

Youngstown–Warren–Boardman, OH–PA National Compensation Survey April 2007



U.S. Department of Labor
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January 2008

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 establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

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

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

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Youngstown–Warren–Boardman, OH–PA, Metropolitan Statistical Area (MSA). Data were collected between September 2006 and October 2007; the average reference month is April 2007. 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 an appendix with detailed information on occupational classifications.

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

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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 800 detailed occupations, listed in Appendix B, 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Youngstown-Warren-Boardman, OH-PA, April 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$16.84	3.2	34.3	\$15.95	3.6	34.4	\$22.49	4.5	33.5
Worker characteristics^{4,5}									
Management, professional, and related	25.85	2.3	34.6	25.16	2.4	34.8	27.15	3.5	34.2
Management, business, and financial	28.65	4.9	35.4	28.49	5.0	38.1	28.93	11.4	31.4
Professional and related	24.74	2.7	34.3	23.87	2.5	33.7	26.41	5.2	35.5
Service	9.83	4.4	28.4	8.91	3.8	28.0	16.40	5.6	31.7
Sales and office	12.11	3.5	34.1	11.79	3.7	34.4	15.12	12.2	31.5
Sales and related	10.92	6.9	34.2	10.92	6.9	34.2	—	—	—
Office and administrative support	13.04	4.9	33.9	12.61	5.7	34.5	15.12	12.2	31.5
Natural resources, construction, and maintenance	21.11	5.5	39.1	21.39	5.9	39.0	18.19	.7	40.0
Construction and extraction	20.59	6.5	38.1	21.06	7.2	37.7	—	—	—
Installation, maintenance, and repair	21.57	8.8	40.0	21.63	8.9	40.0	—	—	—
Production, transportation, and material moving	17.18	5.2	38.9	17.17	5.2	38.9	—	—	—
Production	17.75	7.5	39.3	17.74	7.6	39.3	—	—	—
Transportation and material moving	15.98	7.8	38.0	15.97	8.0	38.2	—	—	—
Full time	18.03	2.8	39.5	17.12	3.2	39.7	23.36	3.8	38.2
Part time	10.42	10.1	20.1	10.08	10.9	20.6	14.23	22.0	15.6
Union	21.83	3.6	37.7	21.57	4.7	38.8	22.34	3.9	35.8
Nonunion	14.64	4.5	33.0	14.23	4.9	33.3	22.95	13.4	28.0
Time	16.77	3.3	34.2	15.83	3.7	34.4	22.49	4.5	33.5
Incentive	19.12	13.4	36.7	19.12	13.4	36.7	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	21.30	1.9	39.2	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	13.94	6.2	32.0	13.62	6.5	32.2	—	—	—
100-499 workers	16.44	2.9	36.8	15.22	3.5	37.4	21.65	7.7	34.4
500 workers or more	24.67	3.0	36.7	24.95	3.4	37.4	23.94	6.3	35.0

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

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Youngstown-Warren-Boardman, OH-PA, April 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.84	3.2	\$18.03	2.8	\$10.42	10.1
Management occupations	37.36	5.6	36.66	5.7	—	—
Level 9	31.45	3.6	31.45	3.6	—	—
Level 11	42.04	5.8	42.04	5.8	—	—
Not able to be leveled	35.62	12.4	33.54	10.8	—	—
Industrial production managers	38.62	7.7	38.62	7.7	—	—
Education administrators	37.27	5.2	37.27	5.2	—	—
Business and financial operations occupations	21.12	5.0	20.29	5.3	—	—
Level 8	21.21	7.2	21.21	7.2	—	—
Computer and mathematical science occupations	27.95	14.0	30.05	11.1	—	—
Architecture and engineering occupations	30.62	7.0	30.62	7.0	—	—
Engineers	35.30	2.6	35.30	2.6	—	—
Community and social services occupations	18.05	5.2	17.13	4.8	—	—
Level 7	18.37	10.0	—	—	—	—
Education, training, and library occupations	27.50	6.8	27.72	6.9	20.07	3.8
Level 7	19.40	18.0	—	—	—	—
Level 9	38.27	1.9	37.96	.7	—	—
Not able to be leveled	34.18	7.2	—	—	—	—
Primary, secondary, and special education school teachers	35.54	4.7	35.33	4.7	—	—
Level 9	38.68	1.6	38.36	.4	—	—
Elementary and middle school teachers	38.92	2.7	38.92	2.7	—	—
Level 9	38.93	2.2	38.93	2.2	—	—
Elementary school teachers, except special education	38.45	2.7	38.45	2.7	—	—
Secondary school teachers	35.93	1.6	35.97	1.7	—	—
Secondary school teachers, except special and vocational education	35.93	1.6	35.97	1.7	—	—
Special education teachers	36.67	2.4	35.83	6.4	—	—
Level 9	37.56	.6	—	—	—	—
Teacher assistants	11.33	1.4	—	—	—	—
Healthcare practitioner and technical occupations	24.22	2.6	24.26	2.2	24.06	4.9
Level 6	17.09	2.3	—	—	—	—
Level 8	25.42	4.0	25.42	4.1	—	—
Level 9	26.40	3.3	26.46	3.3	26.29	3.9
Level 14	81.90	14.4	78.76	12.8	—	—
Physicians and surgeons	92.52	11.7	90.93	11.1	—	—
Level 14	81.90	14.4	78.76	12.8	—	—
Registered nurses	25.36	3.4	25.64	2.9	24.80	5.9
Level 9	26.01	2.8	25.86	2.1	26.29	3.9
Licensed practical and licensed vocational nurses	17.05	2.3	17.00	2.6	—	—
Healthcare support occupations	10.65	6.8	10.64	7.9	—	—
Level 3	10.13	6.6	10.20	8.1	—	—
Nursing, psychiatric, and home health aides	9.76	4.9	9.66	5.6	—	—
Level 3	9.61	4.3	9.66	5.6	—	—
Nursing aides, orderlies, and attendants	9.76	4.9	9.66	5.6	—	—
Level 3	9.61	4.3	9.66	5.6	—	—
Miscellaneous healthcare support occupations	12.36	9.6	—	—	—	—
Protective service occupations	16.66	10.1	16.82	10.3	—	—
Food preparation and serving related occupations	7.87	3.8	10.08	7.9	6.61	5.2
Level 1	6.44	2.8	6.28	19.0	6.50	8.1
Level 2	6.11	15.2	—	—	5.55	14.6
Level 4	9.68	4.3	—	—	—	—
Cooks	8.87	7.2	—	—	—	—
Food service, tipped	4.88	10.7	—	—	5.06	3.7
Level 1	4.74	5.0	—	—	5.51	15.5
Waiters and waitresses	3.50	17.2	—	—	3.84	12.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Youngstown-Warren-Boardman, OH-PA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Fast food and counter workers	\$7.20	1.4	—	—	\$7.14	1.2
Level 1	7.01	2.5	—	—	6.89	3.4
Combined food preparation and serving workers, including fast food	7.24	1.4	—	—	7.18	1.1
Level 1	7.08	3.2	—	—	—	—
Building and grounds cleaning and maintenance occupations						
Level 1	9.33	10.2	\$10.60	8.6	6.66	13.5
Level 2	7.41	14.6	—	—	—	—
Level 3	11.53	15.4	—	—	8.42	4.6
Building cleaning workers	8.83	9.6	10.01	7.7	6.44	12.8
Level 1	7.41	14.6	—	—	—	—
Level 2	8.86	12.9	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.86	12.4	10.57	9.0	—	—
Maids and housekeeping cleaners	8.76	2.3	—	—	—	—
Personal care and service occupations	9.58	10.9	10.02	17.5	9.07	4.1
Level 2	7.56	6.9	—	—	—	—
Child care workers	7.02	2.6	—	—	7.63	1.8
Sales and related occupations	10.92	6.9	12.10	8.8	7.38	11.4
Level 2	7.36	4.3	—	—	—	—
Retail sales workers	9.84	10.9	10.92	10.0	7.25	13.6
Cashiers, all workers	8.09	16.4	—	—	6.78	6.8
Cashiers	8.09	16.4	—	—	6.78	6.8
Retail salespersons	13.17	12.6	13.43	12.5	—	—
Office and administrative support occupations	13.04	4.9	13.46	5.0	10.76	4.5
Level 1	9.32	7.7	—	—	—	—
Level 2	8.97	4.8	—	—	—	—
Level 3	11.30	2.8	11.14	4.3	11.87	6.7
Level 4	14.54	8.7	14.47	9.0	—	—
Level 5	17.79	7.6	17.85	8.0	—	—
Financial clerks	13.70	9.6	14.47	10.3	—	—
Shipping, receiving, and traffic clerks	10.62	10.4	—	—	—	—
Stock clerks and order fillers	9.50	2.6	9.67	5.4	—	—
Secretaries and administrative assistants	14.89	11.3	15.49	12.9	—	—
Level 4	15.30	16.5	15.30	16.5	—	—
Secretaries, except legal, medical, and executive	11.86	6.8	12.19	6.7	—	—
Level 4	13.09	10.0	13.09	10.0	—	—
Office clerks, general	11.27	10.3	11.25	7.6	—	—
Level 3	10.31	7.9	—	—	—	—
Construction and extraction occupations	20.59	6.5	20.65	6.9	—	—
Electricians	22.19	11.2	22.37	10.7	—	—
Installation, maintenance, and repair occupations	21.57	8.8	21.60	8.9	—	—
Level 7	28.08	9.2	28.20	9.6	—	—
Industrial machinery installation, repair, and maintenance workers	20.06	9.1	20.10	9.3	—	—
Level 7	26.28	12.3	26.58	13.9	—	—
Industrial machinery mechanics	25.73	19.5	26.13	21.3	—	—
Level 7	26.87	18.2	27.41	19.9	—	—
Maintenance and repair workers, general	17.95	16.3	17.95	16.3	—	—
Miscellaneous installation, maintenance, and repair workers	22.47	8.1	22.47	8.1	—	—
Production occupations	17.75	7.5	17.90	7.9	—	—
Level 2	15.37	1.5	15.53	1.4	—	—
Level 3	19.28	22.1	19.28	22.1	—	—
Level 4	17.87	11.4	18.13	12.3	—	—
Level 5	14.79	11.2	14.79	11.2	—	—
Level 6	19.44	2.9	19.44	2.9	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Youngstown-Warren-Boardman, OH-PA, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Level 7	\$26.06	17.1	\$26.06	17.1	—	—
Not able to be leveled	17.17	19.6	17.17	19.6	—	—
First-line supervisors/managers of production and operating workers	28.09	10.4	28.09	10.4	—	—
Forming machine setters, operators, and tenders, metal and plastic	18.41	8.0	18.41	8.0	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	23.7	15.81	23.7	—	—
Not able to be leveled	14.55	36.1	14.55	36.1	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16.48	31.9	16.48	31.9	—	—
Machinists	18.27	8.1	18.27	8.1	—	—
Tool and die makers	25.41	8.7	25.41	8.7	—	—
Welding, soldering, and brazing workers	—	—	14.18	5.4	—	—
Inspectors, testers, sorters, samplers, and weighers	21.56	4.1	21.56	4.1	—	—
Miscellaneous production workers	12.67	19.6	12.84	22.6	—	—
Transportation and material moving occupations	15.98	7.8	16.51	7.8	\$7.28	2.5
Level 1	7.53	2.8	7.62	4.0	7.23	2.1
Level 3	18.64	16.6	18.64	16.6	—	—
Level 4	18.85	23.1	18.85	23.1	—	—
Driver/sales workers and truck drivers	13.56	39.2	—	—	—	—
Laborers and material movers, hand	17.37	12.3	18.64	14.8	—	—
Level 1	7.81	5.5	—	—	—	—
Level 3	19.39	19.6	19.39	19.6	—	—
Laborers and freight, stock, and material movers, hand	13.65	10.2	—	—	—	—
Packers and packagers, hand	19.81	6.5	—	—	—	—

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

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.95	3.6	\$17.12	3.2	\$10.08	10.9
Management occupations	37.99	9.1	37.99	9.1	—	—
Level 11	48.37	2.6	48.37	2.6	—	—
Not able to be leveled	33.54	10.8	33.54	10.8	—	—
Industrial production managers	38.62	7.7	38.62	7.7	—	—
Business and financial operations occupations	21.58	6.0	20.39	7.4	—	—
Architecture and engineering occupations	30.62	7.0	30.62	7.0	—	—
Engineers	35.30	2.6	35.30	2.6	—	—
Community and social services occupations	17.83	6.7	—	—	—	—
Level 7	18.37	10.0	—	—	—	—
Education, training, and library occupations	25.22	17.1	25.41	17.6	—	—
Healthcare practitioner and technical occupations	23.98	2.4	23.96	1.8	24.06	4.9
Level 6	17.09	2.3	—	—	—	—
Level 8	25.42	4.0	25.42	4.1	—	—
Level 9	26.01	2.8	25.86	2.1	26.29	3.9
Level 14	81.90	14.4	78.76	12.8	—	—
Physicians and surgeons	92.52	11.7	90.93	11.1	—	—
Level 14	81.90	14.4	78.76	12.8	—	—
Registered nurses	25.36	3.4	25.64	2.9	24.80	5.9
Level 9	26.01	2.8	25.86	2.1	26.29	3.9
Licensed practical and licensed vocational nurses	17.05	2.3	17.00	2.6	—	—
Healthcare support occupations	10.65	6.8	10.64	7.9	—	—
Level 3	10.13	6.6	10.20	8.1	—	—
Nursing, psychiatric, and home health aides	9.76	4.9	9.66	5.6	—	—
Level 3	9.61	4.3	9.66	5.6	—	—
Nursing aides, orderlies, and attendants	9.76	4.9	9.66	5.6	—	—
Level 3	9.61	4.3	9.66	5.6	—	—
Miscellaneous healthcare support occupations	12.36	9.6	—	—	—	—
Food preparation and serving related occupations	7.61	2.2	9.57	7.7	6.59	5.2
Level 1	6.44	2.8	6.28	19.0	6.50	8.1
Level 2	5.89	15.2	—	—	5.55	14.6
Level 4	9.68	4.3	—	—	—	—
Cooks	9.15	6.0	—	—	—	—
Food service, tipped	4.67	9.3	—	—	5.06	3.7
Level 1	4.74	5.0	—	—	5.51	15.5
Waiters and waitresses	3.50	17.2	—	—	3.84	12.1
Fast food and counter workers	7.20	1.4	—	—	7.14	1.2
Level 1	7.01	2.5	—	—	6.89	3.4
Combined food preparation and serving workers, including fast food	7.24	1.4	—	—	7.18	1.1
Level 1	7.08	3.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	9.06	10.9	10.37	9.4	6.44	12.7
Level 1	7.41	14.6	—	—	—	—
Level 2	11.86	16.5	—	—	—	—
Building cleaning workers	8.48	9.3	9.65	7.5	6.44	12.8
Level 1	7.41	14.6	—	—	—	—
Level 2	8.86	12.9	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.38	12.3	10.15	9.9	—	—
Maids and housekeeping cleaners	8.76	2.3	—	—	—	—
Personal care and service occupations	9.69	11.3	10.02	17.5	9.26	3.7
Sales and related occupations	10.92	6.9	12.10	8.8	7.38	11.4
Level 2	7.36	4.3	—	—	—	—
Retail sales workers	9.84	10.9	10.92	10.0	7.25	13.6
Cashiers, all workers	8.09	16.4	—	—	6.78	6.8

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Cashiers	\$8.09	16.4	—	—	\$6.78	6.8
Retail salespersons	13.17	12.6	\$13.43	12.5	—	—
Office and administrative support occupations	12.61	5.7	12.91	5.8	10.63	5.3
Level 1	9.32	7.7	—	—	—	—
Level 2	9.11	5.3	—	—	—	—
Level 3	11.21	3.2	10.88	5.0	—	—
Level 4	14.49	9.5	14.41	9.9	—	—
Level 5	16.52	9.4	16.52	9.4	—	—
Financial clerks	13.35	10.3	14.12	11.3	—	—
Shipping, receiving, and traffic clerks	10.62	10.4	—	—	—	—
Stock clerks and order fillers	9.50	2.6	9.67	5.4	—	—
Secretaries and administrative assistants	13.91	14.0	14.58	15.5	—	—
Level 4	15.30	16.5	15.30	16.5	—	—
Secretaries, except legal, medical, and executive	11.63	7.6	12.28	7.6	—	—
Level 4	13.09	10.0	13.09	10.0	—	—
Office clerks, general	11.38	12.0	10.90	7.0	—	—
Construction and extraction occupations	21.06	7.2	21.14	7.6	—	—
Electricians	22.33	12.4	22.54	11.9	—	—
Installation, maintenance, and repair occupations	21.63	8.9	21.66	9.0	—	—
Level 7	28.08	9.2	28.20	9.6	—	—
Industrial machinery installation, repair, and maintenance workers	20.12	9.5	20.16	9.7	—	—
Level 7	26.28	12.3	26.58	13.9	—	—
Industrial machinery mechanics	25.73	19.5	26.13	21.3	—	—
Level 7	26.87	18.2	27.41	19.9	—	—
Maintenance and repair workers, general	17.89	17.8	17.89	17.8	—	—
Miscellaneous installation, maintenance, and repair workers	22.47	8.1	22.47	8.1	—	—
Production occupations	17.74	7.6	17.88	7.9	—	—
Level 2	15.37	1.5	15.53	1.4	—	—
Level 3	19.28	22.1	19.28	22.1	—	—
Level 4	17.87	11.4	18.13	12.3	—	—
Level 5	14.79	11.2	14.79	11.2	—	—
Level 6	19.44	3.5	19.44	3.5	—	—
Level 7	26.06	17.1	26.06	17.1	—	—
Not able to be leveled	17.17	19.6	17.17	19.6	—	—
First-line supervisors/managers of production and operating workers	28.09	10.4	28.09	10.4	—	—
Forming machine setters, operators, and tenders, metal and plastic	18.41	8.0	18.41	8.0	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	23.7	15.81	23.7	—	—
Not able to be leveled	14.55	36.1	14.55	36.1	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16.48	31.9	16.48	31.9	—	—
Machinists	18.27	8.1	18.27	8.1	—	—
Tool and die makers	25.41	8.7	25.41	8.7	—	—
Welding, soldering, and brazing workers	—	—	14.18	5.4	—	—
Inspectors, testers, sorters, samplers, and weighers	21.56	4.1	21.56	4.1	—	—
Miscellaneous production workers	12.67	19.6	12.84	22.6	—	—
Transportation and material moving occupations	15.97	8.0	16.52	8.0	7.28	2.5
Level 1	7.53	2.8	7.62	4.0	7.23	2.1
Level 3	18.94	19.2	18.94	19.2	—	—
Level 4	18.85	23.1	18.85	23.1	—	—
Driver/sales workers and truck drivers	13.56	39.2	—	—	—	—
Laborers and material movers, hand	17.37	12.3	18.64	14.8	—	—
Level 1	7.81	5.5	—	—	—	—
Level 3	19.39	19.6	19.39	19.6	—	—
Laborers and freight, stock, and material movers, hand	13.65	10.2	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued Packers and packagers, hand	\$19.81	6.5	—	—	—	—

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

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.49	4.5	\$23.36	3.8	\$14.23	22.0
Management occupations	36.48	4.2	34.72	3.7	—	—
Education, training, and library occupations	27.93	7.4	28.16	7.6	—	—
Level 9	38.39	2.0	38.08	.8	—	—
Primary, secondary, and special education school teachers	38.74	1.4	38.48	.7	—	—
Level 9	38.68	1.6	38.36	.4	—	—
Elementary and middle school teachers	39.41	2.7	39.41	2.7	—	—
Level 9	38.93	2.2	38.93	2.2	—	—
Elementary school teachers, except special education	39.05	2.7	39.05	2.7	—	—
Special education teachers	37.56	.6	—	—	—	—
Level 9	37.56	.6	—	—	—	—
Protective service occupations	19.50	6.7	19.52	6.7	—	—
Office and administrative support occupations	15.12	12.2	16.75	12.2	11.04	9.1
Level 3	11.61	4.9	—	—	—	—

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

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.84	3.2	\$18.03	2.8	\$10.42	10.1
Management occupations	37.36	5.6	36.66	5.7	—	—
Group III	38.34	6.4	—	—	—	—
Industrial production managers	38.62	7.7	38.62	7.7	—	—
Education administrators	37.27	5.2	37.27	5.2	—	—
Business and financial operations occupations	21.12	5.0	20.29	5.3	—	—
Group II	20.94	4.0	—	—	—	—
Computer and mathematical science occupations	27.95	14.0	30.05	11.1	—	—
Architecture and engineering occupations	30.62	7.0	30.62	7.0	—	—
Group III	35.53	2.9	—	—	—	—
Engineers	35.30	2.6	35.30	2.6	—	—
Group III	35.45	2.7	—	—	—	—
Community and social services occupations	18.05	5.2	17.13	4.8	—	—
Group II	18.18	5.6	—	—	—	—
Education, training, and library occupations	27.50	6.8	27.72	6.9	20.07	3.8
Group I	11.33	1.4	—	—	—	—
Group II	20.81	15.2	—	—	—	—
Group III	36.81	3.6	—	—	—	—
Primary, secondary, and special education school teachers	35.54	4.7	35.33	4.7	—	—
Group III	38.68	1.6	—	—	—	—
Elementary and middle school teachers	38.92	2.7	38.92	2.7	—	—
Group III	38.93	2.2	—	—	—	—
Elementary school teachers, except special education	38.45	2.7	38.45	2.7	—	—
Secondary school teachers	35.93	1.6	35.97	1.7	—	—
Secondary school teachers, except special and vocational education	35.93	1.6	35.97	1.7	—	—
Special education teachers	36.67	2.4	35.83	6.4	—	—
Group III	37.56	.6	—	—	—	—
Teacher assistants	11.33	1.4	—	—	—	—
Group I	11.33	1.4	—	—	—	—
Healthcare practitioner and technical occupations	24.22	2.6	24.26	2.2	24.06	4.9
Group II	21.96	3.3	—	—	—	—
Group III	26.88	3.3	—	—	—	—
Group IV	81.90	14.4	—	—	—	—
Physicians and surgeons	92.52	11.7	90.93	11.1	—	—
Group IV	81.90	14.4	—	—	—	—
Registered nurses	25.36	3.4	25.64	2.9	24.80	5.9
Group III	26.41	2.7	26.46	2.5	26.29	3.9
Licensed practical and licensed vocational nurses	17.05	2.3	17.00	2.6	—	—
Group II	17.05	2.3	17.00	2.6	—	—
Healthcare support occupations	10.65	6.8	10.64	7.9	—	—
Group I	10.65	6.9	—	—	—	—
Nursing, psychiatric, and home health aides	9.76	4.9	9.66	5.6	—	—
Group I	9.76	4.9	—	—	—	—
Nursing aides, orderlies, and attendants	9.76	4.9	9.66	5.6	—	—
Group I	9.76	4.9	9.66	5.6	—	—
Miscellaneous healthcare support occupations	12.36	9.6	—	—	—	—
Protective service occupations	16.66	10.1	16.82	10.3	—	—
Group II	19.71	6.7	—	—	—	—
Food preparation and serving related occupations	7.87	3.8	10.08	7.9	6.61	5.2
Group I	6.95	9.7	—	—	—	—
Cooks	8.87	7.2	—	—	—	—
Group I	9.15	6.0	—	—	—	—
Food service, tipped	4.88	10.7	—	—	5.06	3.7
Group I	4.88	10.7	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Waiters and waitresses	\$3.50	17.2	—	—	\$3.84	12.1
Group I	3.50	17.2	—	—	3.84	12.1
Fast food and counter workers	7.20	1.4	—	—	7.14	1.2
Group I	7.20	1.4	—	—	—	—
Combined food preparation and serving workers, including fast food	7.24	1.4	—	—	7.18	1.1
Group I	7.24	1.4	—	—	7.18	1.1
Building and grounds cleaning and maintenance occupations						
.....	9.33	10.2	\$10.60	8.6	6.66	13.5
Group I	9.11	10.2	—	—	—	—
Building cleaning workers	8.83	9.6	10.01	7.7	6.44	12.8
Group I	8.56	9.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.86	12.4	10.57	9.0	—	—
Group I	8.49	11.8	10.14	8.8	—	—
Maids and housekeeping cleaners	8.76	2.3	—	—	—	—
Group I	8.76	2.3	—	—	—	—
Personal care and service occupations						
.....	9.58	10.9	10.02	17.5	9.07	4.1
Group I	9.16	9.1	—	—	—	—
Child care workers	7.02	2.6	—	—	7.63	1.8
Group I	7.06	3.7	—	—	—	—
Sales and related occupations						
.....	10.92	6.9	12.10	8.8	7.38	11.4
Group I	8.92	6.1	—	—	—	—
Retail sales workers	9.84	10.9	10.92	10.0	7.25	13.6
Group I	8.39	3.5	—	—	—	—
Cashiers, all workers	8.09	16.4	—	—	6.78	6.8
Group I	6.87	4.4	—	—	—	—
Cashiers	8.09	16.4	—	—	6.78	6.8
Group I	6.87	4.4	—	—	6.59	1.2
Retail salespersons	13.17	12.6	13.43	12.5	—	—
Office and administrative support occupations						
.....	13.04	4.9	13.46	5.0	10.76	4.5
Group I	11.86	6.5	—	—	—	—
Group II	18.88	5.7	—	—	—	—
Financial clerks	13.70	9.6	14.47	10.3	—	—
Group I	11.98	12.7	—	—	—	—
Shipping, receiving, and traffic clerks	10.62	10.4	—	—	—	—
Stock clerks and order fillers	9.50	2.6	9.67	5.4	—	—
Group I	9.30	.3	—	—	—	—
Secretaries and administrative assistants	14.89	11.3	15.49	12.9	—	—
Group I	13.91	14.0	—	—	—	—
Secretaries, except legal, medical, and executive	11.86	6.8	12.19	6.7	—	—
Group I	11.63	7.6	12.28	7.6	—	—
Office clerks, general	11.27	10.3	11.25	7.6	—	—
Group I	11.21	10.3	11.18	7.5	—	—
Construction and extraction occupations						
.....	20.59	6.5	20.65	6.9	—	—
Group I	12.91	12.8	—	—	—	—
Group II	23.54	5.7	—	—	—	—
Electricians	22.19	11.2	22.37	10.7	—	—
Group II	26.40	4.6	26.40	4.6	—	—
Installation, maintenance, and repair occupations						
.....	21.57	8.8	21.60	8.9	—	—
Group I	9.54	22.7	—	—	—	—
Group II	24.82	8.5	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	20.06	9.1	20.10	9.3	—	—
Group II	21.54	7.6	—	—	—	—
Industrial machinery mechanics	25.73	19.5	26.13	21.3	—	—
Group II	26.87	18.2	27.41	19.9	—	—
Maintenance and repair workers, general	17.95	16.3	17.95	16.3	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations —Continued						
Miscellaneous installation, maintenance, and repair workers	\$22.47	8.1	\$22.47	8.1	—	—
Production occupations	17.75	7.5	17.90	7.9	—	—
Group I	16.74	11.7	—	—	—	—
Group II	21.00	3.9	—	—	—	—
First-line supervisors/managers of production and operating workers	28.09	10.4	28.09	10.4	—	—
Group II	27.82	11.8	27.82	11.8	—	—
Forming machine setters, operators, and tenders, metal and plastic	18.41	8.0	18.41	8.0	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	23.7	15.81	23.7	—	—
Group I	18.23	46.9	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16.48	31.9	16.48	31.9	—	—
Group I	18.78	47.5	18.78	47.5	—	—
Machinists	18.27	8.1	18.27	8.1	—	—
Group II	18.27	8.1	18.27	8.1	—	—
Tool and die makers	25.41	8.7	25.41	8.7	—	—
Group II	25.41	8.7	25.41	8.7	—	—
Welding, soldering, and brazing workers	—	—	14.18	5.4	—	—
Inspectors, testers, sorters, samplers, and weighers	21.56	4.1	21.56	4.1	—	—
Group I	22.25	7.2	22.25	7.2	—	—
Miscellaneous production workers	12.67	19.6	12.84	22.6	—	—
Group I	12.70	21.1	—	—	—	—
Transportation and material moving occupations	15.98	7.8	16.51	7.8	\$7.28	2.5
Group I	15.27	9.8	—	—	—	—
Driver/sales workers and truck drivers	13.56	39.2	—	—	—	—
Group I	13.56	39.2	—	—	—	—
Laborers and material movers, hand	17.37	12.3	18.64	14.8	—	—
Group I	17.37	12.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	13.65	10.2	—	—	—	—
Group I	13.65	10.2	—	—	—	—
Packers and packagers, hand	19.81	6.5	—	—	—	—
Group I	19.81	6.5	—	—	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles¹, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.21	\$9.01	\$14.50	\$22.75	\$29.34
Management occupations	24.55	30.17	36.00	42.12	47.95
Industrial production managers	29.46	29.46	40.87	40.87	48.41
Education administrators	30.17	30.17	34.50	42.12	46.64
Business and financial operations occupations	14.84	17.16	18.57	23.66	28.50
Computer and mathematical science occupations	21.40	21.40	22.86	35.06	46.84
Architecture and engineering occupations	22.55	26.65	29.91	37.36	40.91
Engineers	28.49	30.23	35.48	38.89	41.86
Community and social services occupations	10.99	14.50	17.51	22.22	23.55
Education, training, and library occupations	11.76	14.57	28.19	38.28	44.52
Primary, secondary, and special education school teachers	21.61	30.03	35.08	42.45	46.99
Elementary and middle school teachers	28.19	34.48	40.73	43.64	46.24
Elementary school teachers, except special education	27.64	34.23	40.57	43.53	44.94
Secondary school teachers	29.17	33.85	33.85	39.14	48.28
Secondary school teachers, except special and vocational education	29.17	33.85	33.85	39.14	48.28
Special education teachers	23.41	30.34	37.49	43.64	48.34
Teacher assistants	7.50	9.72	11.11	13.16	14.73
Healthcare practitioner and technical occupations	16.98	20.23	24.61	28.37	30.38
Physicians and surgeons	53.42	67.67	73.52	112.47	140.20
Registered nurses	20.76	23.18	25.14	28.37	29.47
Licensed practical and licensed vocational nurses	15.46	16.68	16.98	17.10	18.98
Healthcare support occupations	8.46	9.54	9.54	10.90	15.15
Nursing, psychiatric, and home health aides	8.00	8.75	9.54	10.00	11.87
Nursing aides, orderlies, and attendants	8.00	8.75	9.54	10.00	11.87
Miscellaneous healthcare support occupations	10.45	10.45	10.45	15.15	17.27
Protective service occupations	8.57	11.67	17.31	19.78	21.20
Food preparation and serving related occupations	3.43	6.85	6.85	8.82	11.98
Cooks	6.98	8.27	8.50	9.75	11.09
Food service, tipped	2.27	3.42	3.43	6.85	6.85
Waiters and waitresses	2.27	3.42	3.43	3.43	3.43
Fast food and counter workers	6.00	6.85	6.85	7.80	8.25
Combined food preparation and serving workers, including fast food	6.85	6.85	6.85	7.50	8.25
Building and grounds cleaning and maintenance occupations	5.15	7.21	9.00	11.86	15.00
Building cleaning workers	5.15	7.21	8.33	10.00	11.86
Janitors and cleaners, except maids and housekeeping cleaners	5.15	6.00	7.84	11.86	11.86
Maids and housekeeping cleaners	8.33	8.33	9.00	9.00	9.40
Personal care and service occupations	6.85	7.50	9.00	10.50	13.85
Child care workers	6.85	6.85	6.85	6.85	7.78
Sales and related occupations	6.90	7.75	9.05	13.12	19.90
Retail sales workers	6.25	7.50	8.49	10.87	15.65
Cashiers, all workers	5.50	7.05	7.60	9.05	10.76
Cashiers	5.50	7.05	7.60	9.05	10.76
Retail salespersons	7.27	9.00	13.19	16.32	18.83
Office and administrative support occupations	8.35	9.77	11.70	15.16	19.81
Financial clerks	8.37	10.19	15.00	16.25	19.23
Shipping, receiving, and traffic clerks	8.25	8.45	10.34	12.19	15.16
Stock clerks and order fillers	7.60	8.00	9.12	10.19	10.19
Secretaries and administrative assistants	10.34	11.25	12.43	19.81	19.99
Secretaries, except legal, medical, and executive	8.00	11.25	11.54	12.43	15.64
Office clerks, general	8.25	9.00	10.19	12.50	14.78

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Youngstown-Warren-Boardman, OH-PA, April 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Construction and extraction occupations	\$8.08	\$15.45	\$21.52	\$27.30	\$29.15
Electricians	14.00	17.50	22.36	27.95	29.15
Installation, maintenance, and repair occupations	7.50	17.95	22.18	27.26	32.12
Industrial machinery installation, repair, and maintenance workers	9.98	15.75	22.18	22.18	29.13
Industrial machinery mechanics	17.25	20.91	29.13	32.29	33.47
Maintenance and repair workers, general	7.63	13.68	22.18	22.18	22.18
Miscellaneous installation, maintenance, and repair workers	17.95	17.95	23.67	26.31	26.31
Production occupations	7.25	10.45	15.58	28.21	29.11
First-line supervisors/managers of production and operating workers	17.70	20.19	31.28	33.22	35.51
Forming machine setters, operators, and tenders, metal and plastic	13.94	13.94	19.44	19.44	19.44
Machine tool cutting setters, operators, and tenders, metal and plastic	8.75	11.61	13.85	19.44	28.21
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.03	9.50	11.85	28.21	28.21
Machinists	16.16	16.85	17.76	17.76	21.36
Tool and die makers	14.50	17.76	22.00	33.41	33.41
Inspectors, testers, sorters, samplers, and weighers	11.42	17.98	23.89	25.02	25.02
Miscellaneous production workers	7.00	7.00	7.50	13.16	29.34
Transportation and material moving occupations	6.98	9.00	14.62	22.49	28.42
Driver/sales workers and truck drivers	6.85	6.85	8.00	23.59	30.07
Laborers and material movers, hand	7.04	10.00	13.80	28.02	28.55
Laborers and freight, stock, and material movers, hand	7.50	13.58	13.80	13.80	13.80
Packers and packagers, hand	6.98	7.08	28.42	28.55	28.55

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles¹, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.00	\$8.67	\$13.41	\$22.18	\$28.61
Management occupations	24.55	29.75	36.00	47.65	47.95
Industrial production managers	29.46	29.46	40.87	40.87	48.41
Business and financial operations occupations	17.16	18.32	18.57	25.71	28.50
Architecture and engineering occupations	22.55	26.65	29.91	37.36	40.91
Engineers	28.49	30.23	35.48	38.89	41.86
Community and social services occupations	13.44	14.50	17.51	21.98	22.87
Education, training, and library occupations	11.46	19.32	26.24	33.85	33.85
Healthcare practitioner and technical occupations	16.98	20.23	24.39	27.71	29.72
Physicians and surgeons	53.42	67.67	73.52	112.47	140.20
Registered nurses	20.76	23.18	25.14	28.37	29.47
Licensed practical and licensed vocational nurses	15.46	16.68	16.98	17.10	18.98
Healthcare support occupations	8.46	9.54	9.54	10.90	15.15
Nursing, psychiatric, and home health aides	8.00	8.75	9.54	10.00	11.87
Nursing aides, orderlies, and attendants	8.00	8.75	9.54	10.00	11.87
Miscellaneous healthcare support occupations	10.45	10.45	10.45	15.15	17.27
Food preparation and serving related occupations	3.43	6.85	6.85	8.27	11.09
Cooks	7.50	8.27	9.75	9.75	11.09
Food service, tipped	2.27	3.42	3.43	6.85	6.85
Waiters and waitresses	2.27	3.42	3.43	3.43	3.43
Fast food and counter workers	6.00	6.85	6.85	7.80	8.25
Combined food preparation and serving workers, including fast food	6.85	6.85	6.85	7.50	8.25
Building and grounds cleaning and maintenance occupations	5.15	7.21	8.33	11.86	14.45
Building cleaning workers	5.15	7.10	8.33	10.00	11.86
Janitors and cleaners, except maids and housekeeping cleaners	5.15	5.75	7.21	11.86	11.86
Maids and housekeeping cleaners	8.33	8.33	9.00	9.00	9.40
Personal care and service occupations	6.85	7.78	9.25	10.50	13.85
Sales and related occupations	6.90	7.75	9.05	13.12	19.90
Retail sales workers	6.25	7.50	8.49	10.87	15.65
Cashiers, all workers	5.50	7.05	7.60	9.05	10.76
Cashiers	5.50	7.05	7.60	9.05	10.76
Retail salespersons	7.27	9.00	13.19	16.32	18.83
Office and administrative support occupations	8.34	9.75	11.55	15.00	19.81
Financial clerks	8.37	9.24	15.00	16.25	16.25
Shipping, receiving, and traffic clerks	8.25	8.45	10.34	12.19	15.16
Stock clerks and order fillers	7.60	8.00	9.12	10.19	10.19
Secretaries and administrative assistants	9.79	10.34	12.00	19.81	19.81
Secretaries, except legal, medical, and executive	8.00	11.25	11.25	12.43	14.42
Office clerks, general	8.75	9.00	10.19	11.80	14.41
Construction and extraction occupations	8.08	15.70	21.52	27.95	29.20
Electricians	11.40	16.06	22.36	27.95	29.20
Installation, maintenance, and repair occupations	7.50	17.25	22.18	28.61	32.12
Industrial machinery installation, repair, and maintenance workers	7.63	15.50	22.18	22.18	29.13
Industrial machinery mechanics	17.25	20.91	29.13	32.29	33.47
Maintenance and repair workers, general	7.63	9.98	22.18	22.18	22.18
Miscellaneous installation, maintenance, and repair workers	17.95	17.95	23.67	26.31	26.31
Production occupations	7.25	10.25	15.58	28.21	29.12
First-line supervisors/managers of production and operating workers	17.70	20.19	31.28	33.22	35.51

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations —Continued					
Forming machine setters, operators, and tenders, metal and plastic	\$13.94	\$13.94	\$19.44	\$19.44	\$19.44
Machine tool cutting setters, operators, and tenders, metal and plastic	8.75	11.61	13.85	19.44	28.21
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.03	9.50	11.85	28.21	28.21
Machinists	16.16	16.85	17.76	17.76	21.36
Tool and die makers	14.50	17.76	22.00	33.41	33.41
Inspectors, testers, sorters, samplers, and weighers	11.42	17.98	23.89	25.02	25.02
Miscellaneous production workers	7.00	7.00	7.50	13.16	29.34
Transportation and material moving occupations					
Driver/sales workers and truck drivers	6.98	8.50	13.80	22.60	28.42
Laborers and material movers, hand	6.85	6.85	8.00	23.59	30.07
Laborers and freight, stock, and material movers, hand	7.04	10.00	13.80	28.02	28.55
Packers and packagers, hand	7.50	13.58	13.80	13.80	13.80
Packers and packagers, hand	6.98	7.08	28.42	28.55	28.55

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles¹, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$10.75	\$14.48	\$19.78	\$29.12	\$39.76
Management occupations	29.12	30.17	34.50	35.44	45.36
Education, training, and library occupations	11.76	14.38	28.48	40.57	45.84
Primary, secondary, and special education school teachers	27.64	33.27	40.57	44.17	47.61
Elementary and middle school teachers	30.10	35.87	41.05	43.68	46.24
Elementary school teachers, except special education	29.09	35.99	40.86	43.64	45.25
Special education teachers	24.20	31.49	37.79	43.74	48.34
Protective service occupations	16.54	17.27	19.19	21.11	23.58
Office and administrative support occupations	10.00	11.36	13.61	19.99	19.99

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.00	\$10.25	\$15.75	\$23.73	\$30.17
Management occupations	24.55	30.17	36.00	42.12	47.65
Industrial production managers	29.46	29.46	40.87	40.87	48.41
Education administrators	30.17	30.17	34.50	42.12	46.64
Business and financial operations occupations	14.84	17.16	18.57	23.66	25.71
Computer and mathematical science occupations	21.40	22.86	25.52	35.06	46.84
Architecture and engineering occupations	22.55	26.65	29.91	37.36	40.91
Engineers	28.49	30.23	35.48	38.89	41.86
Community and social services occupations	10.99	14.50	15.94	20.67	22.74
Education, training, and library occupations	11.90	14.73	28.48	38.32	44.52
Primary, secondary, and special education school teachers	21.61	29.74	34.92	42.35	46.47
Elementary and middle school teachers	28.19	34.48	40.73	43.64	46.24
Elementary school teachers, except special education	27.64	34.23	40.57	43.53	44.94
Secondary school teachers	29.17	33.85	33.85	39.39	48.28
Secondary school teachers, except special and vocational education	29.17	33.85	33.85	39.39	48.28
Special education teachers	23.27	30.34	36.08	42.45	48.19
Healthcare practitioner and technical occupations	16.98	19.91	24.61	28.51	30.94
Physicians and surgeons	53.42	67.67	73.52	112.47	140.20
Registered nurses	22.17	23.18	25.14	28.37	29.47
Licensed practical and licensed vocational nurses	15.46	16.68	16.98	16.98	18.55
Healthcare support occupations	8.00	9.54	9.54	10.45	15.15
Nursing, psychiatric, and home health aides	8.00	9.00	9.54	9.69	10.90
Nursing aides, orderlies, and attendants	8.00	9.00	9.54	9.69	10.90
Protective service occupations	8.57	11.67	17.80	19.78	21.20
Food preparation and serving related occupations	2.27	6.85	8.82	11.98	18.43
Building and grounds cleaning and maintenance occupations	7.21	8.33	10.00	11.86	15.00
Building cleaning workers	7.21	8.33	9.40	11.86	11.86
Janitors and cleaners, except maids and housekeeping cleaners	7.21	8.30	10.07	11.86	14.55
Personal care and service occupations	5.88	6.85	10.50	12.94	15.02
Sales and related occupations	7.50	8.30	10.25	15.23	20.91
Retail sales workers	7.50	7.75	9.50	12.97	16.83
Retail salespersons	7.27	9.35	13.33	16.83	18.91
Office and administrative support occupations	8.75	10.19	12.38	16.15	19.87
Financial clerks	8.67	13.37	15.00	16.25	19.23
Stock clerks and order fillers	8.00	8.00	9.12	10.19	10.19
Secretaries and administrative assistants	10.34	11.25	17.92	19.81	19.99
Secretaries, except legal, medical, and executive	11.25	11.25	11.54	12.00	14.42
Office clerks, general	8.75	9.00	11.10	12.53	14.78
Construction and extraction occupations	8.08	15.45	21.52	27.30	29.15
Electricians	11.40	17.50	22.36	27.95	29.15
Installation, maintenance, and repair occupations	7.50	17.95	22.18	27.26	32.12
Industrial machinery installation, repair, and maintenance workers	9.98	15.75	22.18	22.18	29.13
Industrial machinery mechanics	17.25	20.91	29.13	32.29	33.47
Maintenance and repair workers, general	7.63	13.68	22.18	22.18	22.18
Miscellaneous installation, maintenance, and repair workers	17.95	17.95	23.67	26.31	26.31

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Production occupations	\$7.25	\$10.50	\$16.16	\$28.21	\$29.12
First-line supervisors/managers of production and operating workers	17.70	20.19	31.28	33.22	35.51
Forming machine setters, operators, and tenders, metal and plastic	13.94	13.94	19.44	19.44	19.44
Machine tool cutting setters, operators, and tenders, metal and plastic	8.75	11.61	13.85	19.44	28.21
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.03	9.50	11.85	28.21	28.21
Machinists	16.16	16.85	17.76	17.76	21.36
Tool and die makers	14.50	17.76	22.00	33.41	33.41
Welding, soldering, and brazing workers	12.50	12.50	14.46	14.50	16.00
Inspectors, testers, sorters, samplers, and weighers	11.42	17.98	23.89	25.02	25.02
Miscellaneous production workers	7.00	7.00	7.50	13.33	29.34
Transportation and material moving occupations	7.22	10.00	16.80	22.60	28.42
Laborers and material movers, hand	8.00	13.58	13.80	28.02	28.55

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

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

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$5.50	\$6.85	\$8.00	\$10.41	\$21.56
Education, training, and library occupations	7.50	7.50	7.50	22.05	55.37
Healthcare practitioner and technical occupations	19.76	21.25	24.53	26.91	29.44
Registered nurses	20.46	22.00	25.11	27.19	29.44
Food preparation and serving related occupations	3.43	6.85	6.85	7.50	9.00
Food service, tipped	3.42	3.43	3.43	6.85	6.85
Waiters and waitresses	3.42	3.42	3.43	3.43	3.43
Fast food and counter workers	5.63	6.85	6.85	7.80	8.25
Combined food preparation and serving workers, including fast food	6.25	6.85	6.85	7.99	8.25
Building and grounds cleaning and maintenance occupations	5.15	5.15	5.75	7.76	9.38
Building cleaning workers	5.15	5.15	5.75	7.76	8.73
Personal care and service occupations	7.50	8.50	9.00	9.25	12.65
Child care workers	5.76	6.85	6.98	9.15	9.15
Sales and related occupations	5.50	6.25	7.50	8.00	9.99
Retail sales workers	5.50	6.11	7.35	7.85	9.27
Cashiers, all workers	5.15	6.11	6.85	7.50	7.60
Cashiers	5.15	6.11	6.85	7.50	7.60
Office and administrative support occupations	7.95	8.37	9.75	11.57	15.16
Transportation and material moving occupations	6.80	6.85	7.00	7.35	8.25

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

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

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.03	\$15.75	\$712	\$628	39.5	\$35,979	\$32,344	1,996
Management occupations	36.66	36.00	1,453	1,440	39.6	74,484	73,719	2,032
Industrial production managers	38.62	40.87	1,545	1,635	40.0	80,335	84,999	2,080
Education administrators	37.27	34.50	1,450	1,294	38.9	70,200	67,275	1,883
Business and financial operations occupations	20.29	18.57	778	743	38.4	40,482	38,632	1,995
Computer and mathematical science occupations	30.05	25.52	1,202	1,021	40.0	59,346	47,549	1,975
Architecture and engineering occupations	30.62	29.91	1,225	1,196	40.0	63,700	62,213	2,080
Engineers	35.30	35.48	1,412	1,419	40.0	73,425	73,805	2,080
Community and social services occupations	17.13	15.94	674	638	39.4	35,085	33,153	2,048
Education, training, and library occupations	27.72	28.48	1,029	1,074	37.1	41,001	42,304	1,479
Primary, secondary, and special education school teachers	35.33	34.92	1,276	1,269	36.1	47,014	46,963	1,331
Elementary and middle school teachers	38.92	40.73	1,368	1,447	35.1	50,231	52,952	1,291
Elementary school teachers, except special education	38.45	40.57	1,369	1,447	35.6	50,338	52,952	1,309
Secondary school teachers	35.97	33.85	1,312	1,269	36.5	48,465	46,963	1,348
Secondary school teachers, except special and vocational education	35.97	33.85	1,312	1,269	36.5	48,465	46,963	1,348
Special education teachers	35.83	36.08	1,281	1,283	35.7	47,246	46,720	1,319
Healthcare practitioner and technical occupations	24.26	24.61	968	984	39.9	50,342	51,189	2,075
Physicians and surgeons	90.93	73.52	4,385	4,000	48.2	228,015	208,001	2,508
Registered nurses	25.64	25.14	1,025	1,006	40.0	53,301	52,291	2,079
Licensed practical and licensed vocational nurses	17.00	16.98	680	679	40.0	35,352	35,327	2,080
Healthcare support occupations	10.64	9.54	411	364	38.6	21,376	18,928	2,010
Nursing, psychiatric, and home health aides	9.66	9.54	376	358	38.9	19,541	18,603	2,022
Nursing aides, orderlies, and attendants	9.66	9.54	376	358	38.9	19,541	18,603	2,022
Protective service occupations	16.82	17.80	695	761	41.3	36,141	39,562	2,148
Food preparation and serving related occupations	10.08	8.82	391	318	38.8	19,994	15,600	1,983
Building and grounds cleaning and maintenance occupations	10.60	10.00	420	400	39.6	21,847	20,800	2,062
Building cleaning workers	10.01	9.40	397	360	39.6	20,619	18,720	2,059
Janitors and cleaners, except maids and housekeeping cleaners	10.57	10.07	422	403	39.9	21,924	20,946	2,074
Personal care and service occupations	10.02	10.50	360	315	35.9	18,720	16,378	1,867
Sales and related occupations	12.10	10.25	491	410	40.6	25,108	21,320	2,075
Retail sales workers	10.92	9.50	437	380	40.0	22,723	19,760	2,080
Retail salespersons	13.43	13.33	537	533	40.0	27,940	27,716	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations	\$13.46	\$12.38	\$530	\$489	39.4	\$27,544	\$25,438	2,046
Financial clerks	14.47	15.00	579	600	40.0	30,092	31,200	2,080
Stock clerks and order fillers	9.67	9.12	387	365	40.0	20,118	18,965	2,080
Secretaries and administrative assistants	15.49	17.92	592	700	38.2	30,702	36,382	1,982
Secretaries, except legal, medical, and executive	12.19	11.54	487	462	40.0	25,142	23,999	2,063
Office clerks, general	11.25	11.10	450	444	40.0	23,402	23,088	2,080
Construction and extraction occupations	20.65	21.52	826	861	40.0	41,833	43,118	2,026
Electricians	22.37	22.36	895	894	40.0	46,537	46,509	2,080
Installation, maintenance, and repair occupations	21.60	22.18	866	887	40.1	45,047	46,134	2,086
Industrial machinery installation, repair, and maintenance workers	20.10	22.18	804	887	40.0	41,815	46,134	2,080
Industrial machinery mechanics	26.13	29.13	1,045	1,165	40.0	54,351	60,590	2,080
Maintenance and repair workers, general	17.95	22.18	718	887	40.0	37,342	46,134	2,080
Miscellaneous installation, maintenance, and repair workers	22.47	23.67	899	947	40.0	46,744	49,234	2,080
Production occupations	17.90	16.16	712	620	39.8	37,031	32,240	2,069
First-line supervisors/managers of production and operating workers	28.09	31.28	1,124	1,251	40.0	58,426	65,056	2,080
Forming machine setters, operators, and tenders, metal and plastic	18.41	19.44	736	778	40.0	38,294	40,431	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	13.85	633	554	40.0	32,890	28,808	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16.48	11.85	659	474	40.0	34,286	24,648	2,080
Machinists	18.27	17.76	687	710	37.6	35,703	36,941	1,954
Tool and die makers	25.41	22.00	1,016	880	40.0	52,845	45,760	2,080
Welding, soldering, and brazing workers	14.18	14.46	551	560	38.8	28,638	29,120	2,019
Inspectors, testers, sorters, samplers, and weighers	21.56	23.89	853	956	39.5	44,337	49,691	2,057
Miscellaneous production workers	12.84	7.50	511	300	39.8	26,556	15,600	2,068
Transportation and material moving occupations	16.51	16.80	659	664	39.9	31,926	28,704	1,933
Laborers and material movers, hand ..	18.64	13.80	746	552	40.0	34,934	28,704	1,874

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.12	\$15.00	\$680	\$600	39.7	\$34,848	\$30,680	2,036
Management occupations	37.99	36.00	1,519	1,440	40.0	79,013	74,880	2,080
Industrial production managers	38.62	40.87	1,545	1,635	40.0	80,335	84,999	2,080
Business and financial operations occupations	20.39	18.57	816	743	40.0	42,416	38,632	2,080
Architecture and engineering occupations	30.62	29.91	1,225	1,196	40.0	63,700	62,213	2,080
Engineers	35.30	35.48	1,412	1,419	40.0	73,425	73,805	2,080
Education, training, and library occupations	25.41	26.24	975	1,015	38.4	36,204	36,867	1,425
Healthcare practitioner and technical occupations	23.96	24.39	959	976	40.0	49,848	50,731	2,081
Physicians and surgeons	90.93	73.52	4,385	4,000	48.2	228,015	208,001	2,508
Registered nurses	25.64	25.14	1,025	1,006	40.0	53,301	52,291	2,079
Licensed practical and licensed vocational nurses	17.00	16.98	680	679	40.0	35,352	35,327	2,080
Healthcare support occupations	10.64	9.54	411	364	38.6	21,376	18,928	2,010
Nursing, psychiatric, and home health aides	9.66	9.54	376	358	38.9	19,541	18,603	2,022
Nursing aides, orderlies, and attendants	9.66	9.54	376	358	38.9	19,541	18,603	2,022
Food preparation and serving related occupations	9.57	8.27	372	300	38.9	19,346	15,600	2,022
Building and grounds cleaning and maintenance occupations	10.37	9.40	411	360	39.6	21,349	18,720	2,059
Building cleaning workers	9.65	9.00	382	360	39.5	19,841	18,720	2,056
Janitors and cleaners, except maids and housekeeping cleaners	10.15	10.00	405	400	39.9	21,046	20,800	2,073
Personal care and service occupations	10.02	10.50	360	315	35.9	18,720	16,378	1,867
Sales and related occupations	12.10	10.25	491	410	40.6	25,108	21,320	2,075
Retail sales workers	10.92	9.50	437	380	40.0	22,723	19,760	2,080
Retail salespersons	13.43	13.33	537	533	40.0	27,940	27,716	2,080
Office and administrative support occupations	12.91	11.78	511	464	39.6	26,565	24,143	2,058
Financial clerks	14.12	15.00	565	600	40.0	29,374	31,200	2,080
Stock clerks and order fillers	9.67	9.12	387	365	40.0	20,118	18,965	2,080
Secretaries and administrative assistants	14.58	12.00	569	480	39.0	29,480	24,960	2,022
Secretaries, except legal, medical, and executive	12.28	11.25	490	450	40.0	25,297	23,390	2,061
Office clerks, general	10.90	10.19	436	408	40.0	22,676	21,195	2,080
Construction and extraction occupations	21.14	21.52	846	861	40.0	42,614	44,762	2,016
Electricians	22.54	22.36	902	894	40.0	46,893	46,509	2,080
Installation, maintenance, and repair occupations	21.66	22.18	869	887	40.1	45,173	46,134	2,086
Industrial machinery installation, repair, and maintenance workers	20.16	22.18	807	887	40.0	41,942	46,134	2,080
Industrial machinery mechanics	26.13	29.13	1,045	1,165	40.0	54,351	60,590	2,080
Maintenance and repair workers, general	17.89	22.18	716	887	40.0	37,209	46,134	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Youngstown-Warren-Boardman, OH-PA, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Installation, maintenance, and repair occupations –Continued								
Miscellaneous installation, maintenance, and repair workers	\$22.47	\$23.67	\$899	\$947	40.0	\$46,744	\$49,234	2,080
Production occupations	17.88	16.00	712	620	39.8	36,999	32,240	2,069
First-line supervisors/managers of production and operating workers	28.09	31.28	1,124	1,251	40.0	58,426	65,056	2,080
Forming machine setters, operators, and tenders, metal and plastic	18.41	19.44	736	778	40.0	38,294	40,431	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	13.85	633	554	40.0	32,890	28,808	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16.48	11.85	659	474	40.0	34,286	24,648	2,080
Machinists	18.27	17.76	687	710	37.6	35,703	36,941	1,954
Tool and die makers	25.41	22.00	1,016	880	40.0	52,845	45,760	2,080
Welding, soldering, and brazing workers	14.18	14.46	551	560	38.8	28,638	29,120	2,019
Inspectors, testers, sorters, samplers, and weighers	21.56	23.89	853	956	39.5	44,337	49,691	2,057
Miscellaneous production workers	12.84	7.50	511	300	39.8	26,556	15,600	2,068
Transportation and material moving occupations	16.52	16.80	664	672	40.2	32,254	28,704	1,953
Laborers and material movers, hand ..	18.64	13.80	746	552	40.0	34,934	28,704	1,874

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.36	\$19.99	\$891	\$810	38.2	\$41,806	\$40,477	1,790
Management occupations	34.72	34.50	1,359	1,294	39.1	68,238	67,275	1,965
Education, training, and library occupations	28.16	29.32	1,039	1,086	36.9	41,957	43,252	1,490
Primary, secondary, and special education school teachers	38.48	40.52	1,359	1,416	35.3	50,028	52,096	1,300
Elementary and middle school teachers	39.41	41.05	1,381	1,447	35.0	50,758	52,952	1,288
Elementary school teachers, except special education	39.05	40.86	1,386	1,447	35.5	51,028	53,256	1,307
Protective service occupations	19.52	19.19	828	779	42.4	43,031	40,485	2,204
Office and administrative support occupations	16.75	16.59	637	664	38.0	33,163	34,509	1,980

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Youngstown-Warren-Boardman, OH-PA, April 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$15.95	\$13.62	\$15.22	\$24.95
Management, professional, and related	25.16	24.85	23.00	28.01
Management, business, and financial	28.49	28.27	28.44	—
Professional and related	23.87	22.61	20.46	27.82
Service	8.91	8.39	9.60	12.79
Sales and office	11.79	11.94	11.45	12.46
Sales and related	10.92	10.55	—	—
Office and administrative support	12.61	13.22	11.28	12.46
Natural resources, construction, and maintenance	21.39	17.06	25.38	26.87
Construction and extraction	21.06	18.12	—	—
Installation, maintenance, and repair	21.63	15.43	23.45	27.53
Production, transportation, and material moving	17.17	13.11	13.57	25.89
Production	17.74	12.45	13.09	26.23
Transportation and material moving	15.97	14.46	14.23	24.26
	Relative error ³ (percent)			
All workers	3.6	6.5	3.5	3.4
Management, professional, and related	2.4	5.0	6.0	3.9
Management, business, and financial	5.0	7.8	9.1	—
Professional and related	2.5	6.8	5.2	3.9
Service	3.8	4.9	6.1	1.4
Sales and office	3.7	3.9	10.0	5.0
Sales and related	6.9	7.8	—	—
Office and administrative support	5.7	7.3	4.9	5.0
Natural resources, construction, and maintenance	5.9	17.0	5.1	11.4
Construction and extraction	7.2	21.2	—	—
Installation, maintenance, and repair	8.9	26.2	6.8	12.6
Production, transportation, and material moving	5.2	11.2	9.2	3.1
Production	7.6	15.1	9.1	4.2
Transportation and material moving	8.0	15.3	14.3	3.2

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$14.98	\$12.84	\$593	\$500	39.6	\$30,482	\$26,104	2,035
Management occupations	41.94	37.02	1,678	1,481	40.0	87,231	77,000	2,080
Business and financial operations occupations ...	18.49	18.32	740	733	40.0	38,469	38,106	2,080
Healthcare practitioner and technical occupations								
Physicians and surgeons	90.93	73.52	4,385	4,000	48.2	228,015	208,001	2,508
Food preparation and serving related occupations	9.60	7.50	372	300	38.8	19,343	15,579	2,016
Building and grounds cleaning and maintenance occupations	9.81	9.40	387	360	39.4	20,106	18,720	2,050
Building cleaning workers	9.81	9.40	387	360	39.4	20,106	18,720	2,050
Janitors and cleaners, except maids and housekeeping cleaners	10.00	10.00	399	400	39.9	20,725	20,800	2,073
Personal care and service occupations	10.02	10.50	360	315	35.9	18,720	16,378	1,867
Sales and related occupations	11.95	10.25	489	380	40.9	24,759	19,760	2,072
Retail sales workers	9.47	7.75	379	310	40.0	19,704	16,120	2,080
Office and administrative support occupations	13.65	12.84	537	513	39.4	27,920	26,701	2,045
Secretaries and administrative assistants	14.77	12.00	575	480	38.9	29,791	24,960	2,017
Construction and extraction occupations	18.18	21.52	727	861	40.0	36,210	36,400	1,991
Production occupations	12.41	12.00	496	480	40.0	25,806	24,960	2,080
Transportation and material moving occupations	15.04	12.12	602	485	40.0	31,287	25,210	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Youngstown-Warren-Boardman, OH-PA, April 2007**

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.11	\$16.80	\$762	\$672	39.9	\$38,936	\$34,944	2,037
Management occupations	32.17	29.46	1,287	1,178	40.0	66,918	61,273	2,080
Industrial production managers	38.62	40.87	1,545	1,635	40.0	80,335	84,999	2,080
Business and financial operations occupations ...	25.14	23.18	1,006	927	40.0	52,291	48,204	2,080
Architecture and engineering occupations	33.25	34.86	1,330	1,394	40.0	69,155	72,500	2,080
Engineers	35.30	35.48	1,412	1,419	40.0	73,425	73,805	2,080
Healthcare practitioner and technical occupations	23.55	23.18	942	927	40.0	48,990	48,208	2,080
Registered nurses	26.00	26.40	1,040	1,056	40.0	54,081	54,912	2,080
Healthcare support occupations	11.35	10.00	441	388	38.8	22,926	20,176	2,020
Office and administrative support occupations	11.56	10.50	462	420	40.0	24,044	21,840	2,080
Financial clerks	13.48	14.64	539	586	40.0	28,032	30,457	2,080
Office clerks, general	10.54	9.52	421	381	40.0	21,915	19,800	2,080
Construction and extraction occupations	28.53	28.12	1,141	1,125	40.0	59,334	58,490	2,080
Installation, maintenance, and repair occupations	24.99	26.31	999	1,052	40.0	51,971	54,714	2,080
Industrial machinery installation, repair, and maintenance workers	21.15	20.91	846	836	40.0	43,993	43,497	2,080
Industrial machinery mechanics	26.13	29.13	1,045	1,165	40.0	54,351	60,590	2,080
Miscellaneous installation, maintenance, and repair workers	22.47	23.67	899	947	40.0	46,744	49,234	2,080
Production occupations	20.21	19.44	802	778	39.7	41,714	40,431	2,064
Forming machine setters, operators, and tenders, metal and plastic	18.41	19.44	736	778	40.0	38,294	40,431	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	16.90	14.45	676	578	40.0	35,152	30,056	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	18.27	16.39	731	656	40.0	37,993	34,091	2,080
Inspectors, testers, sorters, samplers, and weighers	21.56	23.89	853	956	39.5	44,337	49,691	2,057
Miscellaneous production workers	13.01	7.50	517	300	39.8	26,902	15,600	2,068
Transportation and material moving occupations	17.19	16.80	692	672	40.3	32,654	34,944	1,900
Laborers and material movers, hand	21.01	28.02	840	1,121	40.0	38,525	28,704	1,833

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$21.83	\$21.57	\$22.34	\$14.64	\$14.23	\$22.95
Management, professional, and related	25.64	22.50	26.73	25.96	25.57	28.31
Management, business, and financial	—	—	—	30.22	28.49	35.36
Professional and related	26.50	22.50	28.14	23.47	24.19	14.69
Service	15.84	13.07	17.80	8.52	8.53	8.18
Sales and office	13.75	11.47	14.85	11.94	11.80	15.61
Sales and related	—	—	—	10.92	10.92	—
Office and administrative support	13.75	11.47	14.85	12.90	12.69	15.61
Natural resources, construction, and maintenance	24.52	25.62	18.19	16.48	16.48	—
Construction and extraction	23.12	24.72	—	—	—	—
Installation, maintenance, and repair	26.13	26.45	—	16.98	16.98	—
Production, transportation, and material moving	21.40	21.51	—	13.15	13.15	—
Production	22.65	22.71	—	13.05	13.05	—
Transportation and material moving	18.77	18.89	—	13.36	13.36	—
	Relative error ⁴ (percent)					
All workers	3.6	4.7	3.9	4.5	4.9	13.4
Management, professional, and related	5.8	13.1	6.4	3.9	3.9	12.7
Management, business, and financial	—	—	—	4.5	5.0	4.9
Professional and related	5.9	13.1	5.4	3.5	4.1	5.2
Service	4.5	3.5	6.0	3.8	3.9	13.8
Sales and office	13.6	7.5	15.9	3.7	3.8	17.3
Sales and related	—	—	—	6.9	6.9	—
Office and administrative support	13.6	7.5	15.9	5.4	6.0	17.3
Natural resources, construction, and maintenance	4.6	4.2	.7	13.2	13.2	—
Construction and extraction	4.4	3.4	—	—	—	—
Installation, maintenance, and repair	7.1	7.1	—	17.6	17.6	—
Production, transportation, and material moving	5.5	5.6	—	8.4	8.4	—
Production	5.4	5.5	—	9.6	9.6	—
Transportation and material moving	8.9	9.9	—	15.0	15.0	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$16.77	\$15.83	\$19.12	\$19.12
Management, professional, and related	25.85	25.16	—	—
Management, business, and financial	28.65	28.49	—	—
Professional and related	24.74	23.87	—	—
Service	9.79	8.83	—	—
Sales and office	12.03	11.70	—	—
Sales and related	10.66	10.66	—	—
Office and administrative support	13.04	12.61	—	—
Natural resources, construction, and maintenance	20.69	20.95	—	—
Construction and extraction	—	21.06	—	—
Installation, maintenance, and repair	20.80	20.85	—	—
Production, transportation, and material moving	16.90	16.89	24.99	24.99
Production	17.73	17.72	—	—
Transportation and material moving	15.05	15.01	—	—
	Relative error ⁴ (percent)			
All workers	3.3	3.7	13.4	13.4
Management, professional, and related	2.3	2.4	—	—
Management, business, and financial	4.9	5.0	—	—
Professional and related	2.7	2.5	—	—
Service	4.5	3.6	—	—
Sales and office	3.1	3.2	—	—
Sales and related	5.9	5.9	—	—
Office and administrative support	4.9	5.7	—	—
Natural resources, construction, and maintenance	6.5	7.0	—	—
Construction and extraction	—	7.3	—	—
Installation, maintenance, and repair	11.3	11.6	—	—
Production, transportation, and material moving	5.0	5.1	10.6	10.6
Production	7.4	7.5	—	—
Transportation and material moving	6.3	6.5	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Youngstown-Warren-Boardman, OH-PA, April 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$18.96	\$21.93	-	-	-	\$17.31	-	\$7.42	-
Management, professional, and related	-	35.31	-	-	-	24.02	-	-	-
Management, business, and financial	-	42.41	-	-	-	-	-	-	-
Professional and related	-	32.42	-	-	-	-	-	-	-
Service	-	-	-	-	-	-	-	7.42	-
Sales and office	-	13.84	-	-	-	17.00	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	13.21	-	-	-	-	-	-	-
Natural resources, construction, and maintenance	19.11	25.63	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	25.57	-	-	-	-	-	-	-
Production, transportation, and material moving	-	20.54	-	-	-	-	-	-	-
Production	-	20.28	-	-	-	-	-	-	-
Transportation and material moving ...	-	22.58	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	6.6	1.9	-	-	-	15.7	-	0.6	-
Management, professional, and related	-	3.6	-	-	-	.3	-	-	-
Management, business, and financial	-	2.3	-	-	-	-	-	-	-
Professional and related	-	2.5	-	-	-	-	-	-	-
Service	-	-	-	-	-	-	-	.4	-
Sales and office	-	3.8	-	-	-	13.2	-	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	6.8	-	-	-	-	-	-	-
Natural resources, construction, and maintenance	11.1	13.1	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	14.2	-	-	-	-	-	-	-
Production, transportation, and material moving	-	3.9	-	-	-	-	-	-	-
Production	-	5.2	-	-	-	-	-	-	-
Transportation and material moving ...	-	6.9	-	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Youngstown–Warren–Boardman, OH–PA, Metropolitan Statistical Area (MSA) includes Mahoning and Trumbull Counties, OH; and Mercer County, PA.

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. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify 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 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1–49	Up to 4
50–249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

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

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample

replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1–4
Group II	Levels 5–8
Group III	Levels 9–12
Group IV	Levels 13–15

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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

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

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteristics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the me-

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, Youngstown-Warren-Boardman, OH-PA, April 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	209,000	177,500	31,500
Management, professional, and related	48,500	29,900	18,600
Management, business, and financial	12,500	7,400	5,100
Professional and related	36,000	22,500	13,500
Service	48,200	42,700	5,600
Sales and office	50,900	45,700	5,200
Sales and related	22,300	22,300	–
Office and administrative support	28,600	23,400	5,200
Natural resources, construction, and maintenance	16,300	14,900	1,300
Construction and extraction	7,900	6,700	–
Installation, maintenance, and repair	8,400	8,200	–
Production, transportation, and material moving	45,100	44,300	–
Production	29,300	29,000	–
Transportation and material moving	15,800	15,300	–

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.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Youngstown-Warren-Boardman, OH-PA, April 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	10,860	10,266	593
Total in sample	221	203	18
Responding	134	118	16
Refused or unable to provide data	60	58	2
Out of business or not in survey scope	27	27	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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