

Portland–Salem, OR–WA National Compensation Survey September 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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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	5
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	7
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	8
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	11
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	14
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	19
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	24
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	26
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	27
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	28
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	29
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	31
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	33
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	34
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	36
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
B. Occupational Classifications.....	B – 1
C. Generic Leveling Criteria.....	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Portland–Salem, OR–WA, metropolitan area. Data were collected between March 2000 and April 2001; the average reference month is September 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). 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. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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	\$17.02	2.8	37.0	\$15.91	3.4	37.1	\$21.07	3.7	36.6
Worker characteristics:⁴									
White-collar occupations ⁵	20.68	3.0	37.4	19.90	4.0	37.7	22.38	3.9	36.9
Professional specialty and technical	25.31	2.1	36.2	24.74	3.0	36.2	26.06	2.9	36.3
Executive, administrative, and managerial	31.00	6.7	40.2	30.25	8.6	40.8	33.07	7.4	38.6
Sales	14.68	10.9	37.9	14.68	11.0	37.9	—	—	—
Administrative support	13.63	2.8	37.5	13.68	3.7	37.6	13.53	3.4	37.1
Blue-collar occupations ⁵	14.49	3.6	37.9	14.28	3.8	38.0	17.38	4.8	36.4
Precision production, craft, and repair	17.70	4.9	39.7	17.45	5.4	39.7	19.82	7.3	40.0
Machine operators, assemblers, and inspectors	13.71	5.4	39.1	13.69	5.5	39.3	—	—	—
Transportation and material moving	16.03	6.9	35.1	16.15	7.7	35.5	15.10	6.3	31.8
Handlers, equipment cleaners, helpers, and laborers	11.60	4.8	36.7	11.29	5.1	36.5	16.15	3.5	39.4
Service occupations ⁵	10.73	4.8	34.1	8.88	3.3	33.7	17.39	4.8	35.7
Full time	17.51	2.8	39.8	16.41	3.4	39.7	21.47	3.8	40.1
Part time	12.29	6.2	22.4	11.47	6.9	23.7	16.27	9.4	17.9
Union	18.21	2.9	37.1	16.38	4.0	37.0	19.95	3.4	37.1
Nonunion	16.39	4.0	37.0	15.78	4.3	37.2	26.13	7.2	34.5
Time	16.94	2.7	37.0	15.79	3.2	37.0	21.07	3.7	36.6
Incentive	21.42	20.7	42.5	21.42	20.7	42.5	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.75	6.0	35.8	12.75	6.0	35.8	—	—	—
100-499 workers	16.58	4.8	37.1	16.33	5.1	37.4	20.94	6.7	31.7
500 workers or more	19.28	3.7	37.5	17.42	5.3	37.5	21.11	4.1	37.5

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$17.02	2.8	\$15.91	3.4	\$21.07	3.7
All excluding sales	17.16	2.7	16.01	3.3	21.09	3.7
White collar	20.68	3.0	19.90	4.0	22.38	3.9
White collar excluding sales	21.46	2.7	20.93	3.6	22.40	3.9
Professional specialty and technical	25.31	2.1	24.74	3.0	26.06	2.9
Professional specialty	26.76	2.2	26.41	3.4	27.16	2.6
Engineers, architects, and surveyors	30.65	4.7	31.09	5.1	—	—
Mechanical engineers	29.71	7.2	29.71	7.2	—	—
Engineers, n.e.c.	31.94	9.2	31.94	9.2	—	—
Mathematical and computer scientists	29.50	5.7	29.57	6.1	—	—
Computer systems analysts and scientists	29.92	5.8	30.03	6.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.22	4.9	24.78	5.6	22.15	8.8
Registered nurses	23.65	2.8	23.28	3.0	—	—
Teachers, college and university	31.30	6.9	27.25	14.9	32.92	6.6
Other post-secondary teachers	24.32	10.6	—	—	24.76	15.3
Teachers, except college and university	28.01	2.1	21.38	11.3	28.99	2.0
Elementary school teachers	28.65	1.6	—	—	29.04	1.3
Secondary school teachers	30.50	1.7	24.20	12.8	30.93	1.7
Teachers, special education	23.92	7.7	—	—	—	—
Teachers, n.e.c.	25.56	8.3	—	—	—	—
Vocational and educational counselors	19.70	23.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	18.94	16.8	—	—	22.92	10.8
Psychologists	16.50	14.0	—	—	—	—
Social, recreation, and religious workers	17.96	4.5	17.67	7.8	18.14	5.3
Social workers	18.50	3.7	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.39	10.7	24.30	12.1	—	—
Technical	18.54	4.8	19.28	5.5	16.33	7.3
Licensed practical nurses	16.14	5.0	—	—	—	—
Health technologists and technicians, n.e.c.	15.95	6.8	15.90	6.9	—	—
Executive, administrative, and managerial	31.00	6.7	30.25	8.6	33.07	7.4
Executives, administrators, and managers	36.68	5.4	36.54	6.7	37.02	9.1
Administrators and officials, public administration relations	42.15	11.2	—	—	42.15	11.2
Administrators, education and related fields	46.59	11.7	46.59	11.7	—	—
Managers and administrators, n.e.c.	42.64	8.4	32.01	21.5	—	—
Managers and administrators, n.e.c.	34.49	7.8	35.53	8.7	—	—
Management related	21.12	5.4	20.06	4.9	24.61	7.2
Accountants and auditors	23.18	7.3	—	—	—	—
Sales	14.68	10.9	14.68	11.0	—	—
Supervisors, sales	17.15	6.6	17.15	6.6	—	—
Sales workers, other commodities	9.05	8.3	8.53	7.2	—	—
Cashiers	10.37	6.3	10.28	6.5	—	—
Administrative support, including clerical	13.63	2.8	13.68	3.7	13.53	3.4
Secretaries	14.15	2.6	14.36	3.3	13.81	3.8
Receptionists	10.96	6.3	10.96	6.3	—	—
Information clerks, n.e.c.	14.52	12.2	—	—	—	—
Order clerks	11.37	5.6	11.12	5.2	—	—
Library clerks	11.35	4.4	—	—	11.35	4.4
Records clerks, n.e.c.	13.29	3.4	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.76	5.6	14.69	6.0	—	—
Traffic, shipping and receiving clerks	14.44	6.4	14.44	6.4	—	—
Stock and inventory clerks	12.70	13.2	11.91	12.1	—	—
General office clerks	12.21	3.8	12.71	7.3	11.91	3.7
Teachers' aides	11.88	5.5	—	—	11.90	5.6
Administrative support, n.e.c.	14.87	6.2	14.33	7.9	—	—
Blue collar	14.49	3.6	14.28	3.8	17.38	4.8

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, Portland-Salem, OR-WA, September 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	\$17.70	4.9	\$17.45	5.4	\$19.82	7.3
Industrial machinery repairers	22.04	6.1	22.04	6.1	—	—
Mechanics and repairers, n.e.c.	14.45	11.5	—	—	—	—
Electricians	22.71	5.6	—	—	—	—
Supervisors, production	21.65	8.1	21.65	8.1	—	—
Machinists	22.19	10.7	22.19	10.7	—	—
Electrical and electronic equipment assemblers ..	10.00	3.7	10.00	3.7	—	—
Machine operators, assemblers, and inspectors	13.71	5.4	13.69	5.5	—	—
Fabricating machine operators, n.e.c.	15.75	16.5	15.75	16.5	—	—
Printing press operators	20.81	10.5	21.34	11.4	—	—
Miscellaneous machine operators, n.e.c.	12.54	5.8	12.54	5.8	—	—
Welders and cutters	16.13	4.5	16.13	4.5	—	—
Assemblers	12.38	11.1	12.38	11.1	—	—
Miscellaneous hand working, n.e.c.	8.63	14.2	8.63	14.2	—	—
Transportation and material moving	16.03	6.9	16.15	7.7	15.10	6.3
Truck drivers	18.45	6.3	18.76	6.5	—	—
Motor transportation, n.e.c.	11.87	16.5	—	—	—	—
Industrial truck and tractor equipment operators ..	12.60	9.1	12.60	9.1	—	—
Handlers, equipment cleaners, helpers, and laborers	11.60	4.8	11.29	5.1	16.15	3.5
Construction laborers	15.30	10.9	15.68	12.3	—	—
Production helpers	10.52	9.0	10.52	9.0	—	—
Stock handlers and baggers	10.83	10.0	10.83	10.0	—	—
Freight, stock, and material handlers, n.e.c.	12.63	9.9	12.63	9.9	—	—
Hand packers and packagers	9.97	8.8	9.97	8.8	—	—
Laborers, except construction, n.e.c.	12.40	5.2	11.75	5.9	—	—
Service	10.73	4.8	8.88	3.3	17.39	4.8
Protective service	14.45	11.9	9.39	8.2	20.53	4.6
Guards and police, except public service	9.42	7.9	8.86	6.9	—	—
Food service	8.32	3.6	8.08	3.2	11.39	9.3
Waiters, waitresses, and bartenders	6.84	1.7	6.75	1.0	—	—
Waiters and waitresses	6.68	1.3	6.68	1.3	—	—
Waiters/Waitresses' assistants	7.04	4.4	6.74	1.8	—	—
Other food service	9.52	3.4	9.24	2.7	11.86	8.9
Supervisors, food preparation and service	12.60	5.6	12.60	5.6	—	—
Cooks	10.28	5.8	9.56	3.4	—	—
Kitchen workers, food preparation	9.40	4.4	—	—	—	—
Food preparation, n.e.c.	7.79	3.5	7.67	3.5	—	—
Health service	9.90	4.2	9.88	4.3	—	—
Nursing aides, orderlies and attendants	9.74	4.0	9.72	4.0	—	—
Cleaning and building service	10.13	10.7	9.54	11.9	12.10	7.2
Janitors and cleaners	9.72	10.9	—	—	11.95	7.7
Personal service	8.63	7.2	8.17	6.8	12.22	7.7
Early childhood teachers' assistants	7.50	4.3	—	—	—	—
Child care workers, n.e.c.	9.52	13.7	—	—	—	—

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

² 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$17.51	2.8	\$16.41	3.4	\$21.47	3.8
All excluding sales	17.65	2.7	16.50	3.3	21.49	3.8
White collar	21.00	3.2	20.24	4.3	22.64	4.3
White collar excluding sales	21.74	3.0	21.22	3.9	22.67	4.3
Professional specialty and technical	25.84	2.2	25.38	3.2	26.39	2.9
Professional specialty	27.07	2.2	26.79	3.5	27.36	2.7
Engineers, architects, and surveyors	30.65	4.7	31.09	5.1	—	—
Mechanical engineers	29.71	7.2	29.71	7.2	—	—
Engineers, n.e.c.	31.94	9.2	31.94	9.2	—	—
Mathematical and computer scientists	29.43	5.9	29.57	6.1	—	—
Computer systems analysts and scientists	29.85	6.0	30.03	6.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.22	6.4	24.82	7.1	—	—
Registered nurses	23.72	3.8	23.20	4.0	—	—
Teachers, college and university	31.05	7.9	26.94	17.6	32.74	7.4
Other post-secondary teachers	24.12	10.8	—	—	—	—
Teachers, except college and university	27.96	2.2	19.10	11.3	29.11	2.1
Elementary school teachers	28.65	1.6	—	—	29.04	1.3
Secondary school teachers	30.62	1.7	—	—	31.01	1.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	21.62	11.5	—	—	22.92	10.8
Social, recreation, and religious workers	18.51	3.9	17.56	7.8	—	—
Social workers	18.50	3.7	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.64	11.0	24.64	12.5	—	—
Technical	18.83	5.7	19.54	6.9	17.05	7.4
Executive, administrative, and managerial	30.86	6.7	30.34	8.7	32.31	7.3
Executives, administrators, and managers	36.50	5.4	36.70	6.7	35.99	8.9
Administrators and officials, public administration Managers, marketing, advertising, and public relations	38.65	9.8	—	—	38.65	9.8
Administrators, education and related fields	46.59	11.7	46.59	11.7	—	—
Managers and administrators, n.e.c.	42.64	8.4	32.01	21.5	—	—
Management related	34.49	7.8	35.53	8.7	—	—
Accountants and auditors	21.10	5.5	20.04	4.9	24.61	7.2
—	23.18	7.3	—	—	—	—
Sales	15.25	10.9	15.25	11.0	—	—
Supervisors, sales	17.15	6.6	17.15	6.6	—	—
Cashiers	10.50	6.3	10.41	6.5	—	—
Administrative support, including clerical	13.82	2.9	13.88	3.8	13.69	3.7
Secretaries	14.19	2.6	14.38	3.3	13.87	3.7
Order clerks	11.53	5.8	11.26	5.4	—	—
Records clerks, n.e.c.	13.29	3.4	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.86	5.7	14.81	6.1	—	—
Traffic, shipping and receiving clerks	14.44	6.4	14.44	6.4	—	—
Stock and inventory clerks	12.61	13.4	11.79	12.2	—	—
General office clerks	12.29	3.9	12.96	7.8	11.92	3.7
Teachers' aides	11.74	8.6	—	—	11.76	8.8
Administrative support, n.e.c.	15.11	6.4	14.81	8.4	—	—
Blue collar	14.82	3.4	14.61	3.6	17.90	5.0
Precision production, craft, and repair	17.72	4.9	17.47	5.4	19.82	7.3
Industrial machinery repairers	22.04	6.1	22.04	6.1	—	—
Mechanics and repairers, n.e.c.	14.45	11.5	—	—	—	—
Electricians	22.71	5.6	—	—	—	—
Supervisors, production	21.65	8.1	21.65	8.1	—	—
Machinists	22.19	10.7	22.19	10.7	—	—
Electrical and electronic equipment assemblers ..	10.00	3.7	10.00	3.7	—	—
Machine operators, assemblers, and inspectors	13.80	5.4	13.78	5.4	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
Machine operators, assemblers, and inspectors						
—Continued						
Fabricating machine operators, n.e.c.	\$15.75	16.5	\$15.75	16.5	—	—
Printing press operators	20.43	9.7	20.95	10.8	—	—
Miscellaneous machine operators, n.e.c.	12.54	5.8	12.54	5.8	—	—
Welders and cutters	16.13	4.5	16.13	4.5	—	—
Assemblers	12.79	11.7	12.79	11.7	—	—
Miscellaneous hand working, n.e.c.	8.63	14.2	8.63	14.2	—	—
Transportation and material moving	17.09	5.5	17.19	5.9	\$16.02	8.4
Truck drivers	18.45	6.3	18.76	6.5	—	—
Industrial truck and tractor equipment operators ..	12.60	9.1	12.60	9.1	—	—
Handlers, equipment cleaners, helpers, and laborers	11.87	4.7	11.53	5.0	16.33	3.2
Construction laborers	15.46	11.1	15.68	12.3	—	—
Production helpers	10.52	9.0	10.52	9.0	—	—
Stock handlers and baggers	11.61	11.6	11.61	11.6	—	—
Freight, stock, and material handlers, n.e.c.	12.91	11.8	12.91	11.8	—	—
Hand packers and packagers	9.81	8.6	9.81	8.6	—	—
Laborers, except construction, n.e.c.	12.64	4.0	12.01	4.5	—	—
Service	11.45	5.0	9.28	3.4	18.15	5.1
Protective service	14.71	11.8	9.50	7.8	20.84	4.6
Guards and police, except public service	9.55	7.6	—	—	—	—
Food service	8.68	4.9	8.46	4.5	—	—
Waiters, waitresses, and bartenders	6.71	.7	6.71	.7	—	—
Waiters and waitresses	6.64	1.2	6.64	1.2	—	—
Other food service	9.79	3.8	9.54	3.1	—	—
Supervisors, food preparation and service	12.60	5.6	12.60	5.6	—	—
Cooks	10.23	6.8	9.50	3.8	—	—
Food preparation, n.e.c.	7.85	4.1	7.69	3.9	—	—
Health service	9.72	4.4	9.72	4.4	—	—
Nursing aides, orderlies and attendants	9.59	4.1	9.59	4.1	—	—
Cleaning and building service	10.95	7.4	10.45	9.3	12.18	7.1
Janitors and cleaners	10.55	8.0	9.85	9.9	12.03	7.7
Personal service	8.48	9.7	7.91	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 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$12.29	6.2	\$11.47	6.9	\$16.27	9.4
All excluding sales	12.49	6.5	11.66	7.4	16.27	9.4
White collar	16.96	5.8	16.27	6.7	18.79	11.4
White collar excluding sales	18.14	5.6	17.84	6.3	18.79	11.4
Professional specialty and technical	21.28	4.9	21.16	5.7	21.62	9.4
Professional specialty	23.51	6.8	23.23	9.6	24.05	7.1
Mathematical and computer scientists	-	-	-	-	-	-
Health related	24.25	2.8	24.62	3.7	-	-
Registered nurses	23.42	2.6	23.61	3.2	-	-
Teachers, college and university	33.55	3.1	-	-	34.38	3.7
Teachers, except college and university	29.72	12.1	36.85	8.8	22.06	15.1
Teachers, n.e.c.	38.44	7.5	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	17.70	9.8	18.62	8.2	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	8.68	9.3	8.68	9.3	-	-
Administrative support, including clerical	11.01	3.8	10.43	4.8	11.88	4.2
Teachers' aides	12.04	5.5	-	-	12.04	5.6
Blue collar	10.35	9.3	10.08	10.1	12.96	3.3
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.89	11.3	9.91	11.4	-	-
Service	7.77	3.6	7.50	3.3	10.04	4.5
Protective service	-	-	-	-	-	-
Food service	7.51	4.0	7.17	3.4	10.24	4.1
Waiters, waitresses, and bartenders	6.99	3.9	6.79	2.4	-	-
Waiters and waitresses	6.72	2.4	6.72	2.4	-	-
Waiters'/Waitresses' assistants	7.36	8.0	-	-	-	-
Other food service	8.42	7.8	7.93	7.5	-	-
Food preparation, n.e.c.	7.57	3.0	7.57	3.0	-	-
Health service	11.30	3.5	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	8.77	8.5	8.40	8.9	11.45	9.7

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$696	2.9	39.8	\$651	3.6	39.7	\$861	3.8	40.1
All excluding sales	701	2.8	39.7	653	3.4	39.6	861	3.8	40.1
White collar	840	3.3	40.0	810	4.4	40.0	904	4.3	39.9
White collar excluding sales	868	3.0	39.9	847	4.0	39.9	905	4.3	39.9
Professional specialty and technical	1,036	2.2	40.1	1,013	3.3	39.9	1,064	2.8	40.3
Professional specialty	1,086	2.1	40.1	1,070	3.5	39.9	1,104	2.5	40.3
Engineers, architects, and surveyors	1,226	4.7	40.0	1,244	5.1	40.0	-	-	-
Mechanical engineers	1,189	7.2	40.0	1,189	7.2	40.0	-	-	-
Engineers, n.e.c.	1,278	9.2	40.0	1,278	9.2	40.0	-	-	-
Mathematical and computer scientists	1,175	5.9	39.9	1,181	6.1	39.9	-	-	-
Computer systems analysts and scientists	1,192	6.0	39.9	1,199	6.2	39.9	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	998	5.9	41.2	983	7.1	39.6	-	-	-
Registered nurses	943	3.7	39.8	922	3.9	39.7	-	-	-
Teachers, college and university Other post-secondary teachers	1,178	8.1	37.9	1,059	17.0	39.3	1,225	8.4	37.4
Teachers, except college and university	913	11.4	37.9	-	-	-	-	-	-
Elementary school teachers ...	1,116	2.2	39.9	756	11.3	39.6	1,163	2.0	40.0
Secondary school teachers ...	1,146	1.6	40.0	-	-	-	1,161	1.3	40.0
Librarians, archivists, and curators	1,219	1.8	39.8	-	-	-	1,240	1.7	40.0
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	850	12.4	39.3	-	-	-	917	10.8	40.0
Social workers	747	5.1	40.3	718	11.8	40.9	-	-	-
Lawyers and judges	734	4.0	39.7	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	953	11.5	40.3	995	13.0	40.4	-	-	-
	750	5.7	39.9	778	7.0	39.8	682	7.4	40.0
Executive, administrative, and managerial	1,254	7.1	40.6	1,240	9.3	40.9	1,293	7.3	40.0
Executives, administrators, and managers	1,499	6.0	41.1	1,523	7.5	41.5	1,440	8.9	40.0
Administrators and officials, public administration	1,546	9.8	40.0	-	-	-	1,546	9.8	40.0
Managers, marketing, advertising, and public relations	1,864	11.7	40.0	1,864	11.7	40.0	-	-	-
Administrators, education and related fields	1,706	8.4	40.0	1,280	21.5	40.0	-	-	-
Managers and administrators, n.e.c.	1,415	9.3	41.0	1,467	10.6	41.3	-	-	-
Management related	843	5.5	40.0	800	4.9	39.9	984	7.2	40.0
Accountants and auditors	927	7.3	40.0	-	-	-	-	-	-
Sales	621	12.5	40.7	622	12.6	40.8	-	-	-
Supervisors, sales	760	10.4	44.3	760	10.4	44.3	-	-	-
Cashiers	408	6.8	38.9	405	7.0	38.9	-	-	-
Administrative support, including clerical	545	2.9	39.4	548	3.8	39.5	539	4.1	39.4
Secretaries	561	2.4	39.5	564	3.0	39.2	555	3.7	40.0
Order clerks	447	6.7	38.8	436	6.3	38.7	-	-	-

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, Portland-Salem, OR-WA, September 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									
Administrative support, including clerical —Continued									
Records clerks, n.e.c.	\$527	3.3	39.7	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	593	5.7	39.9	\$591	6.1	39.9	—	—	—
Traffic, shipping and receiving clerks	578	6.4	40.0	578	6.4	40.0	—	—	—
Stock and inventory clerks	504	13.4	40.0	472	12.2	40.0	—	—	—
General office clerks	489	4.0	39.8	511	8.3	39.5	\$476	3.6	39.9
Teachers' aides	377	13.6	32.1	—	—	—	376	13.7	32.0
Administrative support, n.e.c.	604	6.4	40.0	591	8.4	39.9	—	—	—
Blue collar	586	3.6	39.6	578	3.9	39.5	716	5.0	40.0
Precision production, craft, and repair	705	4.8	39.8	694	5.3	39.7	793	7.3	40.0
Industrial machinery repairers	882	6.1	40.0	882	6.1	40.0	—	—	—
Mechanics and repairers, n.e.c.	578	11.5	40.0	—	—	—	—	—	—
Electricians	909	5.6	40.0	—	—	—	—	—	—
Supervisors, production	846	8.4	39.0	846	8.4	39.0	—	—	—
Machinists	871	9.2	39.3	871	9.2	39.3	—	—	—
Electrical and electronic equipment assemblers	400	3.7	40.0	400	3.7	40.0	—	—	—
Machine operators, assemblers, and inspectors	548	5.5	39.7	547	5.5	39.7	—	—	—
Fabricating machine operators, n.e.c.	630	16.5	40.0	630	16.5	40.0	—	—	—
Printing press operators	808	8.6	39.5	827	9.5	39.5	—	—	—
Miscellaneous machine operators, n.e.c.	502	5.8	40.0	502	5.8	40.0	—	—	—
Welders and cutters	645	4.5	40.0	645	4.5	40.0	—	—	—
Assemblers	499	12.2	39.0	499	12.2	39.0	—	—	—
Miscellaneous hand working, n.e.c.	345	14.2	40.0	345	14.2	40.0	—	—	—
Transportation and material moving	683	6.2	40.0	687	6.6	40.0	641	8.4	40.0
Truck drivers	738	6.3	40.0	750	6.5	40.0	—	—	—
Industrial truck and tractor equipment operators	490	9.6	38.9	490	9.6	38.9	—	—	—
Handlers, equipment cleaners, helpers, and laborers	463	5.1	39.0	449	5.5	38.9	653	3.2	40.0
Construction laborers	618	11.1	40.0	627	12.3	40.0	—	—	—
Production helpers	421	9.0	40.0	421	9.0	40.0	—	—	—
Stock handlers and baggers ..	424	12.7	36.6	424	12.7	36.6	—	—	—
Freight, stock, and material handlers, n.e.c.	517	11.8	40.0	517	11.8	40.0	—	—	—
Hand packers and packagers	382	7.0	39.0	382	7.0	39.0	—	—	—
Laborers, except construction, n.e.c.	499	4.3	39.5	474	4.9	39.4	—	—	—
Service	450	5.4	39.3	360	3.8	38.8	743	5.4	40.9
Protective service	590	13.0	40.1	371	8.4	39.1	862	4.9	41.4
Guards and police, except public service	372	7.9	39.0	—	—	—	—	—	—
Food service	330	6.2	38.1	321	5.8	38.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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									
Waiters, waitresses, and bartenders	\$240	3.6	35.8	\$240	3.6	35.8	—	—	—
Waiters and waitresses	236	2.9	35.5	236	2.9	35.5	—	—	—
Other food service	387	4.4	39.5	376	3.9	39.4	—	—	—
Supervisors, food preparation and service	521	7.6	41.3	521	7.6	41.3	—	—	—
Cooks	403	7.1	39.4	373	3.9	39.3	—	—	—
Food preparation, n.e.c.	298	5.1	37.9	290	5.0	37.7	—	—	—
Health service	375	4.6	38.6	375	4.6	38.6	—	—	—
Nursing aides, orderlies and attendants	369	4.6	38.4	369	4.6	38.4	—	—	—
Cleaning and building service	438	7.4	40.0	418	9.3	40.0	\$487	7.1	40.0
Janitors and cleaners	422	8.0	40.0	394	9.9	40.0	481	7.7	40.0
Personal service	339	9.7	40.0	316	8.1	40.0	—	—	—

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$35,403	2.9	2,021	\$33,778	3.6	2,059	\$40,751	3.8	1,898
All excluding sales	35,583	2.8	2,016	33,889	3.4	2,054	40,778	3.8	1,898
White collar	41,902	3.3	1,995	41,979	4.4	2,075	41,757	4.3	1,845
White collar excluding sales	43,047	3.0	1,980	43,832	4.0	2,066	41,797	4.3	1,844
Professional specialty and technical	49,082	2.2	1,900	52,052	3.3	2,051	46,057	2.8	1,745
Professional specialty	50,683	2.1	1,872	54,844	3.5	2,047	46,971	2.5	1,717
Engineers, architects, and surveyors	63,745	4.7	2,080	64,664	5.1	2,080	-	-	-
Mechanical engineers	61,804	7.2	2,080	61,804	7.2	2,080	-	-	-
Engineers, n.e.c.	66,434	9.2	2,080	66,434	9.2	2,080	-	-	-
Mathematical and computer scientists	61,113	5.9	2,077	61,404	6.1	2,077	-	-	-
Computer systems analysts and scientists	61,986	6.0	2,076	62,351	6.2	2,076	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	51,506	5.9	2,127	51,134	7.1	2,060	-	-	-
Registered nurses	48,553	3.7	2,047	47,935	3.9	2,066	-	-	-
Teachers, college and university Other post-secondary teachers	48,970	8.1	1,577	45,498	17.0	1,689	50,272	8.4	1,536
Teachers, except college and university	37,238	11.4	1,544	-	-	-	-	-	-
Elementary school teachers ...	44,125	2.2	1,578	35,507	11.3	1,859	45,058	2.0	1,548
Secondary school teachers ...	44,695	1.6	1,560	-	-	-	45,289	1.3	1,560
Librarians, archivists, and curators	46,920	1.8	1,532	-	-	-	47,664	1.7	1,537
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	42,464	12.4	1,964	-	-	-	45,520	10.8	1,986
Social workers	38,414	5.1	2,075	37,334	11.8	2,126	-	-	-
Lawyers and judges	37,704	4.0	2,038	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	49,297	11.5	2,085	51,413	13.0	2,086	-	-	-
	39,016	5.7	2,073	40,443	7.0	2,070	35,468	7.4	2,080
Executive, administrative, and managerial	64,709	7.1	2,097	64,473	9.3	2,125	65,335	7.3	2,022
Executives, administrators, and managers	76,937	6.0	2,108	79,120	7.5	2,156	71,812	8.9	1,995
Administrators and officials, public administration	80,384	9.8	2,080	-	-	-	80,384	9.8	2,080
Managers, marketing, advertising, and public relations	96,911	11.7	2,080	96,911	11.7	2,080	-	-	-
Administrators, education and related fields	79,538	8.4	1,865	65,283	21.5	2,040	-	-	-
Managers and administrators, n.e.c.	73,559	9.3	2,133	76,275	10.6	2,147	-	-	-
Management related	43,849	5.5	2,078	41,619	4.9	2,077	51,183	7.2	2,080
Accountants and auditors	48,206	7.3	2,080	-	-	-	-	-	-
Sales	32,305	12.5	2,119	32,325	12.6	2,119	-	-	-
Supervisors, sales	39,496	10.4	2,303	39,496	10.4	2,303	-	-	-
Cashiers	21,234	6.8	2,023	21,036	7.0	2,021	-	-	-
Administrative support, including clerical	27,855	2.9	2,015	28,470	3.8	2,051	26,536	4.1	1,939
Secretaries	27,517	2.4	1,939	29,242	3.0	2,034	24,977	3.7	1,800
Order clerks	23,248	6.7	2,016	22,665	6.3	2,014	-	-	-

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, Portland-Salem, OR-WA, September 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									
Administrative support, including clerical —Continued									
Records clerks, n.e.c.	\$27,350	3.3	2,057	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	30,840	5.7	2,075	\$30,752	6.1	2,077	—	—	—
Traffic, shipping and receiving clerks	30,035	6.4	2,080	30,035	6.4	2,080	—	—	—
Stock and inventory clerks	26,232	13.4	2,080	24,524	12.2	2,080	—	—	—
General office clerks	25,404	4.0	2,067	26,593	8.3	2,053	\$24,744	3.6	2,075
Teachers' aides	13,830	13.6	1,178	—	—	—	13,756	13.7	1,170
Administrative support, n.e.c.	31,076	6.4	2,056	30,746	8.4	2,075	—	—	—
Blue collar	30,486	3.6	2,057	30,041	3.9	2,056	37,095	5.0	2,073
Precision production, craft, and repair	36,642	4.8	2,068	36,109	5.3	2,067	41,221	7.3	2,080
Industrial machinery repairers	45,914	6.1	2,083	45,914	6.1	2,083	—	—	—
Mechanics and repairers, n.e.c.	30,056	11.5	2,080	—	—	—	—	—	—
Electricians	47,246	5.6	2,080	—	—	—	—	—	—
Supervisors, production	43,967	8.4	2,030	43,967	8.4	2,030	—	—	—
Machinists	45,301	9.2	2,041	45,301	9.2	2,041	—	—	—
Electrical and electronic equipment assemblers	20,808	3.7	2,080	20,808	3.7	2,080	—	—	—
Machine operators, assemblers, and inspectors	28,497	5.5	2,064	28,447	5.5	2,064	—	—	—
Fabricating machine operators, n.e.c.	32,755	16.5	2,080	32,755	16.5	2,080	—	—	—
Printing press operators	41,997	8.6	2,056	43,008	9.5	2,053	—	—	—
Miscellaneous machine operators, n.e.c.	26,082	5.8	2,080	26,082	5.8	2,080	—	—	—
Welders and cutters	33,548	4.5	2,080	33,548	4.5	2,080	—	—	—
Assemblers	25,967	12.2	2,030	25,967	12.2	2,030	—	—	—
Miscellaneous hand working, n.e.c.	17,958	14.2	2,080	17,958	14.2	2,080	—	—	—
Transportation and material moving	35,452	6.2	2,075	35,721	6.6	2,078	32,688	8.4	2,040
Truck drivers	38,379	6.3	2,080	39,012	6.5	2,080	—	—	—
Industrial truck and tractor equipment operators	25,488	9.6	2,023	25,488	9.6	2,023	—	—	—
Handlers, equipment cleaners, helpers, and laborers	24,090	5.1	2,029	23,352	5.5	2,025	33,970	3.2	2,080
Construction laborers	32,154	11.1	2,080	32,623	12.3	2,080	—	—	—
Production helpers	21,880	9.0	2,080	21,880	9.0	2,080	—	—	—
Stock handlers and baggers	22,059	12.7	1,901	22,059	12.7	1,901	—	—	—
Freight, stock, and material handlers, n.e.c.	26,861	11.8	2,080	26,861	11.8	2,080	—	—	—
Hand packers and packagers	19,882	7.0	2,026	19,882	7.0	2,026	—	—	—
Laborers, except construction, n.e.c.	25,972	4.3	2,054	24,625	4.9	2,050	—	—	—
Service	23,243	5.4	2,030	18,699	3.8	2,016	37,675	5.4	2,076
Protective service	30,684	13.0	2,086	19,318	8.4	2,033	44,814	4.9	2,151
Guards and police, except public service	19,361	7.9	2,028	—	—	—	—	—	—
Food service	16,965	6.2	1,955	16,691	5.8	1,974	—	—	—

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, Portland-Salem, OR-WA, September 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									
Food service—Continued									
Writers, waitresses, and bartenders	\$12,500	3.6	1,862	\$12,500	3.6	1,862	—	—	—
Waiters and waitresses	12,270	2.9	1,848	12,270	2.9	1,848	—	—	—
Other food service	19,709	4.4	2,012	19,569	3.9	2,050	—	—	—
Supervisors, food preparation and service	27,088	7.6	2,149	27,088	7.6	2,149	—	—	—
Cooks	19,834	7.1	1,938	19,399	3.9	2,042	—	—	—
Food preparation, n.e.c.	15,478	5.1	1,972	15,088	5.0	1,961	—	—	—
Health service	19,507	4.6	2,008	19,507	4.6	2,008	—	—	—
Nursing aides, orderlies and attendants	19,174	4.6	1,999	19,174	4.6	1,999	—	—	—
Cleaning and building service	22,541	7.4	2,059	21,739	9.3	2,080	\$24,473	7.1	2,009
Janitors and cleaners	21,677	8.0	2,055	20,480	9.9	2,080	24,118	7.7	2,005
Personal service	17,642	9.7	2,080	16,453	8.1	2,080	—	—	—

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$17.02	2.8	\$15.91	3.4	\$21.07	3.7
All excluding sales	17.16	2.7	16.01	3.3	21.09	3.7
White collar	20.68	3.0	19.90	4.0	22.38	3.9
1	7.99	1.5	7.89	1.3	—	—
2	10.16	7.9	10.11	9.2	—	—
3	10.48	3.4	10.30	4.3	11.13	3.3
4	12.84	2.9	12.59	4.3	13.25	2.5
5	13.44	3.3	13.38	3.7	13.90	4.5
6	16.79	3.6	16.62	4.1	18.04	3.8
7	19.21	3.8	20.48	4.5	17.07	4.1
8	21.80	6.2	21.22	6.8	23.18	11.9
9	25.52	2.7	24.11	3.7	26.96	2.5
10	29.23	4.3	27.42	6.2	33.03	4.8
11	31.49	7.5	32.20	9.8	29.67	5.6
12	41.39	5.1	40.83	6.4	43.30	4.5
13	50.06	6.3	50.81	8.7	—	—
14	63.81	10.4	—	—	—	—
Not able to be leveled	33.19	18.9	—	—	—	—
White collar excluding sales	21.46	2.7	20.93	3.6	22.40	3.9
2	10.16	7.9	10.11	9.2	—	—
3	11.26	2.8	11.33	3.7	11.13	3.3
4	12.83	3.2	12.47	5.3	13.25	2.5
5	13.86	2.4	13.86	2.7	13.90	4.5
6	16.87	3.8	16.69	4.3	18.04	3.8
7	19.23	3.8	20.48	4.5	17.07	4.1
8	22.05	4.9	21.41	2.3	23.18	11.9
9	25.51	2.7	24.07	3.8	26.96	2.5
10	29.61	4.4	27.79	6.6	33.03	4.8
11	30.58	3.8	31.03	4.7	29.67	5.6
12	41.64	5.1	41.14	6.5	43.30	4.5
13	50.06	6.3	50.81	8.7	—	—
14	63.81	10.4	—	—	—	—
Not able to be leveled	33.19	18.9	—	—	—	—
Professional specialty and technical	25.31	2.1	24.74	3.0	26.06	2.9
Professional specialty	26.76	2.2	26.41	3.4	27.16	2.6
6	14.67	10.4	14.34	12.6	16.15	2.6
7	21.46	8.7	21.49	11.0	—	—
8	23.12	6.7	21.92	2.8	24.90	13.4
9	25.89	2.2	24.25	1.8	26.88	2.8
10	29.14	6.1	26.57	9.0	33.63	6.1
11	31.97	3.6	31.93	5.0	32.06	3.3
12	39.25	5.5	39.87	6.9	—	—
Not able to be leveled	33.19	18.9	—	—	—	—
Engineers, architects, and surveyors	30.65	4.7	31.09	5.1	—	—
9	26.48	3.7	25.99	4.4	—	—
11	31.09	7.6	31.17	7.9	—	—
Mechanical engineers	29.71	7.2	29.71	7.2	—	—
Engineers, n.e.c.	31.94	9.2	31.94	9.2	—	—
Mathematical and computer scientists	29.50	5.7	29.57	6.1	—	—
9	27.00	2.6	27.12	2.9	—	—
Computer systems analysts and scientists	29.92	5.8	30.03	6.2	—	—
9	27.15	2.7	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.22	4.9	24.78	5.6	22.15	8.8
8	21.66	1.9	21.37	2.0	—	—
9	22.45	2.8	23.28	1.7	—	—
Registered nurses	23.65	2.8	23.28	3.0	—	—
8	21.88	1.7	21.54	1.9	—	—
9	23.04	1.0	22.97	1.0	—	—
Teachers, college and university	31.30	6.9	27.25	14.9	32.92	6.6
10	29.74	12.5	—	—	35.93	5.9
11	28.89	8.8	—	—	32.28	5.7
Other post-secondary teachers	24.32	10.6	—	—	24.76	15.3
Teachers, except college and university	28.01	2.1	21.38	11.3	28.99	2.0

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, Portland-Salem, OR-WA, September 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						
6	\$10.72	10.1	–	–	–	–
8	28.88	7.5	\$22.56	9.5	–	–
9	28.73	1.9	20.75	17.8	\$28.91	2.0
Elementary school teachers	28.65	1.6	–	–	29.04	1.3
9	28.98	1.3	–	–	29.02	1.4
Secondary school teachers	30.50	1.7	24.20	12.8	30.93	1.7
9	30.40	2.1	–	–	30.78	2.0
Teachers, special education	23.92	7.7	–	–	–	–
Teachers, n.e.c.	25.56	8.3	–	–	–	–
Vocational and educational counselors	19.70	23.1	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	18.94	16.8	–	–	22.92	10.8
Psychologists	16.50	14.0	–	–	–	–
Social, recreation, and religious workers	17.96	4.5	17.67	7.8	18.14	5.3
Social workers	18.50	3.7	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.39	10.7	24.30	12.1	–	–
Technical	18.54	4.8	19.28	5.5	16.33	7.3
5	14.29	7.3	14.88	7.7	–	–
6	18.96	2.9	18.74	3.6	–	–
7	18.27	7.6	20.30	6.1	–	–
8	20.15	7.5	–	–	–	–
Licensed practical nurses	16.14	5.0	–	–	–	–
Health technologists and technicians, n.e.c.	15.95	6.8	15.90	6.9	–	–
5	13.85	7.1	–	–	–	–
Executive, administrative, and managerial	31.00	6.7	30.25	8.6	33.07	7.4
7	21.11	8.4	–	–	–	–
8	20.59	6.9	20.57	8.3	–	–
9	24.73	7.4	23.88	8.6	27.46	3.6
11	27.78	6.2	29.00	9.0	–	–
12	42.72	6.4	41.71	8.3	–	–
13	50.87	4.3	–	–	–	–
Executives, administrators, and managers	36.68	5.4	36.54	6.7	37.02	9.1
9	28.26	3.7	28.43	4.8	27.84	4.4
11	27.78	6.2	29.00	9.0	–	–
12	42.72	6.4	41.71	8.3	–	–
13	50.87	4.3	–	–	–	–
Administrators and officials, public administration	42.15	11.2	–	–	42.15	11.2
Managers, marketing, advertising, and public relations	46.59	11.7	46.59	11.7	–	–
Administrators, education and related fields	42.64	8.4	32.01	21.5	–	–
Managers and administrators, n.e.c.	34.49	7.8	35.53	8.7	–	–
9	28.70	4.6	28.33	5.7	–	–
12	36.21	7.0	36.21	7.0	–	–
Management related	21.12	5.4	20.06	4.9	24.61	7.2
8	20.95	7.1	–	–	–	–
Accountants and auditors	23.18	7.3	–	–	–	–
Sales	14.68	10.9	14.68	11.0	–	–
3	8.71	7.1	8.71	7.1	–	–
4	12.87	5.0	12.86	5.2	–	–
Supervisors, sales	17.15	6.6	17.15	6.6	–	–
Sales workers, other commodities	9.05	8.3	8.53	7.2	–	–
Cashiers	10.37	6.3	10.28	6.5	–	–
3	9.09	11.8	9.09	11.8	–	–
Administrative support, including clerical	13.63	2.8	13.68	3.7	13.53	3.4
2	10.17	8.2	10.10	9.4	–	–

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, Portland-Salem, OR-WA, September 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						
3	\$11.23	2.8	\$11.27	3.8	\$11.13	3.3
4	12.87	3.3	12.52	5.6	13.26	2.5
5	13.80	2.6	13.65	3.1	–	–
6	16.67	4.7	16.52	5.1	–	–
7	18.03	3.8	19.64	4.7	–	–
Secretaries	14.15	2.6	14.36	3.3	13.81	3.8
4	12.46	5.4	11.52	4.2	12.88	6.9
5	14.27	3.1	14.07	4.6	–	–
6	14.89	5.1	–	–	–	–
Receptionists	10.96	6.3	10.96	6.3	–	–
3	10.98	6.5	10.98	6.5	–	–
Information clerks, n.e.c.	14.52	12.2	–	–	–	–
Order clerks	11.37	5.6	11.12	5.2	–	–
4	10.63	6.4	10.63	6.4	–	–
5	12.36	4.5	12.07	4.5	–	–
Library clerks	11.35	4.4	–	–	11.35	4.4
Records clerks, n.e.c.	13.29	3.4	–	–	–	–
Bookkeepers, accounting and auditing clerks	14.76	5.6	14.69	6.0	–	–
4	13.02	5.6	–	–	–	–
Traffic, shipping and receiving clerks	14.44	6.4	14.44	6.4	–	–
Stock and inventory clerks	12.70	13.2	11.91	12.1	–	–
General office clerks	12.21	3.8	12.71	7.3	11.91	3.7
3	10.56	3.1	–	–	–	–
4	12.99	3.6	–	–	12.77	2.8
Teachers' aides	11.88	5.5	–	–	11.90	5.6
3	11.66	6.5	–	–	11.68	6.6
Administrative support, n.e.c.	14.87	6.2	14.33	7.9	–	–
4	12.99	5.2	–	–	–	–
7	18.14	1.2	–	–	–	–
Blue collar	14.49	3.6	14.28	3.8	17.38	4.8
1	8.49	4.6	8.50	4.6	–	–
2	10.96	5.6	10.96	5.6	–	–
3	10.73	3.6	10.66	3.6	–	–
4	14.47	3.7	14.35	4.2	15.27	2.8
5	14.91	2.9	14.56	3.0	17.13	5.2
6	18.59	4.3	18.44	4.4	–	–
7	20.44	3.3	20.49	3.5	20.15	9.1
8	27.24	3.7	27.24	3.7	–	–
Precision production, craft, and repair	17.70	4.9	17.45	5.4	19.82	7.3
3	9.89	3.5	9.89	3.5	–	–
4	13.29	6.0	13.25	6.2	–	–
5	14.87	3.6	14.67	4.0	–	–
6	17.13	6.6	16.19	4.7	–	–
7	20.95	3.9	21.11	4.2	20.15	9.1
8	27.91	6.2	27.91	6.2	–	–
Industrial machinery repairers	22.04	6.1	22.04	6.1	–	–
7	21.47	5.2	21.47	5.2	–	–
Mechanics and repairers, n.e.c.	14.45	11.5	–	–	–	–
Electricians	22.71	5.6	–	–	–	–
Supervisors, production	21.65	8.1	21.65	8.1	–	–
Machinists	22.19	10.7	22.19	10.7	–	–
7	22.19	10.7	22.19	10.7	–	–
Electrical and electronic equipment assemblers ..	10.00	3.7	10.00	3.7	–	–
Machine operators, assemblers, and inspectors	13.71	5.4	13.69	5.5	–	–
1	8.07	6.3	8.07	6.3	–	–
2	10.17	6.6	10.17	6.6	–	–
3	10.41	8.3	10.40	8.3	–	–
4	14.07	6.3	14.02	6.7	–	–
5	13.23	3.8	13.12	3.8	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
—Continued						
6	\$18.37	4.8	\$18.37	4.8	—	—
7	19.50	3.4	19.50	3.4	—	—
Fabricating machine operators, n.e.c.	15.75	16.5	15.75	16.5	—	—
Printing press operators	20.81	10.5	21.34	11.4	—	—
Miscellaneous machine operators, n.e.c.	12.54	5.8	12.54	5.8	—	—
4	12.80	6.1	12.80	6.1	—	—
Welders and cutters	16.13	4.5	16.13	4.5	—	—
Assemblers	12.38	11.1	12.38	11.1	—	—
Miscellaneous hand working, n.e.c.	8.63	14.2	8.63	14.2	—	—
Transportation and material moving	16.03	6.9	16.15	7.7	\$15.10	6.3
4	16.85	9.2	17.72	11.2	14.89	3.4
5	15.60	5.4	15.21	4.9	—	—
6	20.71	6.1	20.71	6.1	—	—
Truck drivers	18.45	6.3	18.76	6.5	—	—
Motor transportation, n.e.c.	11.87	16.5	—	—	—	—
Industrial truck and tractor equipment operators ..	12.60	9.1	12.60	9.1	—	—
4	15.34	7.5	15.34	7.5	—	—
Handlers, equipment cleaners, helpers, and laborers	11.60	4.8	11.29	5.1	16.15	3.5
1	8.75	5.5	8.75	5.6	—	—
2	11.84	7.4	11.84	7.4	—	—
3	10.99	5.5	10.99	5.5	—	—
4	14.72	5.4	14.41	6.7	—	—
5	15.82	6.0	15.39	7.6	—	—
Construction laborers	15.30	10.9	15.68	12.3	—	—
Production helpers	10.52	9.0	10.52	9.0	—	—
3	10.90	9.7	10.90	9.7	—	—
Stock handlers and baggers	10.83	10.0	10.83	10.0	—	—
1	8.93	10.2	8.93	10.2	—	—
Freight, stock, and material handlers, n.e.c.	12.63	9.9	12.63	9.9	—	—
Hand packers and packagers	9.97	8.8	9.97	8.8	—	—
Laborers, except construction, n.e.c.	12.40	5.2	11.75	5.9	—	—
Service	10.73	4.8	8.88	3.3	17.39	4.8
1	7.34	1.4	7.21	.9	—	—
2	9.15	4.6	8.90	5.1	11.30	3.4
3	8.94	5.0	8.86	5.5	9.75	3.9
4	10.25	6.1	9.21	4.3	13.53	3.6
5	15.78	6.9	11.80	14.1	18.00	1.7
6	14.70	10.3	—	—	—	—
7	21.60	3.5	—	—	22.62	2.7
Protective service	14.45	11.9	9.39	8.2	20.53	4.6
3	11.63	9.5	—	—	—	—
5	17.57	3.3	—	—	18.00	1.7
7	22.71	2.7	—	—	22.71	2.7
Guards and police, except public service	9.42	7.9	8.86	6.9	—	—
Food service	8.32	3.6	8.08	3.2	11.39	9.3
1	7.24	2.6	7.07	2.1	—	—
2	7.36	4.6	7.13	4.0	—	—
3	7.89	4.6	7.84	4.7	—	—
4	9.04	8.1	8.34	6.0	—	—
Waiters, waitresses, and bartenders	6.84	1.7	6.75	1.0	—	—
1	7.13	3.8	6.87	2.0	—	—
2	6.69	2.6	—	—	—	—
3	6.69	1.7	6.69	1.7	—	—
Waiters and waitresses	6.68	1.3	6.68	1.3	—	—
3	6.71	2.0	6.71	2.0	—	—
Waiters'/Waitresses' assistants	7.04	4.4	6.74	1.8	—	—
1	7.13	4.0	6.86	2.0	—	—
Other food service	9.52	3.4	9.24	2.7	11.86	8.9

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, Portland-Salem, OR-WA, September 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						
Food service—Continued						
Other food service—Continued						
1	\$7.35	2.8	\$7.27	2.8	—	—
2	8.46	4.5	8.16	3.3	—	—
3	9.08	7.0	9.07	7.5	—	—
4	10.05	7.8	9.22	5.3	—	—
Supervisors, food preparation and service	12.60	5.6	12.60	5.6	—	—
Cooks	10.28	5.8	9.56	3.4	—	—
3	9.23	5.8	9.23	5.8	—	—
4	10.64	7.6	9.71	4.9	—	—
Kitchen workers, food preparation	9.40	4.4	—	—	—	—
Food preparation, n.e.c.	7.79	3.5	7.67	3.5	—	—
1	7.14	2.7	7.14	2.7	—	—
2	7.87	2.5	7.87	2.5	—	—
Health service	9.90	4.2	9.88	4.3	—	—
3	10.59	6.4	10.59	6.4	—	—
4	10.11	4.3	10.11	4.3	—	—
Nursing aides, orderlies and attendants	9.74	4.0	9.72	4.0	—	—
4	9.79	4.0	9.79	4.0	—	—
Cleaning and building service	10.13	10.7	9.54	11.9	\$12.10	7.2
2	10.82	7.0	10.73	9.3	—	—
3	10.05	12.7	—	—	—	—
Janitors and cleaners	9.72	10.9	—	—	11.95	7.7
2	11.04	6.9	11.01	9.3	—	—
3	10.36	13.0	—	—	—	—
Personal service	8.63	7.2	8.17	6.8	12.22	7.7
Early childhood teachers' assistants	7.50	4.3	—	—	—	—
Child care workers, n.e.c.	9.52	13.7	—	—	—	—

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

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

³ 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$17.51	2.8	\$16.41	3.4	\$21.47	3.8
All excluding sales	17.65	2.7	16.50	3.3	21.49	3.8
White collar	21.00	3.2	20.24	4.3	22.64	4.3
2	10.21	9.7	—	—	—	—
3	10.56	3.6	10.54	4.5	10.68	1.9
4	12.92	3.1	12.68	4.7	13.29	2.5
5	13.27	3.4	13.14	3.8	14.19	4.3
6	16.89	3.5	16.70	4.0	18.17	3.8
7	18.98	3.9	20.02	4.7	17.15	3.9
8	21.74	6.8	21.12	7.5	23.21	13.2
9	25.59	2.8	24.15	4.0	26.96	2.5
10	28.99	4.7	27.39	6.4	32.84	5.6
11	31.45	7.6	32.20	9.8	29.42	5.7
12	41.45	5.1	40.90	6.4	43.30	4.5
13	50.59	6.3	51.61	8.8	—	—
14	62.43	11.1	—	—	—	—
White collar excluding sales	21.74	3.0	21.22	3.9	22.67	4.3
2	10.21	9.7	—	—	—	—
3	11.39	3.1	11.67	3.8	10.68	1.9
4	12.85	3.4	12.45	5.7	13.29	2.6
5	13.69	2.5	13.61	2.9	14.19	4.3
6	16.98	3.6	16.78	4.1	18.17	3.8
7	19.00	3.9	20.02	4.7	17.16	3.9
8	22.00	5.6	21.31	2.6	23.21	13.2
9	25.59	2.8	24.11	4.1	26.96	2.5
10	29.38	4.8	27.76	6.8	32.84	5.6
11	30.51	3.9	31.03	4.7	29.42	5.7
12	41.70	5.1	41.22	6.5	43.30	4.5
13	50.59	6.3	51.61	8.8	—	—
14	62.43	11.1	—	—	—	—
Professional specialty and technical	25.84	2.2	25.38	3.2	26.39	2.9
Professional specialty	27.07	2.2	26.79	3.5	27.36	2.7
6	15.96	12.0	—	—	—	—
7	20.71	9.8	20.77	11.8	—	—
8	23.18	8.0	21.74	3.3	25.26	15.2
9	25.97	2.3	24.26	1.9	26.89	2.9
10	28.75	6.8	26.46	9.6	33.52	7.6
11	31.92	3.7	31.93	5.0	31.90	3.5
12	39.36	5.7	40.06	7.3	—	—
Engineers, architects, and surveyors	30.65	4.7	31.09	5.1	—	—
9	26.48	3.7	25.99	4.4	—	—
11	31.09	7.6	31.17	7.9	—	—
Mechanical engineers	29.71	7.2	29.71	7.2	—	—
Engineers, n.e.c.	31.94	9.2	31.94	9.2	—	—
Mathematical and computer scientists	29.43	5.9	29.57	6.1	—	—
9	27.00	2.6	27.12	2.9	—	—
Computer systems analysts and scientists	29.85	6.0	30.03	6.2	—	—
9	27.15	2.7	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.22	6.4	24.82	7.1	—	—
8	20.35	1.3	20.35	1.3	—	—
9	21.96	2.9	22.88	1.1	—	—
Registered nurses	23.72	3.8	23.20	4.0	—	—
9	22.96	1.1	22.88	1.1	—	—
Teachers, college and university	31.05	7.9	26.94	17.6	32.74	7.4
10	29.20	13.2	—	—	35.65	6.3
Other post-secondary teachers	24.12	10.8	—	—	—	—
Teachers, except college and university	27.96	2.2	19.10	11.3	29.11	2.1
8	28.95	7.5	22.24	9.9	—	—
9	28.74	1.9	—	—	28.92	2.0
Elementary school teachers	28.65	1.6	—	—	29.04	1.3
9	28.98	1.3	—	—	29.02	1.4
Secondary school teachers	30.62	1.7	—	—	31.01	1.7

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, Portland-Salem, OR-WA, September 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						
Secondary school teachers –Continued						
9	\$30.48	2.2	–	–	\$30.88	2.0
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	21.62	11.5	–	–	22.92	10.8
Social, recreation, and religious workers	18.51	3.9	\$17.56	7.8	–	–
Social workers	18.50	3.7	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.64	11.0	24.64	12.5	–	–
Technical	18.83	5.7	19.54	6.9	17.05	7.4
6	19.02	3.7	–	–	–	–
7	18.05	6.7	19.17	4.6	–	–
8	20.15	7.5	–	–	–	–
Executive, administrative, and managerial						
7	30.86	6.7	30.34	8.7	32.31	7.3
8	21.11	8.4	–	–	–	–
9	20.71	7.1	–	–	–	–
11	24.74	7.5	23.89	8.7	27.46	3.6
12	27.78	6.2	29.00	9.0	–	–
13	42.72	6.4	41.71	8.3	–	–
Executives, administrators, and managers	50.87	4.3	–	–	–	–
9	36.50	5.4	36.70	6.7	35.99	8.9
11	28.26	3.7	28.43	4.8	27.84	4.4
12	27.78	6.2	29.00	9.0	–	–
13	42.72	6.4	41.71	8.3	–	–
Administrators and officials, public administration	50.87	4.3	–	–	–	–
Managers, marketing, advertising, and public relations	38.65	9.8	–	–	38.65	9.8
Administrators, education and related fields	46.59	11.7	46.59	11.7	–	–
Managers and administrators, n.e.c.	42.64	8.4	32.01	21.5	–	–
9	34.49	7.8	35.53	8.7	–	–
12	28.70	4.6	28.33	5.7	–	–
Management related	36.21	7.0	36.21	7.0	–	–
8	21.10	5.5	20.04	4.9	24.61	7.2
Accountants and auditors	20.95	7.1	–	–	–	–
3	23.18	7.3	–	–	–	–
Sales						
3	15.25	10.9	15.25	11.0	–	–
4	8.82	7.5	8.82	7.5	–	–
Supervisors, sales	13.23	4.6	13.23	4.8	–	–
Cashiers	17.15	6.6	17.15	6.6	–	–
3	10.50	6.3	10.41	6.5	–	–
3	9.13	12.0	9.13	12.0	–	–
Administrative support, including clerical						
2	13.82	2.9	13.88	3.8	13.69	3.7
3	10.21	9.7	–	–	–	–
4	11.34	3.1	11.61	3.9	10.68	1.9
5	12.89	3.5	12.51	5.9	13.30	2.6
6	13.80	2.6	13.65	3.1	–	–
7	16.68	4.7	16.53	5.1	–	–
Secretaries	18.03	3.8	19.64	4.7	–	–
4	14.19	2.6	14.38	3.3	13.87	3.7
5	12.54	5.6	11.56	4.4	–	–
6	14.27	3.1	14.07	4.6	–	–
Order clerks	14.89	5.1	–	–	–	–
4	11.53	5.8	11.26	5.4	–	–
5	10.60	6.6	10.60	6.6	–	–
Records clerks, n.e.c.	12.36	4.5	12.07	4.5	–	–
3.4	13.29	3.4	–	–	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
Bookkeepers, accounting and auditing clerks	\$14.86	5.7	\$14.81	6.1	–	–
4	13.02	5.6	–	–	–	–
Traffic, shipping and receiving clerks	14.44	6.4	14.44	6.4	–	–
Stock and inventory clerks	12.61	13.4	11.79	12.2	–	–
General office clerks	12.29	3.9	12.96	7.8	\$11.92	3.7
4	13.04	3.8	–	–	12.77	2.8
Teachers' aides	11.74	8.6	–	–	11.76	8.8
3	10.89	3.6	–	–	10.89	3.6
Administrative support, n.e.c.	15.11	6.4	14.81	8.4	–	–
4	13.03	5.4	–	–	–	–
7	18.14	1.2	–	–	–	–
Blue collar	14.82	3.4	14.61	3.6	17.90	5.0
1	8.37	4.2	8.37	4.2	–	–
2	10.98	5.8	10.98	5.8	–	–
3	10.56	4.1	10.57	4.1	–	–
4	14.48	3.7	14.34	4.3	15.41	2.9
5	14.94	2.9	14.56	3.0	17.68	4.9
6	18.59	4.3	18.44	4.4	–	–
7	20.48	3.3	20.53	3.5	20.15	9.1
8	27.24	3.7	27.24	3.7	–	–
Precision production, craft, and repair	17.72	4.9	17.47	5.4	19.82	7.3
3	9.93	3.4	9.93	3.4	–	–
4	13.29	6.0	13.25	6.2	–	–
5	14.87	3.6	14.67	4.0	–	–
6	17.13	6.6	16.19	4.7	–	–
7	20.95	3.9	21.11	4.2	20.15	9.1
8	27.91	6.2	27.91	6.2	–	–
Industrial machinery repairers	22.04	6.1	22.04	6.1	–	–
7	21.47	5.2	21.47	5.2	–	–
Mechanics and repairers, n.e.c.	14.45	11.5	–	–	–	–
Electricians	22.71	5.6	–	–	–	–
Supervisors, production	21.65	8.1	21.65	8.1	–	–
Machinists	22.19	10.7	22.19	10.7	–	–
7	22.19	10.7	22.19	10.7	–	–
Electrical and electronic equipment assemblers ..	10.00	3.7	10.00	3.7	–	–
Machine operators, assemblers, and inspectors	13.80	5.4	13.78	5.4	–	–
1	8.15	7.3	8.15	7.3	–	–
2	10.23	6.4	10.23	6.4	–	–
3	9.87	6.3	9.86	6.4	–	–
4	14.09	6.4	14.02	6.7	–	–
5	13.23	3.8	13.12	3.8	–	–
6	18.37	4.8	18.37	4.8	–	–
7	19.50	3.4	19.50	3.4	–	–
Fabricating machine operators, n.e.c.	15.75	16.5	15.75	16.5	–	–
Printing press operators	20.43	9.7	20.95	10.8	–	–
Miscellaneous machine operators, n.e.c.	12.54	5.8	12.54	5.8	–	–
4	12.80	6.1	12.80	6.1	–	–
Welders and cutters	16.13	4.5	16.13	4.5	–	–
Assemblers	12.79	11.7	12.79	11.7	–	–
Miscellaneous hand working, n.e.c.	8.63	14.2	8.63	14.2	–	–
Transportation and material moving	17.09	5.5	17.19	5.9	16.02	8.4
4	16.88	9.2	17.72	11.2	–	–
5	15.79	5.7	15.21	4.9	–	–
6	20.71	6.1	20.71	6.1	–	–
Truck drivers	18.45	6.3	18.76	6.5	–	–
Industrial truck and tractor equipment operators ..	12.60	9.1	12.60	9.1	–	–
4	15.34	7.5	15.34	7.5	–	–

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, Portland-Salem, OR-WA, September 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	\$11.87	4.7	\$11.53	5.0	\$16.33	3.2
1	8.57	5.0	8.57	5.0	—	—
2	11.95	8.1	11.95	8.1	—	—
3	11.02	6.0	11.01	6.0	—	—
4	14.70	5.5	14.37	7.0	—	—
5	15.82	6.0	15.39	7.6	—	—
Construction laborers	15.46	11.1	15.68	12.3	—	—
Production helpers	10.52	9.0	10.52	9.0	—	—
3	10.90	9.7	10.90	9.7	—	—
Stock handlers and baggers	11.61	11.6	11.61	11.6	—	—
Freight, stock, and material handlers, n.e.c.	12.91	11.8	12.91	11.8	—	—
Hand packers and packagers	9.81	8.6	9.81	8.6	—	—
Laborers, except construction, n.e.c.	12.64	4.0	12.01	4.5	—	—
Service	11.45	5.0	9.28	3.4	18.15	5.1
1	7.47	1.8	7.35	1.4	—	—
2	9.39	5.0	9.17	5.4	—	—
3	9.34	5.7	9.25	6.4	10.16	3.5
4	10.53	6.1	9.44	3.7	13.78	2.9
5	15.78	7.0	—	—	18.00	1.7
7	21.60	3.5	—	—	22.62	2.7
Protective service	14.71	11.8	9.50	7.8	20.84	4.6
5	17.57	3.3	—	—	18.00	1.7
7	22.71	2.7	—	—	22.71	2.7
Guards and police, except public service	9.55	7.6	—	—	—	—
Food service	8.68	4.9	8.46	4.5	—	—
1	7.15	2.4	7.15	2.4	—	—
2	7.30	6.0	7.25	5.9	—	—
3	8.11	6.5	8.05	6.8	—	—
4	9.47	8.8	8.77	5.9	—	—
Waiters, waitresses, and bartenders	6.71	.7	6.71	.7	—	—
3	6.58	.5	6.58	.5	—	—
Waiters and waitresses	6.64	1.2	6.64	1.2	—	—
Other food service	9.79	3.8	9.54	3.1	—	—
1	7.28	2.9	7.28	2.9	—	—
2	8.56	2.8	8.51	2.9	—	—
3	9.73	4.2	9.79	4.6	—	—
4	9.99	8.4	9.22	5.3	—	—
Supervisors, food preparation and service	12.60	5.6	12.60	5.6	—	—
Cooks	10.23	6.8	9.50	3.8	—	—
4	10.62	7.9	9.71	4.9	—	—
Food preparation, n.e.c.	7.85	4.1	7.69	3.9	—	—
Health service	9.72	4.4	9.72	4.4	—	—
4	9.92	4.3	9.92	4.3	—	—
Nursing aides, orderlies and attendants	9.59	4.1	9.59	4.1	—	—
Cleaning and building service	10.95	7.4	10.45	9.3	12.18	7.1
2	10.87	7.1	10.79	9.4	—	—
3	10.08	13.5	—	—	—	—
Janitors and cleaners	10.55	8.0	9.85	9.9	12.03	7.7
2	11.10	7.0	11.09	9.4	—	—
3	10.41	13.9	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 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						
Personal service	\$8.48	9.7	\$7.91	8.1	—	—

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 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$12.29	6.2	\$11.47	6.9	\$16.27	9.4
All excluding sales	12.49	6.5	11.66	7.4	16.27	9.4
White collar	16.96	5.8	16.27	6.7	18.79	11.4
2	9.93	5.7	—	—	—	—
3	10.12	5.9	9.00	5.4	12.28	4.0
4	11.65	6.9	11.62	8.2	—	—
5	15.85	7.7	16.88	5.9	—	—
6	16.05	12.8	16.09	13.5	—	—
7	22.01	14.0	—	—	—	—
8	22.45	1.9	22.25	2.8	—	—
9	23.87	5.6	23.57	6.3	—	—
10	32.30	4.0	—	—	34.08	4.8
White collar excluding sales	18.14	5.6	17.84	6.3	18.79	11.4
2	9.93	5.7	—	—	—	—
3	10.78	5.4	9.55	5.1	12.28	4.0
4	12.49	3.4	12.74	4.3	—	—
5	15.85	7.7	16.88	5.9	—	—
6	16.05	12.8	16.09	13.5	—	—
7	22.01	14.0	—	—	—	—
8	22.45	1.9	22.25	2.8	—	—
9	23.87	5.6	23.57	6.3	—	—
10	32.30	4.0	—	—	34.08	4.8
Professional specialty and technical	21.28	4.9	21.16	5.7	21.62	9.4
Professional specialty	23.51	6.8	23.23	9.6	24.05	7.1
6	12.04	3.8	—	—	—	—
8	22.79	1.3	22.75	2.0	—	—
9	24.46	5.8	24.19	6.7	—	—
10	32.30	4.0	—	—	34.08	4.8
Mathematical and computer scientists	—	—	—	—	—	—
Health related	24.25	2.8	24.62	3.7	—	—
8	22.74	1.2	22.69	2.0	—	—
9	25.07	6.4	25.15	6.9	—	—
Registered nurses	23.42	2.6	23.61	3.2	—	—
8	22.58	1.3	22.42	2.1	—	—
Teachers, college and university	33.55	3.1	—	—	34.38	3.7
Teachers, except college and university	29.72	12.1	36.85	8.8	22.06	15.1
6	15.26	4.3	—	—	—	—
Teachers, n.e.c.	38.44	7.5	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.70	9.8	18.62	8.2	—	—
5	16.65	6.1	16.88	5.9	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.68	9.3	8.68	9.3	—	—
4	10.11	15.9	10.11	15.9	—	—
Administrative support, including clerical	11.01	3.8	10.43	4.8	11.88	4.2
3	10.78	5.4	9.55	5.1	12.28	4.0
4	12.41	3.8	12.67	5.1	—	—
Teachers' aides	12.04	5.5	—	—	12.04	5.6
Blue collar	10.35	9.3	10.08	10.1	12.96	3.3
1	8.95	14.0	8.95	14.2	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—

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, Portland-Salem, OR-WA, September 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						
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	\$9.89	11.3	\$9.91	11.4	—	—
1	9.22	15.2	9.24	15.4	—	—
Service	7.77	3.6	7.50	3.3	\$10.04	4.5
1	7.13	1.8	6.99	.6	—	—
2	7.70	5.1	7.13	3.4	—	—
3	7.96	6.7	7.90	7.1	—	—
4	8.48	13.6	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	7.51	4.0	7.17	3.4	10.24	4.1
1	7.42	5.7	6.84	2.0	—	—
2	7.45	5.6	6.93	3.3	—	—
3	7.53	6.5	7.53	6.5	—	—
Waiters, waitresses, and bartenders	6.99	3.9	6.79	2.4	—	—
1	7.32	6.9	—	—	—	—
Waiters and waitresses	6.72	2.4	6.72	2.4	—	—
Waiters/Waitresses' assistants	7.36	8.0	—	—	—	—
Other food service	8.42	7.8	7.93	7.5	—	—
Food preparation, n.e.c.	7.57	3.0	7.57	3.0	—	—
Health service	11.30	3.5	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.77	8.5	8.40	8.9	11.45	9.7

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

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

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 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	\$17.51	\$12.29	\$18.21	\$16.39	\$16.94	\$21.42
All excluding sales	17.65	12.49	18.35	16.50	17.15	—
White collar	21.00	16.96	20.13	20.93	20.66	21.46
White-collar excluding sales	21.74	18.14	20.54	21.91	21.46	—
Professional specialty and technical	25.84	21.28	26.47	24.62	25.31	—
Professional specialty	27.07	23.51	27.45	26.28	26.76	—
Technical	18.83	17.70	16.43	19.04	18.54	—
Executive, administrative, and managerial	30.86	—	21.45	33.57	31.00	—
Sales	15.25	8.68	12.05	15.08	12.15	21.46
Administrative support, including clerical	13.82	11.01	13.60	13.65	13.63	—
Blue collar	14.82	10.35	16.88	12.71	14.47	—
Precision production, craft, and repair	17.72	—	20.01	15.85	17.64	—
Machine operators, assemblers, and inspectors	13.80	—	16.98	11.92	13.71	—
Transportation and material moving	17.09	—	17.34	14.38	16.03	—
Handlers, equipment cleaners, helpers, and laborers	11.87	9.89	13.43	10.29	11.60	—
Service	11.45	7.77	15.69	8.92	10.73	—
	Relative error ⁶ (percent)					
All occupations	2.8	6.2	2.9	4.0	2.7	20.7
All excluding sales	2.7	6.5	2.8	3.8	2.7	—
White collar	3.2	5.8	3.9	3.9	2.8	21.7
White-collar excluding sales	3.0	5.6	3.7	3.5	2.7	—
Professional specialty and technical	2.2	4.9	2.8	2.9	2.1	—
Professional specialty	2.2	6.8	2.5	3.3	2.2	—
Technical	5.7	9.8	7.1	5.4	4.8	—
Executive, administrative, and managerial	6.7	—	9.6	5.0	6.7	—
Sales	10.9	9.3	3.4	12.3	6.7	21.7
Administrative support, including clerical	2.9	3.8	3.0	3.9	2.8	—
Blue collar	3.4	9.3	3.9	5.0	3.6	—
Precision production, craft, and repair	4.9	—	4.2	7.3	4.9	—
Machine operators, assemblers, and inspectors	5.4	—	5.1	7.0	5.4	—
Transportation and material moving	5.5	—	10.0	6.9	6.9	—
Handlers, equipment cleaners, helpers, and laborers	4.7	11.3	5.2	5.7	4.8	—
Service	5.0	3.6	6.5	3.9	4.8	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 2000

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Con-struction	Manu-factur-ing	Total	Transporta-tion and public util-ities	Wholesale and retail trade	Finance, insurance, and real estate	Serv-ices
	Mean									
All occupations	\$15.91	-	-	-	-	-	-	-	-	-
All excluding sales	16.01	-	-	-	-	-	-	-	-	-
White collar	19.90	-	-	-	-	-	-	-	-	-
White-collar excluding sales	20.93	-	-	-	-	-	-	-	-	-
Professional specialty and technical	24.74	-	-	-	-	-	-	-	-	-
Professional specialty	26.41	-	-	-	-	-	-	-	-	-
Technical	19.28	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	30.25	-	-	-	-	-	-	-	-	-
Sales	14.68	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	13.68	-	-	-	-	-	-	-	-	-
Blue collar	14.28	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	17.45	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	13.69	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.15	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.29	-	-	-	-	-	-	-	-	-
Service	8.88	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.4	-	-	-	-	-	-	-	-	-
All excluding sales	3.3	-	-	-	-	-	-	-	-	-
White collar	4.0	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.6	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.0	-	-	-	-	-	-	-	-	-
Professional specialty	3.4	-	-	-	-	-	-	-	-	-
Technical	5.5	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	8.6	-	-	-	-	-	-	-	-	-
Sales	11.0	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.7	-	-	-	-	-	-	-	-	-
Blue collar	3.8	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	5.4	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	5.5	-	-	-	-	-	-	-	-	-
Transportation and material moving	7.7	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.1	-	-	-	-	-	-	-	-	-
Service	3.3	-	-	-	-	-	-	-	-	-

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, Portland-Salem, OR-WA, September 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	\$15.91	\$12.75	\$16.64	\$16.33	\$17.42
All excluding sales	16.01	12.83	16.70	16.35	17.49
White collar	19.90	16.00	20.63	20.17	21.65
White-collar excluding sales	20.93	17.74	21.41	21.16	21.88
Professional specialty and technical	24.74	22.20	25.14	23.71	26.57
Professional specialty	26.41	23.94	26.70	24.46	29.17
Technical	19.28	—	19.16	20.04	18.56
Executive, administrative, and managerial	30.25	23.25	30.99	31.41	28.99
Sales	14.68	12.09	15.76	16.03	—
Administrative support, including clerical	13.68	12.45	13.88	14.01	13.58
Blue collar	14.28	13.94	14.34	14.63	13.67
Precision production, craft, and repair	17.45	18.19	17.31	18.63	14.82
Machine operators, assemblers, and inspectors	13.69	11.31	13.96	14.69	12.98
Transportation and material moving	16.15	15.93	16.21	15.47	18.82
Handlers, equipment cleaners, helpers, and laborers	11.29	10.21	11.46	11.60	10.78
Service	8.88	8.02	9.47	9.09	11.62
Relative error ⁴ (percent)					
All occupations	3.4	6.0	3.9	5.1	5.3
All excluding sales	3.3	6.2	3.7	4.8	5.3
White collar	4.0	8.4	4.3	6.1	5.3
White-collar excluding sales	3.6	7.7	3.9	5.6	5.3
Professional specialty and technical	3.0	8.0	3.3	3.9	5.1
Professional specialty	3.4	10.5	3.7	4.6	5.2
Technical	5.5	—	6.6	11.2	7.6
Executive, administrative, and managerial	8.6	4.1	9.5	11.4	8.5
Sales	11.0	16.0	12.9	13.1	—
Administrative support, including clerical	3.7	9.2	3.9	5.5	4.2
Blue collar	3.8	7.2	4.4	5.4	7.0
Precision production, craft, and repair	5.4	12.8	6.1	5.4	10.2
Machine operators, assemblers, and inspectors	5.5	10.3	5.9	5.8	10.1
Transportation and material moving	7.7	4.4	9.9	12.3	8.0
Handlers, equipment cleaners, helpers, and laborers	5.1	7.3	5.7	6.5	9.6
Service	3.3	3.5	5.0	5.2	7.8

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, Portland-Salem, OR-WA, September 2000

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$10.37	\$14.60	\$21.52	\$28.62
All excluding sales	8.07	10.48	14.80	21.69	28.89
White collar	10.00	12.84	18.11	25.87	32.69
White collar excluding sales	11.12	13.26	19.08	27.31	32.92
Professional specialty and technical	16.84	19.92	23.98	29.31	34.20
Professional specialty	18.06	21.92	26.57	30.53	35.50
Engineers, architects, and surveyors	22.23	24.00	27.99	36.61	44.13
Mechanical engineers	22.23	24.48	28.59	40.20	40.30
Engineers, n.e.c.	21.92	23.06	27.49	44.13	45.61
Mathematical and computer scientists	23.56	25.32	28.22	30.77	42.11
Computer systems analysts and scientists	23.56	25.32	28.22	30.77	42.11
Natural scientists	—	—	—	—	—
Health related	17.09	20.77	22.91	23.82	29.32
Registered nurses	20.26	22.47	22.91	23.77	28.20
Teachers, college and university	16.72	23.25	31.97	40.80	41.30
Other post-secondary teachers	16.72	16.72	23.25	27.24	41.37
Teachers, except college and university	21.17	27.85	29.06	30.73	32.02
Elementary school teachers	27.55	27.97	29.17	29.55	30.53
Secondary school teachers	27.81	30.73	30.81	31.54	32.02
Teachers, special education	21.17	21.17	21.17	27.17	27.17
Teachers, n.e.c.	18.06	18.06	25.14	26.57	36.54
Vocational and educational counselors	11.03	13.50	13.53	31.44	31.44
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	11.56	11.56	20.49	20.64	35.00
Psychologists	11.56	11.56	18.21	20.49	20.64
Social, recreation, and religious workers	14.50	16.00	18.08	20.19	22.72
Social workers	16.00	16.01	18.08	19.94	22.52
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.40	17.50	18.34	29.90	36.42
Technical	11.44	15.00	17.74	21.07	24.80
Licensed practical nurses	11.66	14.81	17.33	17.49	17.49
Health technologists and technicians, n.e.c.	11.44	13.08	17.42	17.74	17.74
Executive, administrative, and managerial	18.42	20.14	26.82	35.94	50.19
Executives, administrators, and managers	24.81	25.87	32.69	46.14	56.02
Administrators and officials, public administration Managers, marketing, advertising, and public relations	26.16	29.14	44.72	44.72	48.37
Administrators, education and related fields	26.82	37.56	46.14	60.12	60.12
Managers and administrators, n.e.c.	17.45	46.84	46.84	46.84	52.83
Management related	25.70	25.87	30.91	33.90	55.29
Accountants and auditors	17.91	18.42	19.23	23.81	28.55
Accountants and auditors	19.23	19.30	23.54	24.04	24.04
Sales	7.43	8.50	12.66	14.75	22.88
Supervisors, sales	12.66	13.33	14.75	20.35	22.88
Sales workers, other commodities	6.72	7.53	9.33	9.33	12.40
Cashiers	7.35	7.75	10.72	12.84	12.97
Administrative support, including clerical	9.46	11.21	13.05	15.82	18.27
Secretaries	11.36	12.31	14.25	15.73	17.03
Receptionists	9.50	9.52	9.84	12.55	13.12
Information clerks, n.e.c.	7.00	11.47	13.69	19.73	20.23
Order clerks	9.16	9.17	10.36	12.81	13.79
Library clerks	9.93	9.93	12.13	12.13	12.53
Records clerks, n.e.c.	10.60	13.05	13.05	13.81	14.61
Bookkeepers, accounting and auditing clerks	11.43	12.99	14.92	15.95	19.08
Traffic, shipping and receiving clerks	11.25	12.66	14.00	17.11	18.86
Stock and inventory clerks	9.12	9.12	9.76	16.17	19.49
General office clerks	10.37	10.37	12.07	13.26	15.54
Teachers' aides	9.60	10.41	11.56	13.25	15.05
Administrative support, n.e.c.	10.27	13.19	15.64	18.11	18.62
Blue collar	8.14	10.04	13.70	17.50	22.29
Precision production, craft, and repair	10.31	13.29	17.15	22.27	24.49
Industrial machinery repairers	17.68	18.90	22.19	24.31	27.77
Mechanics and repairers, n.e.c.	9.57	10.20	16.50	16.50	17.59

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, Portland-Salem, OR-WA, September 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Electricians	\$18.93	\$23.93	\$23.99	\$24.49	\$25.37
Supervisors, production	15.86	17.50	21.00	22.37	32.21
Machinists	17.50	19.71	19.71	29.17	29.75
Electrical and electronic equipment assemblers ..	8.51	8.51	10.31	10.85	11.40
Machine operators, assemblers, and inspectors					
Fabricating machine operators, n.e.c.	7.88	9.52	12.69	17.50	20.06
Printing press operators	11.28	12.40	13.90	19.96	21.40
Miscellaneous machine operators, n.e.c.	16.49	17.91	18.54	24.59	29.78
Welders and cutters	9.52	9.86	12.25	13.69	16.19
Assemblers	13.73	13.73	17.10	17.50	18.46
Miscellaneous hand working, n.e.c.	8.58	8.58	10.44	13.93	20.06
.....	6.80	6.80	7.41	12.35	12.35
Transportation and material moving					
Truck drivers	10.63	11.98	14.90	21.53	22.73
Motor transportation, n.e.c.	12.12	14.90	20.05	22.29	23.05
Industrial truck and tractor equipment operators ..	7.00	7.00	14.18	14.99	15.38
.....	10.63	10.63	11.02	14.00	17.97
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	7.00	8.65	11.73	14.00	15.99
Production helpers	13.52	13.70	13.70	14.29	21.61
Stock handlers and baggers	8.00	8.25	11.01	11.95	12.06
Freight, stock, and material handlers, n.e.c.	6.77	6.92	10.04	12.78	13.28
Hand packers and packagers	8.93	9.26	14.00	14.66	15.72
Laborers, except construction, n.e.c.	7.12	7.89	8.65	12.00	15.85
.....	8.07	10.72	12.32	13.83	14.96
Service					
Protective service	6.67	7.09	8.89	12.12	18.44
Guards and police, except public service	7.50	8.89	11.46	20.46	23.81
Food service	7.50	7.50	8.89	8.89	12.83
Waiters, waitresses, and bartenders	6.50	6.67	7.27	9.75	11.24
Waiters and waitresses	6.50	6.50	6.50	6.93	7.50
Waiters/Waitresses' assistants	6.50	6.50	6.50	6.72	6.93
Other food service	6.50	6.50	6.72	7.25	9.32
Supervisors, food preparation and service	6.82	7.50	9.26	11.00	13.73
Cooks	10.25	11.24	12.89	14.00	14.41
Kitchen workers, food preparation	7.65	8.75	10.00	11.08	13.73
Food preparation, n.e.c.	7.00	9.43	9.81	10.19	10.88
Health service	6.72	7.17	7.75	8.69	8.83
Nursing aides, orderlies and attendants	7.09	8.99	9.73	10.61	11.77
Cleaning and building service	7.09	8.99	9.73	10.61	11.38
Janitors and cleaners	7.01	7.01	8.79	13.02	14.75
Personal service	7.01	7.01	8.79	12.05	13.56
Early childhood teachers' assistants	6.50	7.10	7.39	10.33	12.68
Child care workers, n.e.c.	6.50	7.21	7.42	7.42	9.75
.....	6.93	7.00	7.10	12.68	12.68

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 2000

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.50	\$9.57	\$13.57	\$19.61	\$25.71
All excluding sales	7.50	9.67	13.72	19.71	25.82
White collar	9.46	12.46	17.33	23.82	32.69
White collar excluding sales	10.27	13.16	18.42	24.80	33.51
Professional specialty and technical	15.93	19.62	23.25	28.04	36.54
Professional specialty	17.50	21.66	23.77	28.78	40.20
Engineers, architects, and surveyors	22.58	24.00	27.49	36.61	45.10
Mechanical engineers	22.23	24.48	28.59	40.20	40.30
Engineers, n.e.c.	21.92	23.06	27.49	44.13	45.61
Mathematical and computer scientists	23.56	25.32	28.22	30.77	42.11
Computer systems analysts and scientists	23.56	25.32	28.22	30.77	42.11
Natural scientists	-	-	-	-	-
Health related	19.88	21.13	22.91	23.77	29.32
Registered nurses	20.20	22.30	22.91	23.71	24.37
Teachers, college and university	11.74	17.24	23.25	27.24	52.57
Teachers, except college and university	9.49	13.53	21.16	26.57	32.37
Secondary school teachers	16.84	16.84	25.11	28.04	28.04
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	14.50	15.93	16.00	22.52	22.72
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.50	17.50	18.34	31.62	36.42
Technical	13.06	16.00	19.23	21.69	26.30
Health technologists and technicians, n.e.c.	13.08	13.08	16.55	17.42	17.42
Executive, administrative, and managerial	18.42	18.83	25.87	33.90	50.19
Executives, administrators, and managers	21.98	26.66	32.69	41.75	60.10
Managers, marketing, advertising, and public relations	26.82	37.56	46.14	60.12	60.12
Administrators, education and related fields	9.76	17.45	30.43	52.88	60.10
Managers and administrators, n.e.c.	25.36	26.66	31.31	37.96	56.02
Management related	17.91	18.42	18.42	20.40	25.11
Sales	7.43	8.50	12.66	14.75	22.88
Supervisors, sales	12.66	13.33	14.75	20.35	22.88
Sales workers, other commodities	6.72	6.72	9.33	9.33	10.32
Cashiers	7.35	7.53	10.72	12.84	12.97
Administrative support, including clerical	9.16	10.85	13.12	15.82	18.86
Secretaries	11.34	12.31	14.49	16.36	18.10
Receptionists	9.50	9.52	9.84	12.55	13.12
Order clerks	9.16	9.17	10.29	12.81	13.75
Bookkeepers, accounting and auditing clerks	11.43	12.99	14.92	15.95	22.06
Traffic, shipping and receiving clerks	11.25	12.66	14.00	17.11	18.86
Stock and inventory clerks	9.12	9.12	9.32	14.16	19.49
General office clerks	8.85	11.19	11.72	15.91	16.35
Administrative support, n.e.c.	10.00	11.60	14.68	18.62	18.63
Blue collar	8.07	9.83	13.39	17.50	22.27
Precision production, craft, and repair	10.31	12.68	17.11	21.97	24.31
Industrial machinery repairers	17.68	18.90	22.19	24.31	27.77
Supervisors, production	15.86	17.50	21.00	22.37	32.21
Machinists	17.50	19.71	19.71	29.17	29.75
Electrical and electronic equipment assemblers ..	8.51	8.51	10.31	10.85	11.40
Machine operators, assemblers, and inspectors	7.88	9.52	12.67	17.70	20.06
Fabricating machine operators, n.e.c.	11.28	12.40	13.90	19.96	21.40
Printing press operators	17.91	18.54	18.90	25.71	29.78
Miscellaneous machine operators, n.e.c.	9.52	9.86	12.25	13.69	16.19
Welders and cutters	13.73	13.73	17.10	17.50	18.46
Assemblers	8.58	8.58	10.44	13.93	20.06
Miscellaneous hand working, n.e.c.	6.80	6.80	7.41	12.35	12.35
Transportation and material moving	10.63	11.02	14.90	22.29	22.73

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, Portland-Salem, OR-WA, September 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Truck drivers	\$14.76	\$14.90	\$21.53	\$22.29	\$23.05
Industrial truck and tractor equipment operators ..	10.63	10.63	11.02	14.00	17.97
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	7.00	8.65	10.82	13.70	15.72
Production helpers	13.70	13.70	13.70	20.93	21.61
Stock handlers and baggers	8.00	8.25	11.01	11.95	12.06
Freight, stock, and material handlers, n.e.c.	6.77	6.92	10.04	12.78	13.28
Hand packers and packagers	8.93	9.26	14.00	14.66	15.72
Laborers, except construction, n.e.c.	7.12	7.89	8.65	12.00	15.85
Service	8.07	10.50	12.31	12.91	13.83
Protective service	6.50	7.00	8.42	10.00	12.89
Guards and police, except public service	7.50	7.50	8.89	10.10	12.65
Food service	7.50	7.50	8.89	8.89	11.46
Waiters, waitresses, and bartenders	6.50	6.50	7.17	9.05	11.00
Waiters and waitresses	6.50	6.50	6.50	6.93	7.36
Waiters/Waitresses' assistants	6.50	6.50	6.50	6.72	6.93
Other food service	6.50	6.50	6.50	7.00	7.25
Supervisors, food preparation and service	6.82	7.50	9.02	10.25	12.89
Cooks	10.25	11.24	12.89	14.00	14.41
Food preparation, n.e.c.	7.65	8.66	9.75	10.00	11.00
Health service	6.72	6.84	7.50	8.33	8.83
Nursing aides, orderlies and attendants	7.09	8.99	9.73	10.61	11.77
Cleaning and building service	7.09	8.99	9.73	10.61	11.00
Personal service	7.00	7.01	7.68	13.02	13.56
	6.50	6.93	7.39	7.42	12.12

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 2000

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.44	\$13.59	\$18.11	\$27.97	\$31.54
All excluding sales	11.44	13.59	18.21	27.97	31.54
White collar	12.01	13.59	21.17	29.06	32.02
White collar excluding sales	12.01	13.59	21.17	29.06	32.02
Professional specialty and technical	17.37	21.17	27.97	30.43	32.50
Professional specialty	18.08	22.81	27.97	30.73	33.14
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	17.09	17.09	22.81	24.19	28.20
Teachers, college and university	16.72	30.50	32.50	40.80	41.30
Other post-secondary teachers	12.12	16.72	25.36	31.58	41.37
Teachers, except college and university	26.87	27.97	29.17	30.73	32.02
Elementary school teachers	27.97	27.97	29.17	29.55	30.53
Secondary school teachers	27.95	30.73	30.81	31.54	32.02
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	18.21	20.49	20.64	22.08	35.00
Social, recreation, and religious workers	15.26	18.08	18.08	19.94	21.31
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.44	11.74	17.74	19.24	19.65
Executive, administrative, and managerial	20.12	25.82	28.89	44.72	48.37
Executives, administrators, and managers	25.82	25.82	31.55	46.84	50.32
Administrators and officials, public administration	26.16	29.14	44.72	44.72	48.37
Management related	15.85	20.12	23.54	30.50	31.23
Sales	—	—	—	—	—
Administrative support, including clerical	10.37	12.07	12.98	15.05	16.66
Secretaries	11.36	12.70	13.67	14.82	15.85
Library clerks	9.93	9.93	12.13	12.13	12.53
General office clerks	10.37	10.37	12.07	12.07	14.60
Teachers' aides	9.60	10.41	11.56	13.25	15.05
Blue collar	13.52	14.96	16.89	17.87	23.94
Precision production, craft, and repair	15.32	16.89	17.59	23.93	25.37
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	12.46	13.18	14.18	16.08	22.78
Handlers, equipment cleaners, helpers, and laborers	13.52	14.96	17.06	17.12	17.16
Service	9.66	11.52	17.43	21.41	25.06
Protective service	12.83	17.43	20.46	23.65	28.28
Food service	9.26	9.32	11.28	13.73	13.73
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	9.26	9.48	11.52	13.73	13.73
Health service	—	—	—	—	—
Cleaning and building service	9.58	11.01	11.19	14.75	14.75
Janitors and cleaners	9.58	10.84	11.19	14.75	14.75
Personal service	7.53	10.84	12.49	13.59	16.00

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 2000

Occupation ³	10	25	Median 50	75	90
All	\$8.61	\$11.01	\$14.96	\$21.97	\$29.14
All excluding sales	8.69	11.20	15.38	22.19	29.26
White collar	10.29	13.05	18.42	26.59	32.69
White collar excluding sales	11.21	13.59	19.24	27.86	33.47
Professional specialty and technical	17.09	20.49	25.28	29.55	34.85
Professional specialty	18.08	22.08	27.17	30.73	36.13
Engineers, architects, and surveyors	22.23	24.00	27.99	36.61	44.13
Mechanical engineers	22.23	24.48	28.59	40.20	40.30
Engineers, n.e.c.	21.92	23.06	27.49	44.13	45.61
Mathematical and computer scientists	23.56	25.32	27.86	30.77	42.11
Computer systems analysts and scientists	23.56	25.32	28.22	30.77	42.11
Natural scientists	—	—	—	—	—
Health related	17.09	20.42	22.91	23.29	29.32
Registered nurses	19.61	22.47	22.91	23.77	28.20
Teachers, college and university	16.72	23.25	31.58	40.80	41.30
Other post-secondary teachers	16.72	16.72	23.25	27.24	31.58
Teachers, except college and university	21.17	27.85	29.06	30.73	31.99
Elementary school teachers	27.55	27.97	29.17	29.55	30.53
Secondary school teachers	27.81	30.73	30.81	31.54	32.02
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	12.17	18.21	20.64	21.86	35.00
Social, recreation, and religious workers	15.26	16.01	18.08	21.31	22.72
Social workers	16.00	16.01	18.08	19.94	22.52
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.50	17.50	19.42	29.90	36.42
Technical	11.44	16.00	19.23	21.61	26.30
Executive, administrative, and managerial	18.42	20.14	26.82	35.56	50.19
Executives, administrators, and managers	24.81	25.87	32.69	46.14	56.02
Administrators and officials, public administration Managers, marketing, advertising, and public relations	26.16	29.14	44.33	44.72	48.37
Administrators, education and related fields	26.82	37.56	46.14	60.12	60.12
Managers and administrators, n.e.c.	17.45	46.84	46.84	46.84	52.83
Management related	25.70	25.87	30.91	33.90	55.29
Accountants and auditors	17.91	18.42	19.23	23.81	28.55
Accountants and auditors	19.23	19.30	23.54	24.04	24.04
Sales	8.07	9.33	12.84	15.63	22.88
Supervisors, sales	12.66	13.33	14.75	20.35	22.88
Cashiers	7.43	8.07	10.72	12.84	12.97
Administrative support, including clerical	9.50	11.25	13.17	15.84	18.62
Secretaries	11.36	12.44	14.49	15.73	17.03
Order clerks	9.16	9.46	10.36	12.92	14.46
Records clerks, n.e.c.	10.60	13.05	13.05	13.81	14.61
Bookkeepers, accounting and auditing clerks	11.43	13.00	14.92	15.95	19.08
Traffic, shipping and receiving clerks	11.25	12.66	14.00	17.11	18.86
Stock and inventory clerks	9.12	9.12	9.76	14.16	19.49
General office clerks	10.37	10.37	12.07	13.26	15.54
Teachers' aides	9.60	10.28	11.24	12.34	15.05
Administrative support, n.e.c.	10.27	13.47	15.64	18.11	18.62
Blue collar	8.55	10.43	13.93	18.00	22.32
Precision production, craft, and repair	10.31	13.29	17.15	22.27	24.49
Industrial machinery repairers	17.68	18.90	22.19	24.31	27.77
Mechanics and repairers, n.e.c.	9.57	10.20	16.50	16.50	17.59
Electricians	18.93	23.93	23.99	24.49	25.37
Supervisors, production	15.86	17.50	21.00	22.37	32.21
Machinists	17.50	19.71	19.71	29.17	29.75
Electrical and electronic equipment assemblers ..	8.51	8.51	10.31	10.85	11.40
Machine operators, assemblers, and inspectors	8.55	9.75	12.71	17.70	20.06
Fabricating machine operators, n.e.c.	11.28	12.40	13.90	19.96	21.40
Printing press operators	16.49	17.91	18.54	18.90	29.78
Miscellaneous machine operators, n.e.c.	9.52	9.86	12.25	13.69	16.19
Welders and cutters	13.73	13.73	17.10	17.50	18.46

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, Portland-Salem, OR-WA, September 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Assemblers	\$8.58	\$9.00	\$10.49	\$14.60	\$20.06
Miscellaneous hand working, n.e.c.	6.80	6.80	7.41	12.35	12.35
Transportation and material moving	10.63	14.00	15.38	22.29	22.78
Truck drivers	12.12	14.90	20.05	22.29	23.05
Industrial truck and tractor equipment operators ..	10.63	10.63	11.02	14.00	17.97
Handlers, equipment cleaners, helpers, and laborers	7.12	8.93	12.00	14.02	16.14
Construction laborers	13.52	13.70	13.70	14.29	21.61
Production helpers	8.00	8.25	11.01	11.95	12.06
Stock handlers and baggers	6.77	10.00	11.76	12.93	13.28
Freight, stock, and material handlers, n.e.c.	8.93	8.93	14.02	14.66	15.72
Hand packers and packagers	7.12	7.89	8.65	12.00	14.60
Laborers, except construction, n.e.c.	9.22	11.73	12.32	13.83	14.96
Service	6.75	7.50	9.67	13.02	18.50
Protective service	7.50	8.89	12.65	20.46	23.81
Guards and police, except public service	7.50	7.50	8.89	8.89	12.83
Food service	6.50	6.72	7.97	9.81	12.89
Waiters, waitresses, and bartenders	6.50	6.50	6.50	6.93	7.25
Waiters and waitresses	6.50	6.50	6.50	6.67	6.93
Other food service	7.00	8.11	9.58	11.00	13.73
Supervisors, food preparation and service	10.25	11.24	12.89	14.00	14.41
Cooks	7.65	8.69	9.75	11.08	13.73
Food preparation, n.e.c.	6.72	6.84	7.97	8.83	8.83
Health service	7.09	8.99	9.67	10.61	11.77
Nursing aides, orderlies and attendants	7.09	8.99	9.67	10.41	11.00
Cleaning and building service	7.20	7.68	10.99	13.02	15.09
Janitors and cleaners	7.20	7.68	10.88	13.02	14.75
Personal service	6.50	7.10	7.42	10.33	12.12

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT 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, Portland-Salem, OR-WA, September 2000

Occupation ³	10	25	Median 50	75	90
All	\$6.72	\$7.27	\$10.00	\$13.25	\$22.81
All excluding sales	6.75	7.39	10.29	13.78	23.06
White collar	8.00	10.85	13.25	22.81	24.80
White collar excluding sales	9.18	11.56	16.33	22.81	24.80
Professional specialty and technical	11.56	17.01	21.12	23.98	31.76
Professional specialty	11.56	20.35	23.71	24.68	34.00
Mathematical and computer scientists	—	—	—	—	—
Health related	21.12	22.76	23.71	23.98	28.53
Registered nurses	21.12	22.76	22.81	23.82	23.98
Teachers, college and university	32.31	32.31	32.31	38.12	40.35
Teachers, except college and university	15.80	16.92	27.97	36.54	44.31
Teachers, n.e.c.	34.88	36.54	36.54	44.31	44.31
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.66	14.83	17.42	20.45	24.80
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.72	7.27	7.33	9.98	12.40
Administrative support, including clerical	8.22	9.17	11.30	12.74	13.25
Teachers' aides	8.71	11.56	12.74	13.25	13.25
Blue collar	7.45	7.50	9.42	10.74	15.85
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.78	7.45	9.26	10.58	15.99
Service	6.50	6.72	7.01	7.75	10.61
Protective service	—	—	—	—	—
Food service	6.50	6.50	6.82	7.75	10.00
Waiters, waitresses, and bartenders	6.50	6.50	6.50	7.00	8.50
Waiters and waitresses	6.50	6.50	6.50	6.72	7.50
Waiters/Waitresses' assistants	6.50	6.50	6.72	7.00	9.32
Other food service	6.82	6.82	7.75	10.19	11.00
Food preparation, n.e.c.	6.69	7.17	7.75	7.75	7.75
Health service	10.00	10.61	11.38	11.46	13.33
Cleaning and building service	—	—	—	—	—
Personal service	6.50	7.21	7.39	10.01	12.68

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, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Portland–Salem, OR–WA, Metropolitan Statistical Area includes Clackamas, Columbia, Marion, Multnomah, Polk, Washington, and Yamhill Counties, OR; and Clark County, WA.

Sampling frame

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

Sample design

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

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

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, 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 sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establishments</i>
Total in sampling frame	2,964
Total in sample	387
Responding	179
Out of business or not in survey scope	33
Unable or refused to provide data	175

Some surveys may have a high nonresponse rate for the all industries, private industry, or State and local government 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, Portland-Salem, OR-WA, September 2000**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	443,000	338,200	104,800
All excluding sales	419,200	314,600	104,600
White collar	222,500	144,900	77,600
White-collar excluding sales	198,600	121,300	77,300
Professional specialty and technical	89,900	47,200	42,600
Professional specialty	74,600	35,700	38,900
Technical	15,300	11,500	3,700
Executive, administrative, and managerial	29,300	21,000	8,300
Sales	23,900	23,600	–
Administrative support, including clerical	79,500	53,100	26,500
Blue collar	147,900	136,900	10,900
Precision production, craft, and repair	36,300	32,600	3,800
Machine operators, assemblers, and inspectors	42,900	41,800	–
Transportation and material moving	24,500	21,200	3,300
Handlers, equipment cleaners, helpers, and laborers	44,200	41,300	2,800
Service	72,700	56,300	16,300

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.