers, and laborers	11.17	10.21	11.44	10.92	12.79
Service	10.56	9.20	10.93	11.01	10.74
Relative error ⁴ (percent)					
All occupations	3.1	7.9	3.4	3.6	4.9
All excluding sales	3.1	7.1	3.4	3.7	5.0
White collar	3.2	10.3	3.3	3.1	4.4
White-collar excluding sales	3.1	8.0	3.3	2.8	4.4
Professional specialty and technical	2.7	6.2	2.7	3.0	3.8
Professional specialty	2.8	8.4	2.9	3.5	3.9
Technical	3.1	—	3.3	4.4	4.5
Executive, administrative, and managerial	4.9	11.2	5.3	6.6	6.4
Sales	13.8	25.0	13.6	15.4	26.7
Administrative support, including clerical	2.5	4.8	2.9	4.4	3.2
Blue collar	3.5	9.5	3.5	4.3	3.8
Precision production, craft, and repair	3.8	5.5	5.4	8.6	2.7
Machine operators, assemblers, and inspectors	3.7	7.7	4.1	4.6	3.7
Transportation and material moving	9.5	—	10.1	12.8	5.1
Handlers, equipment cleaners, helpers, and laborers	4.4	7.5	5.0	7.1	1.3
Service	4.0	8.3	4.3	4.7	10.1

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

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

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Hartford, CT, June 2000

Occupation ³	10	25	Median 50	75	90
All	\$9.14	\$12.35	\$17.56	\$25.33	\$36.43
All excluding sales	9.81	12.71	18.00	25.51	36.54
White collar	11.36	15.75	22.51	31.65	40.77
White collar excluding sales	12.75	16.64	23.47	32.32	41.56
Professional specialty and technical	19.23	23.47	26.56	35.53	41.86
Professional specialty	22.34	23.99	29.38	36.58	42.82
Engineers, architects, and surveyors	23.73	23.73	29.55	33.78	44.90
Industrial engineers	22.56	24.03	24.53	32.53	35.48
Mechanical engineers	21.96	25.86	34.10	42.82	44.90
Mathematical and computer scientists	23.53	25.02	31.65	33.11	36.14
Computer systems analysts and scientists	23.53	23.67	25.67	33.16	36.14
Natural scientists	—	—	—	—	—
Health related	20.68	22.25	23.97	26.59	32.09
Registered nurses	20.81	22.25	23.97	24.82	29.04
Teachers, college and university	26.67	26.67	26.67	50.16	69.15
Teachers, except college and university	26.74	32.98	39.90	41.94	45.91
Elementary school teachers	34.97	37.89	41.20	41.94	45.66
Secondary school teachers	29.87	32.01	35.43	43.16	51.73
Teachers, special education	32.56	32.98	40.55	44.90	49.66
Teachers, n.e.c.	13.50	14.06	43.58	45.91	45.91
Librarians, archivists, and curators	14.70	21.48	21.48	28.13	48.09
Librarians	14.70	21.48	21.48	28.13	48.09
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	24.44	25.51	25.51	25.51	28.06
Social workers	24.44	25.51	25.51	25.51	28.06
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.15	21.02	23.22	26.44	30.56
Technical	15.12	17.47	19.39	23.63	26.75
Licensed practical nurses	18.40	18.50	19.68	20.99	22.50
Health technologists and technicians, n.e.c.	9.13	9.13	16.21	21.27	34.06
Electrical and electronic technicians	15.19	15.53	22.62	25.77	29.88
Engineering technicians, n.e.c.	17.19	18.20	20.08	22.66	23.63
Executive, administrative, and managerial	19.29	23.97	31.35	39.23	51.44
Executives, administrators, and managers	26.37	31.48	35.34	46.68	53.55
Financial managers	21.63	31.35	31.35	38.79	50.14
Administrators, education and related fields	27.70	33.65	38.46	44.46	63.43
Managers, medicine and health	35.04	37.34	44.23	46.68	84.99
Managers and administrators, n.e.c.	23.64	32.74	42.90	51.44	56.16
Management related	15.63	19.90	24.09	27.61	32.32
Accountants and auditors	12.44	18.00	22.81	24.09	28.66
Personnel, training, and labor relations specialists	16.13	19.90	20.47	20.94	27.61
Management related, n.e.c.	14.04	14.04	19.29	24.64	31.73
Sales	6.86	7.46	9.46	19.97	29.72
Supervisors, sales	13.85	15.80	29.72	39.74	39.74
Sales workers, other commodities	7.00	7.00	7.67	19.64	19.64
Cashiers	6.75	7.12	7.47	9.46	9.46
Administrative support, including clerical	10.87	12.71	15.65	18.08	21.87
Computer operators	16.11	16.11	18.59	18.59	22.28
Secretaries	13.50	15.35	19.00	21.87	21.87
Transportation ticket and reservation agents	12.00	12.43	15.94	15.94	21.78
Receptionists	7.86	9.50	11.43	12.00	12.30
Records clerks, n.e.c.	11.05	11.05	13.20	16.79	17.41
Bookkeepers, accounting and auditing clerks	12.52	12.77	15.80	17.70	19.59
Dispatchers	10.05	13.13	15.01	16.29	19.44
Traffic, shipping and receiving clerks	10.12	11.07	12.05	14.30	19.09
Stock and inventory clerks	10.25	14.05	15.25	17.55	18.22
Insurance adjusters, examiners, and investigators	11.10	12.68	15.87	18.92	22.79
Investigators and adjusters, except insurance	10.36	12.13	14.43	16.70	17.56
General office clerks	10.07	13.86	16.64	16.64	16.64
Teachers' aides	9.92	10.66	11.63	15.21	15.89
Blue collar	8.90	11.10	13.83	17.56	21.07

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, Hartford, CT, June 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$12.80	\$16.97	\$19.25	\$22.83	\$25.60
Machinists	12.55	14.13	18.27	18.81	21.60
Inspectors, testers, and graders	15.60	16.30	16.43	17.53	22.56
Machine operators, assemblers, and inspectors	9.14	11.10	12.58	14.66	16.70
Punching and stamping press operators	8.22	10.50	10.67	12.58	15.52
Fabricating machine operators, n.e.c.	13.56	14.26	14.92	18.23	19.48
Assemblers	7.96	9.07	11.51	11.89	15.16
Transportation and material moving	7.50	8.90	14.93	17.56	21.07
Truck drivers	9.41	13.00	16.65	17.56	21.07
Industrial truck and tractor equipment operators ..	8.76	11.95	14.81	15.46	16.63
Handlers, equipment cleaners, helpers, and laborers	6.92	8.89	11.87	13.62	15.06
Stock handlers and baggers	6.58	6.77	8.91	11.20	12.82
Freight, stock, and material handlers, n.e.c.	9.51	10.57	13.00	13.32	13.55
Hand packers and packagers	7.04	8.89	10.18	13.50	13.50
Laborers, except construction, n.e.c.	7.60	7.60	12.25	13.11	13.83
Service	6.57	9.50	11.70	15.26	19.16
Protective service	9.52	12.32	19.16	20.12	22.89
Firefighting	18.92	18.92	22.08	22.89	22.89
Police and detectives, public service	20.12	20.54	22.55	23.78	25.02
Guards and police, except public service	9.52	9.52	12.32	13.46	15.45
Food service	4.74	6.61	9.81	12.00	15.38
Waiters, waitresses, and bartenders	4.50	4.50	4.74	5.22	6.15
Other food service	6.61	7.60	11.37	12.40	15.38
Supervisors, food preparation and service	6.25	13.50	18.52	19.09	20.00
Cooks	8.83	11.89	14.22	15.38	15.38
Kitchen workers, food preparation	6.61	6.61	6.61	9.14	9.81
Food preparation, n.e.c.	7.21	7.60	11.37	11.54	12.40
Health service	10.54	10.69	11.92	13.45	17.46
Health aides, except nursing	9.87	10.21	11.99	12.86	13.72
Nursing aides, orderlies and attendants	10.61	10.71	11.92	13.45	17.46
Cleaning and building service	6.50	7.10	10.48	14.28	15.80
Maids and housemen	7.77	9.06	10.48	10.50	13.45
Janitors and cleaners	6.15	6.57	9.15	14.15	14.92
Personal service	6.15	7.50	8.44	9.89	11.85

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, Hartford, CT, June 2000

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.50	\$11.51	\$15.65	\$23.39	\$32.09
All excluding sales	9.13	11.78	15.83	23.53	32.18
White collar	10.63	14.52	20.68	28.19	39.23
White collar excluding sales	12.36	15.63	21.91	29.59	40.42
Professional specialty and technical	18.20	21.96	25.02	31.65	35.76
Professional specialty	21.83	23.53	25.99	32.09	36.69
Engineers, architects, and surveyors	24.03	25.86	30.30	35.48	44.90
Industrial engineers	22.56	24.03	24.53	32.53	35.48
Mechanical engineers	21.96	25.86	34.10	42.82	44.90
Mathematical and computer scientists	23.53	25.02	31.65	33.11	36.14
Computer systems analysts and scientists	23.53	23.67	25.67	33.16	36.14
Natural scientists	-	-	-	-	-
Health related	20.68	22.25	23.97	25.04	31.56
Registered nurses	21.50	22.25	23.60	24.70	29.04
Teachers, college and university	26.67	26.67	26.67	50.16	69.15
Teachers, except college and university	16.09	20.00	27.08	31.59	32.56
Secondary school teachers	22.50	26.80	31.17	31.17	31.59
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.	11.15	21.02	23.22	26.44	30.56
Technical	15.00	17.19	19.39	25.03	26.75
Licensed practical nurses	18.40	18.50	19.68	20.99	22.50
Health technologists and technicians, n.e.c.	9.13	9.13	16.21	16.21	34.06
Electrical and electronic technicians	15.19	15.53	22.62	25.77	29.88
Executive, administrative, and managerial	18.37	21.91	30.86	44.01	51.44
Executives, administrators, and managers	23.10	31.48	42.90	51.44	54.60
Financial managers	21.63	30.86	46.00	50.14	55.53
Administrators, education and related fields	21.01	27.70	33.65	43.59	43.59
Managers and administrators, n.e.c.	23.64	32.74	42.90	51.44	54.60
Management related	14.32	19.23	23.00	27.73	32.32
Accountants and auditors	12.44	18.00	22.81	24.09	26.03
Personnel, training, and labor relations specialists	16.13	18.46	20.47	23.71	27.61
Management related, n.e.c.	14.04	14.04	19.29	24.64	31.73
Sales	6.86	7.46	9.46	19.97	29.72
Supervisors, sales	13.85	15.80	29.72	39.74	39.74
Sales workers, other commodities	7.00	7.00	7.67	19.64	19.64
Cashiers	6.75	7.12	7.47	9.46	9.46
Administrative support, including clerical	10.83	12.52	14.98	17.41	20.75
Computer operators	16.11	16.11	18.59	18.59	22.28
Secretaries	12.50	14.91	15.65	17.52	22.70
Transportation ticket and reservation agents	12.00	12.43	15.94	15.94	21.78
Receptionists	9.50	9.50	11.43	12.00	12.30
Records clerks, n.e.c.	11.05	11.05	13.20	16.79	17.41
Bookkeepers, accounting and auditing clerks	10.87	12.77	15.75	15.81	18.26
Traffic, shipping and receiving clerks	10.12	11.07	12.05	14.30	19.09
Insurance adjusters, examiners, and investigators	11.10	12.68	15.87	18.92	22.79
Investigators and adjusters, except insurance	10.36	12.13	14.43	16.70	17.56
General office clerks	6.15	10.07	12.65	13.86	13.86
Blue collar	8.89	11.10	13.62	17.05	20.88
Precision production, craft, and repair	12.55	16.90	19.25	22.83	25.60
Machinists	12.55	14.13	18.27	18.81	21.60
Inspectors, testers, and graders	15.60	16.30	16.43	17.53	22.56
Machine operators, assemblers, and inspectors	9.14	11.10	12.58	14.66	16.70
Punching and stamping press operators	8.22	10.50	10.67	12.58	15.52
Fabricating machine operators, n.e.c.	13.56	14.26	14.92	18.23	19.48

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, Hartford, CT, June 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors					
–Continued					
Assemblers	\$7.96	\$9.07	\$11.51	\$11.89	\$15.16
Transportation and material moving	7.00	8.90	13.40	16.77	18.57
Truck drivers	6.83	11.43	16.40	17.56	18.57
Industrial truck and tractor equipment operators ..	8.76	11.95	13.40	15.46	16.63
Handlers, equipment cleaners, helpers, and laborers	6.77	8.16	11.30	13.50	15.06
Stock handlers and baggers	6.58	6.77	8.91	11.20	12.82
Freight, stock, and material handlers, n.e.c.	9.51	10.57	13.00	13.32	13.55
Hand packers and packagers	7.04	8.89	10.18	13.50	13.50
Laborers, except construction, n.e.c.	7.60	7.60	11.87	13.11	13.11
Service	6.50	8.00	10.69	12.35	13.72
Protective service	8.71	9.52	12.32	13.46	15.45
Guards and police, except public service	9.52	9.52	12.32	13.46	15.45
Food service	4.74	6.51	10.41	12.40	15.38
Waiters, waitresses, and bartenders	4.50	4.50	4.74	5.22	6.15
Other food service	6.61	7.60	11.45	13.12	15.38
Supervisors, food preparation and service	6.25	13.50	18.52	19.09	20.00
Cooks	8.83	11.89	14.22	15.38	15.38
Food preparation, n.e.c.	7.21	7.60	11.37	11.54	12.40
Health service	10.21	10.69	11.70	12.64	13.45
Health aides, except nursing	9.87	10.21	11.99	12.86	13.72
Nursing aides, orderlies and attendants	10.58	10.69	11.70	12.35	13.45
Cleaning and building service	6.15	6.57	8.12	10.53	13.63
Maids and housemen	7.77	9.06	10.48	10.50	13.45
Janitors and cleaners	6.15	6.50	7.50	10.53	13.61
Personal service	6.15	7.50	8.44	10.00	12.80

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 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, Hartford, CT, June 2000

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$14.80	\$18.58	\$23.63	\$35.26	\$41.20
All excluding sales	14.80	18.58	23.63	35.26	41.20
White collar	15.75	19.57	26.74	36.58	41.86
White collar excluding sales	15.75	19.57	26.74	36.58	41.86
Professional specialty and technical	23.61	25.51	35.43	40.77	44.37
Professional specialty	23.61	25.51	36.58	40.77	44.90
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	16.73	25.09	32.84	45.34	55.02
Teachers, except college and university	26.74	34.00	40.55	41.94	45.91
Elementary school teachers	34.97	37.89	41.20	41.94	45.66
Secondary school teachers	35.40	35.43	38.14	43.68	51.73
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Technical	—	—	—	—	—
Executive, administrative, and managerial	24.64	31.23	34.16	35.26	40.22
Executives, administrators, and managers	31.35	31.35	34.34	37.25	44.46
Management related	20.94	24.64	24.64	24.64	31.23
Administrative support, including clerical	11.63	15.21	16.64	19.57	21.87
Secretaries	17.65	19.57	19.57	21.87	21.87
General office clerks	15.47	16.64	16.64	16.64	16.64
Teachers' aides	10.00	10.85	12.31	15.21	15.89
Blue collar	12.81	15.42	18.58	20.05	24.30
Precision production, craft, and repair	17.10	18.58	19.10	24.30	24.43
Transportation and material moving	15.42	17.99	19.61	21.07	22.37
Handlers, equipment cleaners, helpers, and laborers	—	—	—	—	—
Service	11.80	15.94	19.16	19.61	22.90
Protective service	18.92	19.16	19.16	22.57	23.78
Firefighting	18.92	18.92	22.08	22.89	22.89
Police and detectives, public service	20.12	20.54	22.55	23.78	25.02
Food service	—	—	—	—	—
Other food service	—	—	—	—	—
Health service	—	—	—	—	—
Cleaning and building service	12.74	14.28	14.80	15.94	16.72
Janitors and cleaners	12.74	14.28	14.80	15.26	15.94
Personal service	—	—	—	—	—

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. 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, Hartford, CT, June 2000

Occupation ³	10	25	Median 50	75	90
All	\$10.88	\$13.50	\$19.00	\$25.99	\$37.25
All excluding sales	11.02	13.50	19.00	25.86	37.25
White collar	12.77	16.64	23.34	32.56	41.56
White collar excluding sales	13.13	16.64	23.61	32.93	41.86
Professional specialty and technical	19.39	23.61	26.74	36.19	41.94
Professional specialty	23.07	24.16	31.00	37.89	43.16
Engineers, architects, and surveyors	23.73	23.73	29.55	33.78	44.90
Industrial engineers	22.56	24.03	24.53	32.53	35.48
Mechanical engineers	21.96	25.86	34.10	42.82	44.90
Mathematical and computer scientists	23.53	25.02	31.65	33.11	36.14
Computer systems analysts and scientists	23.53	23.67	25.67	33.16	36.14
Natural scientists	—	—	—	—	—
Health related	20.68	22.12	23.47	25.04	32.09
Registered nurses	20.68	22.12	23.47	24.46	25.09
Teachers, college and university	26.67	26.67	26.67	50.16	69.15
Teachers, except college and university	26.74	34.00	40.55	41.94	45.91
Elementary school teachers	34.97	37.89	41.20	41.94	44.37
Secondary school teachers	29.87	35.40	35.43	43.16	51.73
Teachers, special education	32.56	32.98	40.55	44.90	49.66
Librarians, archivists, and curators	14.70	17.68	21.48	29.17	48.09
Librarians	14.70	17.68	21.48	29.17	48.09
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	24.44	25.51	25.51	25.51	28.06
Social workers	24.44	25.51	25.51	25.51	28.06
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.64	22.64	23.51	26.44	30.56
Technical	15.12	17.19	19.39	25.03	26.75
Licensed practical nurses	16.25	18.50	19.41	20.81	20.99
Health technologists and technicians, n.e.c.	9.13	9.13	16.21	21.27	34.06
Electrical and electronic technicians	15.19	15.53	22.62	25.77	29.88
Engineering technicians, n.e.c.	17.19	18.20	20.08	22.66	23.63
Executive, administrative, and managerial	19.29	24.09	31.48	39.23	51.44
Executives, administrators, and managers	26.37	31.48	35.34	46.68	53.55
Financial managers	21.63	31.35	31.35	38.79	50.14
Administrators, education and related fields	27.70	33.65	38.46	44.46	63.43
Managers, medicine and health	35.04	37.34	44.23	46.68	84.99
Managers and administrators, n.e.c.	23.64	32.74	42.90	51.44	56.16
Management related	15.63	19.90	24.09	27.61	32.32
Accountants and auditors	12.44	18.00	24.09	24.09	28.66
Personnel, training, and labor relations specialists	16.13	19.90	20.47	20.94	27.61
Management related, n.e.c.	14.04	14.04	19.29	24.64	31.73
Sales	7.93	13.68	19.64	26.46	39.06
Supervisors, sales	13.85	15.80	29.72	39.74	39.74
Administrative support, including clerical	11.10	13.00	15.82	18.39	21.87
Secretaries	13.50	15.35	19.00	21.87	21.87
Records clerks, n.e.c.	11.05	11.05	13.20	16.79	17.41
Bookkeepers, accounting and auditing clerks	12.52	12.77	15.80	18.26	19.59
Dispatchers	10.05	13.13	16.29	16.29	19.44
Traffic, shipping and receiving clerks	9.81	11.28	12.36	14.30	19.09
Stock and inventory clerks	10.25	14.05	15.25	17.55	18.22
Insurance adjusters, examiners, and investigators	11.10	12.68	15.87	18.92	22.79
Investigators and adjusters, except insurance	12.04	12.13	14.43	16.70	17.56
General office clerks	13.47	13.86	16.64	16.64	16.64
Teachers' aides	9.92	10.85	12.31	15.21	15.89
Blue collar	9.07	11.30	14.08	17.99	21.72
Precision production, craft, and repair	12.80	16.97	19.25	22.83	25.60
Machinists	12.55	14.13	18.27	18.81	21.60
Inspectors, testers, and graders	15.60	16.30	16.43	17.53	22.56
Machine operators, assemblers, and inspectors	9.14	11.10	12.86	14.78	16.70

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, Hartford, CT, June 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors —Continued					
Punching and stamping press operators	\$8.22	\$10.50	\$10.67	\$12.58	\$15.52
Fabricating machine operators, n.e.c.	13.56	14.26	14.92	18.23	19.48
Assemblers	7.96	9.07	11.51	11.89	15.16
Transportation and material moving	7.50	9.41	15.42	17.56	21.72
Truck drivers	9.41	13.00	16.77	17.99	21.07
Industrial truck and tractor equipment operators ..	8.76	11.95	14.81	15.46	16.63
Handlers, equipment cleaners, helpers, and laborers	8.89	11.20	12.98	13.62	15.30
Stock handlers and baggers	8.00	8.91	11.20	12.67	15.30
Hand packers and packagers	7.04	8.89	11.30	13.50	13.50
Laborers, except construction, n.e.c.	11.87	12.25	12.28	13.42	13.83
Service	7.60	10.62	12.78	16.72	20.00
Protective service	12.32	15.45	19.16	21.57	22.90
Firefighting	18.92	18.92	22.08	22.89	22.89
Police and detectives, public service	20.12	20.54	22.55	23.78	25.02
Guards and police, except public service	10.94	12.32	13.46	13.46	15.45
Food service	5.22	7.60	11.54	13.25	18.52
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	7.60	10.58	11.89	13.50	18.52
Supervisors, food preparation and service	6.25	13.50	18.52	19.09	20.00
Food preparation, n.e.c.	7.60	10.24	11.37	12.00	12.40
Health service	11.16	11.69	12.17	13.45	13.81
Nursing aides, orderlies and attendants	11.16	11.69	12.17	13.45	14.44
Cleaning and building service	6.57	8.12	11.00	14.80	15.94
Maids and housemen	7.77	9.06	10.33	10.50	11.60
Janitors and cleaners	6.57	7.93	11.40	14.66	15.26
Personal service	—	—	—	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. 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, Hartford, CT, June 2000

Occupation ³	10	25	Median 50	75	90
All	\$6.51	\$7.38	\$9.50	\$12.22	\$22.92
All excluding sales	6.50	7.50	10.58	14.59	24.22
White collar	6.86	7.47	10.00	22.25	26.59
White collar excluding sales	9.87	11.47	19.68	24.41	29.38
Professional specialty and technical	12.48	21.83	24.22	28.13	33.00
Professional specialty	11.15	22.25	24.41	29.04	33.00
Mathematical and computer scientists	—	—	—	—	—
Health related	22.25	23.39	24.41	29.04	33.00
Registered nurses	22.25	23.39	24.41	26.59	29.04
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	9.87	9.87	13.50	20.00	41.23
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	17.94	18.40	19.68	22.50	22.95
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.75	7.00	7.47	8.63	9.46
Cashiers	6.75	7.00	7.47	8.63	9.46
Administrative support, including clerical	6.78	10.00	11.47	12.43	14.13
Blue collar	6.50	6.75	7.60	9.51	13.32
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.46	6.75	7.43	9.51	13.30
Stock handlers and baggers	6.46	6.50	6.75	6.92	8.16
Service	6.15	7.18	9.52	10.85	13.72
Protective service	8.17	8.71	9.52	9.52	11.54
Food service	4.50	6.51	6.61	7.75	9.14
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	6.51	6.61	7.02	8.83	9.81
Kitchen workers, food preparation	6.61	6.61	6.61	9.14	9.81
Health service	9.50	10.61	10.71	13.40	17.46
Health aides, except nursing	9.63	9.87	10.54	11.99	13.72
Nursing aides, orderlies and attendants	9.50	10.65	10.85	13.40	17.46
Cleaning and building service	6.15	6.15	6.50	7.50	8.50
Janitors and cleaners	6.15	6.15	6.50	6.50	7.50
Personal service	7.50	7.50	8.44	10.00	11.85

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.

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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 Hartford, CT, Metropolitan Statistical Area includes:

- The cities of Bristol, Hartford, and New Britain, and twenty-five towns in Hartford County
- Five towns in Litchfield County
- The city of Middletown, and seven towns in Middlesex County
- Two towns in New London County
- Twelve towns in Tolland County
- Three towns in Windham County

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when neces-

sary, 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.

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	310
Responding	182
Out of business or not in survey scope	29
Unable or refused to provide data	99

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, Hartford, CT, June 2000**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	270,500	201,700	68,700
All excluding sales	252,100	183,300	68,700
White collar	168,700	115,100	53,600
White-collar excluding sales	150,300	96,700	53,600
Professional specialty and technical	64,400	36,900	27,500
Professional specialty	54,600	27,600	27,000
Technical	9,800	9,300	—
Executive, administrative, and managerial	33,900	23,800	10,100
Sales	18,400	18,400	—
Administrative support, including clerical	52,000	36,000	15,900
Blue collar	52,400	49,700	2,600
Precision production, craft, and repair	14,100	12,900	—
Machine operators, assemblers, and inspectors	20,700	20,700	—
Transportation and material moving	7,300	6,500	800
Handlers, equipment cleaners, helpers, and laborers	10,300	9,700	—
Service	49,400	36,900	12,500

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.

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Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Hartford, CT, June 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	1,600	182	40	142	88	54
Private industry	1,500	160	39	121	80	41
Goods-producing industries	400	43	12	31	23	8
Construction	(³)	3	2	1	1	-
Manufacturing	300	40	10	30	22	8
Service-producing industries	1,100	117	27	90	57	33
Transportation and public utilities	100	9	4	5	2	3
Wholesale and retail trade	400	31	12	19	16	3
Finance, insurance and real estate	100	21	2	19	8	11
Services	400	56	9	47	31	16
State and local government	100	22	1	21	8	13

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.