

Occupational Compensation Pilot Survey Albuquerque, NM February–March 1996

U.S. Department of Labor
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Preface

This survey of occupational pay was conducted in February/March 1996 in the Albuquerque, New Mexico Metropolitan Statistical Area (MSA). The MSA includes the counties of Bernalillo, Sandoval, and Valencia.

Albuquerque is the first area selected for a series of tests using a new way of identifying and classifying occupations in establishments. The revised data collection procedure introduces a new method for determining the level of duties and responsibilities of surveyed occupations. This method, called "generic leveling," will replace the job classification system now used in the Occupational Compensation Survey program (OCS). An entirely new statistical program will replace the existing OCS program, Employment Cost Index, and Employee Benefit Survey series. The working title of the program is COMP2000.

Hourly wage rates for various occupational classifications compose the bulk of the information contained in this bulletin. One table contains data on weekly wage rates. Tables showing the number of workers included in the wage data are also presented. The bulletin consists primarily of tables whose data are analyzed in the initial textual section. Also contained in this bulletin is information on the new COMP2000 program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

Survey data were collected and reviewed by Bureau of Labor Statistics (BLS) field economists under the direction of the Dallas Regional Office. 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 was responsible for the survey design and data processing and analysis.

Where to find more information

For additional information regarding this survey, please contact the BLS Dallas Regional Office at (214) 767-9379. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Washington, DC 20212-0001, or call (202) 606-6219.

The data contained in this bulletin are also available on the Internet's World Wide Web through the BLS site: <http://stats.bls.gov/comhome.htm> Data are in ASCII files containing exactly the published table format. Electronic files for future surveys will contain positional columns of data in an ASCII file for easy manipulation as a data base or spreadsheet. A third format will be Portable Document Format that will contain the entire bulletin, cover, text, tables, and appendixes.

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A new compensation survey

This bulletin represents the first test product of a new Bureau of Labor Statistics program called COMP2000. COMP2000 integrates three existing programs: the Occupational Compensation Survey (OCS), the Employment Cost Index (ECI), and the Employee Benefits Survey (EBS), into one comprehensive compensation program. Data from the new survey will be jointly collected from one common sample of establishments. The survey has several major goals: To make the most efficient use of available resources--dollars, people, and technology; to minimize the burden of collection on respondents; and to provide a wide range of statistical outputs reflecting up-to-date economic and statistical concepts.

The streamlining of programs and the addition of data will be phased in over time. At first, testing will concentrate on wage level data (such as contained in this bulletin) and the collection of demographic characteristics of workers (e.g., length of service). In Fall 1996, a new area-based sample will be put into place that will allow for the collection of wage data based on the methods refined in the early tests. The larger metropolitan area collections will yield bulletins similar to this one, which will replace the current Occupational Compensation Survey bulletins.

Further testing concerning benefit data, wage trend data, and other compensation characteristics will begin within the next year. Based on those test results, new collection procedures for those types of statistics will be developed. The new procedures will be implemented beginning in 1998. Eventually, wage data and benefit information collected from the sample will be used to produce compensation indexes and statistics on benefit provisions and incidence. These new series will supplant the current ECI and EBS programs.

COMP2000 versus OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Survey bulletins by providing broader coverage of occupations and establishments within the survey area. The same holds for all future COMP2000 products.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classification, such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

In tables containing job levels within occupational series, the levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time status, union versus nonunion status, and establishment employment size. Not all of these series were generated by the OCS program.

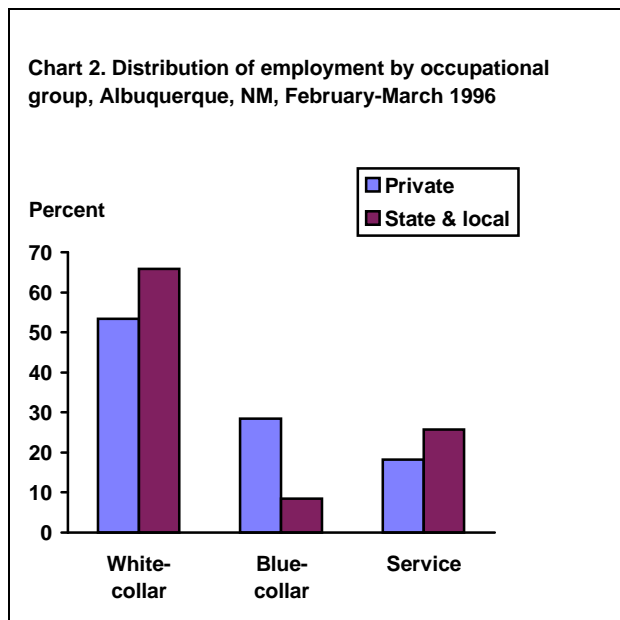
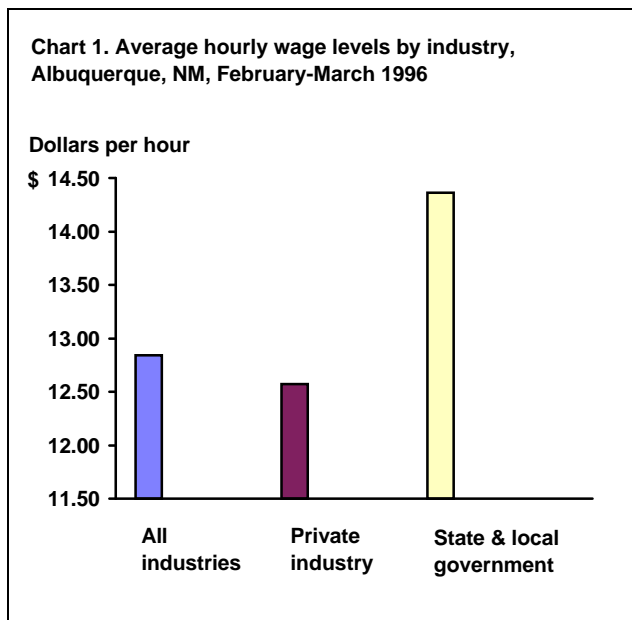
Finally, the establishments surveyed in this bulletin were selected from among all private and State and local government establishments. Previous OCS samples were limited to establishments with 50 or more employees. The wider scope of the COMP2000 program means that virtually all workers in the Albuquerque metropolitan statistical area are covered, excluding only private household and farm workers and employees of the Federal Government.

Wages in the Albuquerque, NM metropolitan area

Straight-time wages in the Albuquerque metropolitan area averaged \$12.84 per hour during February and March, 1996 (table 2). White-collar workers had the highest average wage level, \$15.62 per hour. Blue-collar workers averaged \$10.93 per hour, while service workers had average earnings of \$6.57 per hour.

Within each of these occupational groups, average wages for individual occupations varied widely. For example, white-collar occupations included industrial engineers at \$25.71 per hour, social workers at \$15.20 per hour, and telephone operators at \$9.31 per hour. Among occupations in the blue-collar category, automobile mechanics averaged \$12.16 per hour while stock handlers and baggers averaged \$7.00 per hour. Finally, service workers included waiters and waitresses at \$2.70 per hour (not including tips) and janitors and cleaners at \$7.14 per hour. Table 2 presents earnings data for 78 detailed occupations; data for other detailed occupations could not be reported separately due to concerns about the confidentiality of survey respondents.

Private industry workers, about 85 percent of the Albuquerque labor force studied, averaged \$12.57 per hour, while State and local government workers earned \$14.36 per hour (chart 1). (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.) The difference in wages between the private and government sectors reflects several factors (chart 2). First, there was a greater proportion of higher paid, professional specialty and technical workers in State and local governments (39 percent of all employees) than in private industry (16 percent). Similarly, there was a greater proportion of government employees in service occupations (26 percent) than there were in the private sector (18 percent). Service workers in State and local governments, which included such jobs as police officers and firefighters, average \$9.00 per hour compared to an average of \$5.84 per hour for private sector service workers, which were more often food and health-related occupations.



Another reason for differences in pay between the private and government sectors is the higher number of part-time workers in the private sector than in State and local governments. Approximately 23 percent of private sector employees in Albuquerque worked part time, compared with only 14 percent of State and local government workers.

Average wages for full-time workers in Albuquerque were \$13.55 per hour, compared with an average of \$7.89 per hour for part-time workers (tables 3-4). For some occupations, there was a large difference in wages between full- and part-time workers. For example, full-time general office clerks averaged \$8.61 per hour compared with \$6.05 per hour for their part-time counterparts. In other occupations, wages varied only slightly based on full- or part-time work schedule. Full-time waiters and waitresses averaged \$2.77 per hour while part-timers averaged \$2.50 per hour.

Wages for different levels of work within major occupational groups showed a consistent pattern (table 7). With a few exceptions, as the level of work increased, so did the corresponding wage rate. A given level within a group may not have data because no workers were identified at that level or because there were not enough data to guarantee confidentiality.

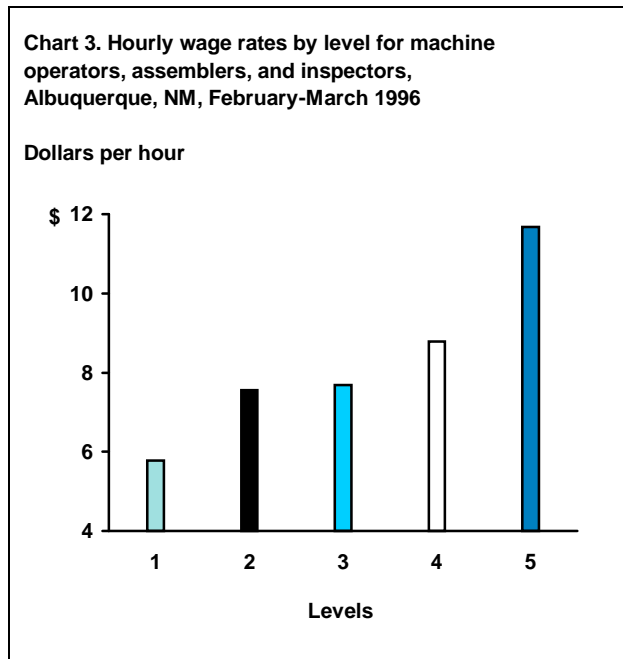
Among professional specialty occupations, workers at level 5 (typically entry level workers with a college degree) averaged \$12.38 per hour. Workers at level 11, considered a fully functional professional, averaged \$22.68 per hour. Finally, at the more senior level 13, professionals averaged \$35.71 per hour.

Blue-collar occupations were typically classified at lower work levels, and there was less of a spread in wages between lower and higher levels of work in an occupational group. For example, machine operators, assemblers, and inspectors wages ranged from an average of \$5.78 per hour at level 1 (entry level or perform simple repetitive tasks) to \$11.67 per hour at level 5 (skilled, experienced level) (chart 3).

Union workers had higher hourly wage rates (\$14.21) in Albuquerque than nonunion workers (\$12.66) (table 9). Approximately 11 percent of the employees in Albuquerque were classified as union employees.

Data are also available on average wages for employees paid on an incentive basis (typically a base pay plus commission or piece work) and employees paid strictly

based on time (table 9). Average pay for incentive workers was \$15.09 per hour compared with \$12.72 per hour for time-based employees. Among sales occupations, incentive workers averaged \$16.79 per hour compared with an average of \$9.57 per hour for time-based sales workers.



In the private sector, hourly wages averaged \$13.37 in goods-producing industries compared with \$12.33 in service-producing industries (table 12). Average hourly wages did vary more widely between industry divisions. For example, workers in transportation and public utilities averaged \$15.62 per hour while workers in wholesale and retail trade averaged \$9.04 per hour.

Average hourly earnings generally increased as the number of workers in an establishment increased (table 16). Among workers in private sector establishments with fewer than 100 workers, earnings averaged \$11.15 per hour. Private sector establishments with 100 workers or more employed workers with average wages of \$14.00 per hour. In the largest establishments, those with 500 workers or more, wages averaged \$16.40 per hour.

Table 1. Number of workers by occupation, Albuquerque, NM, February-March 1996

Occupation ¹	Full-time and part-time workers ²			Full-time workers ²			Part-time workers ²	
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry
All workers	273,889	233,260	40,628	215,581	180,461	35,121	58,307	52,800
All workers excluding sales	247,057	206,455	40,601	196,575	161,481	35,094	50,482	44,974
White-collar occupations	151,204	124,476	26,728	124,326	102,067	22,259	26,878	22,409
Professional specialty and technical occupations	52,436	36,450	15,986	43,452	31,934	11,517	8,984	4,516
Professional specialty occupations	38,423	24,253	14,170	31,741	21,425	10,316	6,683	2,829
Electrical and electronic engineers	3,032	3,032	-	3,032	3,032	-	-	-
Industrial engineers	1,178	1,178	-	1,178	1,178	-	-	-
Computer systems analysts and scientists	2,961	2,932	-	2,961	2,932	-	-	-
Registered nurses	6,269	3,587	2,683	4,044	2,240	-	2,226	1,347
Social workers	2,891	-	-	2,665	-	-	-	-
Lawyers	672	-	-	672	-	-	-	-
Technical occupations	14,013	12,196	1,816	11,711	10,509	1,202	2,302	1,687
Clinical laboratory technologists and technicians	1,782	-	-	-	-	-	-	-
Radiological technicians	747	747	-	-	-	-	-	-
Licensed practical nurses	1,062	1,062	-	487	487	-	-	-
Health technologists and technicians, N.E.C.	1,471	1,031	-	1,012	777	-	-	-
Electrical and electronic technicians	2,017	1,985	-	2,017	1,985	-	-	-
Drafters	910	-	-	910	-	-	-	-
Legal assistants	706	-	-	-	-	-	-	-
Technical and related occupations, N.E.C.	844	777	-	844	777	-	-	-
Executive, administrative, and managerial occupations	22,205	17,915	4,290	22,027	17,737	4,290	-	-
Financial managers	1,112	1,067	-	1,112	1,067	-	-	-
Administrators, education and related fields	1,391	-	-	1,391	-	-	-	-
Managers, medicine and health	825	671	-	825	671	-	-	-
Managers, service organizations, N.E.C.	1,152	1,060	-	974	882	-	-	-
Managers and administrators, N.E.C. ...	7,239	6,515	-	7,239	6,515	-	-	-
Accountants and auditors	2,037	1,869	-	2,037	1,869	-	-	-
Management analysts	303	-	-	303	-	-	-	-
Personnel, training, and labor relations specialists	3,381	3,289	-	3,381	3,289	-	-	-
Management related occupations, N.E.C.	1,471	849	-	1,471	849	-	-	-
Sales occupations	26,832	26,805	-	19,007	18,980	-	7,826	7,826
Supervisors, sales occupations	3,112	3,112	-	3,051	3,051	-	-	-
Sales occupations, other business services	1,998	1,998	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	1,631	1,631	-	1,631	1,631	-	-	-
Sales workers, apparel	1,014	1,014	-	-	-	-	-	-
Sales workers, other commodities	2,019	2,019	-	1,684	1,684	-	-	-
Sales counter clerks	1,722	1,722	-	-	-	-	928	928
Cashiers	7,968	7,968	-	4,005	4,005	-	3,962	3,962
Sales support occupations, N.E.C.	1,472	1,472	-	1,109	1,109	-	-	-
Administrative support including clerical occupations	49,731	43,306	6,425	39,841	33,416	6,425	9,890	9,890
Supervisors, general office	978	978	-	767	767	-	-	-
Secretaries	5,727	5,297	430	4,352	3,922	430	-	-
Receptionists	2,869	2,869	-	1,366	1,366	-	1,504	1,504
Order clerks	3,323	3,323	-	2,695	2,695	-	-	-
Records clerks, N.E.C.	515	414	-	515	414	-	-	-
Bookkeepers, accounting and auditing clerks	3,014	2,784	-	2,428	2,198	-	586	586
Telephone operators	1,315	1,315	-	1,179	1,179	-	-	-
Messengers	867	867	-	-	-	-	-	-
Dispatchers	756	-	-	428	-	-	-	-
Traffic, shipping and receiving clerks ...	675	580	-	675	580	-	-	-
Stock and inventory clerks	1,578	859	-	1,567	848	-	-	-

See footnotes at end of table.

Table 1. Number of workers by occupation, Albuquerque, NM, February-March 1996 — Continued

Occupation ¹	Full-time and part-time workers ²			Full-time workers ²			Part-time workers ²	
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry
Insurance adjusters, examiners, and investigators	1,294	1,261	—	1,235	1,202	—	—	—
Investigators and adjusters except insurance	1,895	1,895	—	1,795	1,795	—	—	—
General office clerks	7,062	5,226	1,836	5,299	3,463	1,836	1,763	1,763
Bank tellers	2,271	2,271	—	2,036	2,036	—	—	—
Data entry keyers	1,183	1,116	—	647	—	—	—	—
Teachers' aides	348	—	348	348	—	348	—	—
Administrative support occupations, N.E.C.	3,833	3,202	—	3,589	2,958	—	—	—
White-collar occupations excluding sales	124,372	97,671	26,701	105,320	83,087	22,232	19,052	14,584
Blue-collar occupations	69,888	66,433	3,455	56,220	52,833	3,386	13,668	13,600
Precision production, craft, and repair occupations	27,556	25,319	2,237	26,292	24,055	2,237	1,264	1,264
Supervisors, mechanics and repairers	617	—	—	617	—	—	—	—
Automobile mechanics	2,832	2,024	—	2,832	2,024	—	—	—
Carpenters	1,792	1,792	—	1,758	1,758	—	—	—
Electricians	2,174	2,174	—	2,174	2,174	—	—	—
Supervisors, production occupations	1,195	1,195	—	1,195	1,195	—	—	—
Inspectors, testers, and graders	546	—	—	546	—	—	—	—
Machine operators, assemblers, and inspectors	14,628	14,598	—	13,338	13,308	—	1,290	1,290
Miscellaneous machine operators, N.E.C.	2,394	2,363	—	2,144	2,114	—	—	—
Transportation and material moving occupations	11,014	10,347	667	8,617	8,018	599	2,397	2,329
Truck drivers	5,570	5,399	—	5,301	5,129	—	—	—
Driver-sales workers	1,001	1,001	—	—	—	—	—	—
Industrial truck and tractor equipment operators	963	887	—	963	887	—	—	—
Handlers, equipment cleaners, helpers, and laborers	16,691	16,170	—	7,973	7,453	—	8,718	8,718
Groundskeepers and gardeners except farm	369	—	—	—	—	—	—	—
Helpers, construction trades	—	—	—	849	771	—	—	—
Construction laborers	1,987	1,884	—	1,897	1,795	—	—	—
Stock handlers and baggers	4,949	4,949	—	1,133	1,133	—	3,816	3,816
Freight, stock, and material handlers, N.E.C.	580	580	—	444	444	—	—	—
Vehicle washers and equipment cleaners	560	560	—	—	—	—	—	—
Laborers except construction, N.E.C.	2,941	2,911	—	1,013	983	—	1,928	1,928
Service occupations	52,796	42,351	10,446	35,035	25,560	9,475	17,761	16,791
Guards and police except public service	1,348	1,313	—	565	—	—	—	—
Supervisors, food preparation and service occupations	1,148	1,148	—	894	894	—	—	—
Waiters and waitresses	6,023	6,023	—	3,528	3,528	—	2,495	2,495
Cooks	4,643	4,005	—	2,528	1,889	—	2,116	2,116
Food counter, fountain, and related occupations	2,258	2,258	—	—	—	—	1,722	1,722
Kitchen workers, food preparation	1,777	1,777	—	1,228	1,228	—	—	—
Food preparation occupations, N.E.C.	6,050	5,910	—	3,143	3,041	—	2,908	2,869
Health aides except nursing	1,136	550	—	1,136	550	—	—	—
Nursing aides, orderlies and attendants	5,680	5,271	—	2,808	2,398	—	—	—
Maids and housemen	1,829	1,624	—	1,546	1,342	—	—	—
Janitors and cleaners	9,206	5,128	4,078	8,412	4,334	4,078	—	—
Child care workers, N.E.C.	706	—	—	—	—	—	—	—
Service occupations, N.E.C.	1,421	1,072	349	685	—	—	736	—

¹ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 2. Hourly earnings¹ for selected occupations, all workers², Albuquerque, NM, February-March 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$12.84	\$10.19	\$7.00 – \$16.35	\$12.57	\$9.87	\$6.75 – \$15.87	\$14.36	\$11.84	\$8.63 – \$18.50
All workers excluding sales	12.92	10.47	7.21 – 16.46	12.63	10.07	7.00 – 16.15	14.36	11.84	8.63 – 18.50
White-collar occupations	15.62	13.25	8.35 – 19.59	15.34	12.88	7.93 – 19.00	16.99	15.97	10.31 – 21.67
Professional specialty and technical occupations	20.63	18.89	15.14 – 24.15	20.85	18.89	15.00 – 25.00	20.04	18.90	15.63 – 22.92
Professional specialty occupations	22.66	20.86	16.47 – 26.05	23.48	21.63	16.57 – 27.71	20.96	19.95	16.40 – 23.80
Electrical and electronic engineers	21.95	21.92	17.69 – 25.48	21.95	21.92	17.69 – 25.48	–	–	– –
Industrial engineers	25.71	–	–	25.71	–	–	–	–	– –
Computer systems analysts and scientists	20.36	20.39	15.92 – 25.00	20.34	20.34	15.92 – 25.00	–	–	– –
Registered nurses	18.24	17.76	15.75 – 19.81	17.66	17.24	15.77 – 19.00	19.04	–	– –
Social workers	15.20	–	–	–	–	–	–	–	– –
Lawyers	26.66	–	–	–	–	–	–	–	– –
Technical occupations	15.33	15.38	11.78 – 18.59	15.55	15.55	12.26 – 19.26	13.82	–	– –
Clinical laboratory technologists and technicians	14.25	–	–	–	–	–	–	–	– –
Radiological technicians	15.07	–	–	15.07	–	–	–	–	– –
Licensed practical nurses	12.06	–	–	12.06	–	–	–	–	– –
Health technologists and technicians, N.E.C.	10.90	10.45	8.29 – 11.78	10.93	–	–	–	–	– –
Electrical and electronic technicians	16.51	–	–	16.54	–	–	–	–	– –
Drafters	10.58	–	–	–	–	–	–	–	– –
Legal assistants	16.14	–	–	–	–	–	–	–	– –
Technical and related occupations, N.E.C.	15.15	–	–	15.70	–	–	–	–	– –
Executive, administrative, and managerial occupations	21.34	17.39	14.38 – 26.31	21.84	17.39	14.52 – 26.44	19.16	16.88	11.93 – 25.41
Financial managers	20.09	–	–	19.83	–	–	–	–	– –
Administrators, education and related fields	28.27	–	–	–	–	–	–	–	– –
Managers, medicine and health	26.70	–	–	27.62	–	–	–	–	– –
Managers, service organizations, N.E.C.	15.03	–	–	14.60	–	–	–	–	– –
Managers and administrators, N.E.C.	26.90	24.75	15.38 – 32.62	28.43	28.00	18.46 – 36.12	–	–	– –
Accountants and auditors	15.29	13.43	12.56 – 15.30	15.26	–	–	–	–	– –
Management analysts	15.61	–	–	–	–	–	–	–	– –
Personnel, training, and labor relations specialists	16.29	15.29	13.55 – 16.82	16.21	15.29	13.55 – 16.44	–	–	– –
Management related occupations, N.E.C.	16.09	13.00	10.35 – 21.20	19.43	–	–	–	–	– –
Sales occupations	12.12	8.21	6.00 – 13.18	12.11	8.21	6.00 – 13.18	–	–	– –
Supervisors, sales occupations ..	21.53	17.03	12.25 – 30.01	21.53	17.03	12.25 – 30.01	–	–	– –
Sales occupations, other business services	13.89	–	–	13.89	–	–	–	–	– –
Sales representatives, mining, manufacturing, and wholesale	15.87	–	–	15.87	–	–	–	–	– –
Sales workers, apparel	5.80	–	–	5.80	–	–	–	–	– –
Sales workers, other commodities	13.75	8.65	7.25 – 13.12	13.75	8.65	7.25 – 13.12	–	–	– –
Sales counter clerks	5.90	–	–	5.90	–	–	–	–	– –
Cashiers	6.71	6.25	5.50 – 6.78	6.71	6.25	5.50 – 6.78	–	–	– –
Sales support occupations, N.E.C.	8.31	–	–	8.31	–	–	–	–	– –
Administrative support including clerical occupations	9.26	8.58	7.00 – 10.59	9.25	8.39	7.00 – 10.72	9.36	9.11	8.25 – 10.35
Supervisors, general office	11.46	–	–	11.46	–	–	–	–	– –
Secretaries	10.03	9.71	8.00 – 11.83	9.89	9.71	7.75 – 11.83	11.51	–	– –
Receptionists	7.19	7.30	6.50 – 7.84	7.19	7.30	6.50 – 7.84	–	–	– –
Order clerks	10.90	11.00	7.21 – 14.56	10.90	11.00	7.21 – 14.56	–	–	– –
Records clerks, N.E.C.	8.06	–	–	7.95	–	–	–	–	– –
Bookkeepers, accounting and auditing clerks	8.99	8.47	7.00 – 10.01	8.86	7.79	6.90 – 9.73	–	–	– –
Telephone operators	9.31	–	–	9.31	–	–	–	–	– –
Messengers	6.86	–	–	6.86	–	–	–	–	– –
Dispatchers	8.97	–	–	–	–	–	–	–	– –

See footnotes at end of table.

Table 2. Hourly earnings¹ for selected occupations, all workers ², Albuquerque, NM, February-March 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Traffic, shipping and receiving clerks	\$8.94	-	-	\$8.93	-	-	-	-	-
Stock and inventory clerks	9.12	-	-	7.99	-	-	-	-	-
Insurance adjusters, examiners, and investigators	14.88	-	-	14.86	-	-	-	-	-
Investigators and adjusters except insurance	9.86	-	-	9.86	-	-	-	-	-
General office clerks	8.21	\$8.25	\$7.00 - \$9.23	8.08	\$8.00	\$6.40 - \$9.50	\$8.52	\$8.55	\$7.98 - \$8.91
Bank tellers	7.66	-	-	7.66	-	-	-	-	-
Data entry keyers	7.69	-	-	7.58	-	-	-	-	-
Teachers' aides	8.69	-	-	-	-	-	8.69	-	-
Administrative support occupations, N.E.C.	10.46	9.00	8.41 - 12.50	10.72	9.00	8.41 - 13.20	-	-	-
White-collar occupations excluding sales	16.32	14.42	9.07 - 20.19	16.15	14.00	8.80 - 19.86	16.99	15.97	10.31 - 21.67
Blue-collar occupations	10.93	10.20	7.50 - 13.40	10.91	10.00	7.50 - 13.70	11.41	11.15	9.92 - 12.71
Precision production, craft, and repair occupations	12.98	12.09	9.59 - 16.25	13.07	12.09	9.35 - 16.26	12.04	11.84	10.60 - 12.71
Supervisors, mechanics and repairers	11.86	-	-	-	-	-	-	-	-
Automobile mechanics	12.16	-	-	12.57	-	-	-	-	-
Carpenters	12.81	-	-	12.81	-	-	-	-	-
Electricians	12.83	-	-	12.83	-	-	-	-	-
Supervisors, production occupations	17.16	-	-	17.16	-	-	-	-	-
Inspectors, testers, and graders	13.36	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.23	8.69	6.50 - 11.13	9.23	8.70	6.50 - 11.15	-	-	-
Miscellaneous machine operators, N.E.C.	8.76	-	-	8.78	-	-	-	-	-
Transportation and material moving occupations	12.41	11.84	8.25 - 17.70	12.50	12.00	8.07 - 17.70	11.02	10.85	9.63 - 11.84
Truck drivers	13.60	13.77	10.50 - 17.70	13.70	14.18	10.51 - 17.70	-	-	-
Driver-sales workers	8.62	-	-	8.62	-	-	-	-	-
Industrial truck and tractor equipment operators	9.03	-	-	8.88	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.23	7.00	5.25 - 8.46	7.14	7.00	5.25 - 8.17	-	-	-
Groundskeepers and gardeners except farm	8.59	-	-	-	-	-	-	-	-
Construction laborers	7.08	7.00	5.50 - 8.00	6.99	7.00	5.50 - 8.00	-	-	-
Stock handlers and baggers	7.00	6.50	4.50 - 8.46	7.00	6.50	4.50 - 8.46	-	-	-
Freight, stock, and material handlers, N.E.C.	6.56	-	-	6.56	-	-	-	-	-
Vehicle washers and equipment cleaners	6.57	-	-	6.57	-	-	-	-	-
Laborers except construction, N.E.C.	6.01	5.36	5.00 - 6.50	5.95	5.36	5.00 - 6.07	-	-	-
Service occupations	6.57	6.05	5.00 - 7.81	5.84	5.50	4.75 - 6.94	9.00	8.21	6.83 - 9.58
Guards and police except public service	5.96	-	-	5.94	-	-	-	-	-
Supervisors, food preparation and service occupations	6.91	-	-	6.91	-	-	-	-	-
Waiters and waitresses	2.70	2.13	2.13 - 2.35	2.70	2.13	2.13 - 2.35	-	-	-
Cooks	6.41	5.97	5.00 - 7.35	6.00	5.50	5.00 - 6.88	-	-	-
Food counter, fountain, and related occupations	5.08	-	-	5.08	-	-	-	-	-
Kitchen workers, food preparation	6.65	-	-	6.65	-	-	-	-	-
Food preparation occupations, N.E.C.	5.63	5.50	4.75 - 6.00	5.60	5.50	4.65 - 6.00	-	-	-
Health aides except nursing	7.33	-	-	7.37	-	-	-	-	-
Nursing aides, orderlies and attendants	7.50	7.32	6.29 - 9.00	7.56	7.56	6.29 - 9.00	-	-	-

See footnotes at end of table.

Table 2. Hourly earnings¹ for selected occupations, all workers ², Albuquerque, NM, February-March 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Maids and housemen	\$5.60	—	— —	\$5.39	—	— —	—	—	— —
Janitors and cleaners	7.14	\$6.50	\$5.50 — \$8.34	6.50	\$5.75	\$5.40 — \$7.50	\$7.86	—	— —
Child care workers, N.E.C.	6.97	—	— —	—	—	— —	—	—	— —
Service occupations, N.E.C.	5.54	5.25	4.75 — 6.10	5.48	—	— —	5.77	—	— —

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay—one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each

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

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 3. Hourly earnings¹ for selected occupations, full-time workers only², Albuquerque, NM, February-March 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$13.55	\$11.00	\$7.53 – \$16.83	\$13.42	\$11.00	\$7.26 – \$16.59	\$14.22	\$11.65	\$8.63 – \$18.41
All workers excluding sales	13.57	11.25	7.75 – 16.84	13.44	11.21	7.50 – 16.66	14.21	11.64	8.63 – 18.41
White-collar occupations	16.31	14.00	9.00 – 20.17	16.20	13.62	8.58 – 19.90	16.86	15.55	10.31 – 21.52
Professional specialty and technical occupations	21.15	19.10	15.50 – 24.88	21.43	19.26	15.38 – 25.31	20.33	18.73	15.63 – 22.92
Professional specialty occupations	23.22	21.31	16.59 – 26.76	24.18	21.88	16.59 – 28.54	21.04	19.88	16.14 – 23.85
Electrical and electronic engineers	21.95	21.92	17.69 – 25.48	21.95	21.92	17.69 – 25.48	–	–	– –
Industrial engineers	25.71	–	– –	25.71	–	– –	–	–	– –
Computer systems analysts and scientists	20.36	20.39	15.92 – 25.00	20.34	20.34	15.92 – 25.00	–	–	– –
Registered nurses	17.91	16.96	15.40 – 19.98	17.43	16.69	15.40 – 18.87	–	–	– –
Social workers	15.46	–	– –	–	–	– –	–	–	– –
Lawyers	26.66	–	– –	–	–	– –	–	–	– –
Technical occupations	15.66	15.83	12.05 – 18.92	15.74	15.90	12.20 – 19.45	15.02	–	– –
Licensed practical nurses	11.15	–	– –	11.15	–	– –	–	–	– –
Health technologists and technicians, N.E.C.	11.28	–	– –	11.13	–	– –	–	–	– –
Electrical and electronic technicians	16.51	–	– –	16.54	–	– –	–	–	– –
Drafters	10.58	–	– –	–	–	– –	–	–	– –
Technical and related occupations, N.E.C.	15.15	–	– –	15.70	–	– –	–	–	– –
Executive, administrative, and managerial occupations	21.36	17.39	14.38 – 26.31	21.87	17.39	14.52 – 26.44	19.16	16.88	11.93 – 25.41
Financial managers	20.09	–	– –	19.83	–	– –	–	–	– –
Administrators, education and related fields	28.27	–	– –	–	–	– –	–	–	– –
Managers, medicine and health	26.70	–	– –	27.62	–	– –	–	–	– –
Managers, service organizations, N.E.C.	14.96	–	– –	14.48	–	– –	–	–	– –
Managers and administrators, N.E.C.	26.90	24.75	15.38 – 32.62	28.43	28.00	18.46 – 36.12	–	–	– –
Accountants and auditors	15.29	13.43	12.56 – 15.30	15.26	–	– –	–	–	– –
Management analysts	15.61	–	– –	–	–	– –	–	–	– –
Personnel, training, and labor relations specialists	16.29	15.29	13.55 – 16.82	16.21	15.29	13.55 – 16.44	–	–	– –
Management related occupations, N.E.C.	16.09	13.00	10.35 – 21.20	19.43	–	– –	–	–	– –
Sales occupations	13.27	8.96	6.33 – 15.17	13.27	8.96	6.33 – 15.07	–	–	– –
Supervisors, sales occupations ..	21.73	17.30	12.98 – 30.01	21.73	17.30	12.98 – 30.01	–	–	– –
Sales representatives, mining, manufacturing, and wholesale	15.87	–	– –	15.87	–	– –	–	–	– –
Sales workers, other commodities	14.79	9.00	7.95 – 16.35	14.79	9.00	7.95 – 16.35	–	–	– –
Cashiers	6.64	6.25	5.75 – 6.78	6.64	6.25	5.75 – 6.78	–	–	– –
Sales support occupations, N.E.C.	8.64	–	– –	8.64	–	– –	–	–	– –
Administrative support including clerical occupations	9.61	8.95	7.50 – 11.00	9.66	8.90	7.30 – 11.25	9.36	9.11	8.25 – 10.35
Supervisors, general office	12.39	–	– –	12.39	–	– –	–	–	– –
Secretaries	10.49	10.34	8.90 – 11.83	10.38	10.25	8.85 – 11.83	11.51	–	– –
Receptionists	7.74	–	– –	7.74	–	– –	–	–	– –
Order clerks	11.53	–	– –	11.53	–	– –	–	–	– –
Records clerks, N.E.C.	8.06	–	– –	7.95	–	– –	–	–	– –
Bookkeepers, accounting and auditing clerks	9.18	8.93	6.90 – 10.31	9.05	8.50	6.90 – 10.01	–	–	– –
Telephone operators	9.55	–	– –	9.55	–	– –	–	–	– –
Dispatchers	9.44	–	– –	–	–	– –	–	–	– –
Traffic, shipping and receiving clerks	8.94	–	– –	8.93	–	– –	–	–	– –
Stock and inventory clerks	9.14	–	– –	8.00	–	– –	–	–	– –
Insurance adjusters, examiners, and investigators	14.99	–	– –	14.97	–	– –	–	–	– –
Investigators and adjusters except insurance	9.91	–	– –	9.91	–	– –	–	–	– –
General office clerks	8.61	8.59	7.58 – 9.50	8.66	9.00	7.21 – 9.50	8.52	8.55	7.98 – 8.91
Bank tellers	7.73	–	– –	7.73	–	– –	–	–	– –

See footnotes at end of table.

Table 3. Hourly earnings¹ for selected occupations, full-time workers only², Albuquerque, NM, February-March 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Data entry keyers	\$8.25	-	-	-	-	-	-	-	-
Teachers' aides	8.69	-	-	-	-	-	\$8.69	-	-
Administrative support occupations, N.E.C.	10.65	\$9.08	\$8.41 - \$12.50	\$10.97	\$9.06	\$8.41 - \$13.20	-	-	-
White-collar occupations excluding sales	16.86	14.97	9.58 - 20.93	16.86	14.66	9.36 - 20.65	16.86	\$15.55	\$10.31 - \$21.52
Blue-collar occupations	11.44	10.75	8.00 - 14.22	11.44	10.57	8.00 - 14.65	11.43	11.15	9.93 - 12.71
Precision production, craft, and repair occupations	13.04	12.12	9.75 - 16.25	13.14	12.12	9.59 - 16.50	12.04	11.84	10.60 - 12.71
Supervisors, mechanics and repairers	11.86	-	-	-	-	-	-	-	-
Automobile mechanics	12.16	-	-	12.57	-	-	-	-	-
Carpenters	12.82	-	-	12.82	-	-	-	-	-
Electricians	12.83	-	-	12.83	-	-	-	-	-
Supervisors, production occupations	17.16	-	-	17.16	-	-	-	-	-
Inspectors, testers, and graders	13.36	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.39	9.00	6.50 - 11.25	9.40	9.00	6.50 - 11.25	-	-	-
Miscellaneous machine operators, N.E.C.	9.08	-	-	9.11	-	-	-	-	-
Transportation and material moving occupations	13.14	12.06	9.00 - 17.70	13.28	12.21	9.00 - 17.70	11.09	10.85	9.93 - 11.84
Truck drivers	13.63	13.92	10.45 - 17.70	13.73	14.45	10.51 - 17.70	-	-	-
Industrial truck and tractor equipment operators	9.03	-	-	8.88	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.58	7.50	5.55 - 8.50	7.45	7.37	5.50 - 8.17	-	-	-
Helpers, construction trades	7.77	-	-	7.61	-	-	-	-	-
Construction laborers	7.11	7.01	5.50 - 8.00	7.02	-	-	-	-	-
Stock handlers and baggers	8.03	-	-	8.03	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	6.71	-	-	6.71	-	-	-	-	-
Laborers except construction, N.E.C.	6.71	-	-	6.63	-	-	-	-	-
Service occupations	6.81	6.25	5.20 - 7.98	5.92	5.75	5.00 - 6.90	9.10	8.21	7.00 - 9.82
Guards and police except public service	6.37	-	-	-	-	-	-	-	-
Supervisors, food preparation and service occupations	6.97	-	-	6.97	-	-	-	-	-
Waiters and waitresses	2.77	-	-	2.77	-	-	-	-	-
Cooks	6.90	6.88	5.70 - 8.20	6.41	6.35	5.50 - 7.00	-	-	-
Kitchen workers, food preparation	6.65	-	-	6.65	-	-	-	-	-
Food preparation occupations, N.E.C.	5.93	-	-	5.90	-	-	-	-	-
Health aides except nursing	7.33	-	-	7.37	-	-	-	-	-
Nursing aides, orderlies and attendants	6.88	-	-	6.87	-	-	-	-	-
Maids and housemen	5.63	-	-	5.40	-	-	-	-	-
Janitors and cleaners	7.15	6.50	5.75 - 8.34	6.48	5.75	5.40 - 7.50	7.86	-	-
Service occupations, N.E.C.	5.37	-	-	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a

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

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 4. Hourly earnings¹ for selected occupations, part-time workers only², Albuquerque, NM, February-March 1996

Occupation ³	All industries			Private industry		
	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$7.89	\$6.50	\$5.01 – \$9.00	\$7.18	\$6.15	\$5.00 – \$8.46
All workers excluding sales	8.05	6.50	5.00 – 9.00	7.23	6.25	5.00 – 8.50
White-collar occupations	9.69	7.22	5.93 – 12.08	8.32	7.00	5.52 – 9.00
Professional specialty and technical occupations	15.69	16.69	10.07 – 20.50	13.64	14.75	8.67 – 19.00
Professional specialty occupations	17.09	19.00	13.60 – 20.97	13.63	16.72	7.50 – 19.00
Registered nurses	19.25	–	–	18.24	–	–
Technical occupations	12.61	13.00	10.07 – 14.75	13.65	–	–
Sales occupations	6.86	6.00	5.25 – 7.46	6.86	6.00	5.25 – 7.46
Sales counter clerks	6.57	–	–	6.57	–	–
Cashiers	6.84	5.76	5.00 – 8.47	6.84	5.76	5.00 – 8.47
Administrative support including clerical occupations	6.85	6.85	5.65 – 7.44	6.85	6.85	5.65 – 7.44
Receptionists	6.18	–	–	6.18	–	–
Bookkeepers, accounting and auditing clerks	7.59	–	–	7.59	–	–
General office clerks	6.05	–	–	6.05	–	–
White-collar occupations excluding sales	10.83	7.99	6.40 – 15.49	9.05	7.00	6.00 – 10.00
Blue-collar occupations	7.02	6.14	5.00 – 8.18	7.01	6.14	5.00 – 8.07
Precision production, craft, and repair occupations	9.91	–	–	9.91	–	–
Machine operators, assemblers, and inspectors	6.22	–	–	6.22	–	–
Transportation and material moving occupations	7.61	–	–	7.56	–	–
Handlers, equipment cleaners, helpers, and laborers	6.65	5.50	4.65 – 7.66	6.65	5.50	4.65 – 7.66
Stock handlers and baggers	6.51	5.00	4.50 – 8.47	6.51	5.00	4.50 – 8.47
Laborers except construction, N.E.C.	4.99	–	–	4.99	–	–
Service occupations	5.66	5.25	4.25 – 7.15	5.62	5.10	4.25 – 7.15
Waiters and waitresses	2.50	–	–	2.50	–	–
Cooks	5.30	–	–	5.30	–	–
Food counter, fountain, and related occupations	5.08	–	–	5.08	–	–
Food preparation occupations, N.E.C.	4.96	–	–	4.95	–	–
Service occupations, N.E.C.	6.14	–	–	–	–	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each

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

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 5. Mean weekly earnings¹ and hours for selected white-collar occupations, full-time workers only², Albuquerque, NM, February-March 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings	
		Mean	Median		Mean	Median		Mean	Median
White-collar occupations	39.8	\$650	\$560	40.1	\$649	\$540	38.6	\$650	\$619
Professional specialty and technical occupations	39.3	832	737	40.0	856	762	37.6	765	710
Professional specialty occupations	39.1	909	801	40.2	971	869	37.0	779	710
Electrical and electronic engineers	40.7	893	877	40.7	893	877	-	-	-
Industrial engineers	40.6	1044	-	40.6	1044	-	-	-	-
Computer systems analysts and scientists	40.0	814	816	40.0	813	814	-	-	-
Registered nurses	38.0	680	647	38.0	662	636	-	-	-
Social workers	39.9	617	-	-	-	-	-	-	-
Lawyers	42.2	1124	-	-	-	-	-	-	-
Technical occupations	39.8	624	634	39.5	622	631	42.5	639	-
Licensed practical nurses	38.0	424	-	38.0	424	-	-	-	-
Health technologists and technicians, N.E.C.	41.7	470	-	38.3	426	-	-	-	-
Electrical and electronic technicians	40.0	660	-	40.0	662	-	-	-	-
Drafters	40.0	423	-	-	-	-	-	-	-
Technical and related occupations, N.E.C.	40.0	606	-	40.0	628	-	-	-	-
Executive, administrative, and managerial occupations	41.3	882	716	41.6	910	734	40.0	766	675
Financial managers	40.5	814	-	40.5	804	-	-	-	-
Administrators, education and related fields	40.0	1131	-	-	-	-	-	-	-
Managers, medicine and health	42.1	1125	-	42.6	1178	-	-	-	-
Managers, service organizations, N.E.C.	44.2	661	-	44.6	646	-	-	-	-
Managers and administrators, N.E.C. ...	40.9	1101	1098	41.0	1166	1150	-	-	-
Accountants and auditors	44.3	677	577	44.7	681	-	-	-	-
Management analysts	40.7	635	-	-	-	-	-	-	-
Personnel, training, and labor relations specialists	40.0	651	612	40.0	648	612	-	-	-
Management related occupations, N.E.C.	40.4	650	520	40.7	791	-	-	-	-
Sales occupations	39.8	528	358	39.8	528	358	-	-	-
Supervisors, sales occupations	40.2	873	681	40.2	873	681	-	-	-
Sales representatives, mining, manufacturing, and wholesale	40.0	635	-	40.0	635	-	-	-	-
Sales workers, other commodities	37.8	559	342	37.8	559	342	-	-	-
Cashiers	38.5	256	240	38.5	256	240	-	-	-
Sales support occupations, N.E.C.	39.4	341	-	39.4	341	-	-	-	-
Administrative support including clerical occupations	39.6	380	356	39.6	382	354	39.4	368	364
Supervisors, general office	40.9	507	-	40.9	507	-	-	-	-
Secretaries	39.9	418	414	39.9	414	410	40.0	460	-
Receptionists	38.7	300	-	38.7	300	-	-	-	-
Order clerks	39.6	457	-	39.6	457	-	-	-	-
Records clerks, N.E.C.	38.6	311	-	38.2	304	-	-	-	-
Bookkeepers, accounting and auditing clerks	40.2	369	357	40.2	364	340	-	-	-
Telephone operators	40.0	382	-	40.0	382	-	-	-	-
Dispatchers	40.0	378	-	-	-	-	-	-	-
Traffic, shipping and receiving clerks ...	39.9	357	-	39.9	356	-	-	-	-
Stock and inventory clerks	39.9	365	-	39.8	319	-	-	-	-
Insurance adjusters, examiners, and investigators	39.4	590	-	39.4	589	-	-	-	-
Investigators and adjusters except insurance	40.0	397	-	40.0	397	-	-	-	-
General office clerks	39.2	338	342	39.0	338	360	39.6	337	338
Bank tellers	40.0	309	-	40.0	309	-	-	-	-
Data entry keyers	39.3	324	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Mean weekly earnings¹ and hours for selected white-collar occupations, full-time workers only², Albuquerque, NM, February-March 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings	
		Mean	Median		Mean	Median		Mean	Median
Teachers' aides	32.6	\$284	—	—	—	—	32.6	\$284	—
Administrative support occupations, N.E.C.	39.8	424	\$360	39.8	\$437	\$361	—	—	—
White-collar occupations excluding sales	39.8	672	596	40.2	677	577	38.6	650	\$617

¹ Earnings are the straight-time weekly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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

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

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 6. Numbers of workers by occupational group and level¹, Albuquerque, NM, February-March 1996

Occupational group ² and level	Full-time and part-time workers ³			Full-time workers ³			Part-time workers ³	
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry
White-collar occupations	151,204	124,476	26,728	124,326	102,067	22,259	26,878	22,409
Professional specialty and technical occupations	52,436	36,450	15,986	43,452	31,934	11,517	8,984	4,516
Professional specialty occupations	38,423	24,253	14,170	31,741	21,425	10,316	6,683	2,829
Level 5	2,472	-	-	-	-	-	-	-
Level 6	1,385	-	-	-	-	-	-	-
Level 7	-	1,165	-	-	-	-	-	-
Level 8	2,208	1,092	1,116	2,208	1,092	1,116	-	-
Level 9	6,722	5,903	819	5,378	4,635	-	1,344	1,268
Level 10	2,484	2,469	-	2,484	2,469	-	-	-
Level 11	4,120	3,142	-	3,916	3,142	-	-	-
Level 12	4,791	3,630	-	4,675	3,514	-	-	-
Level 13	3,693	1,957	-	3,693	1,957	-	-	-
Technical occupations	14,013	12,196	1,816	11,711	10,509	1,202	2,302	1,687
Level 3	1,038	833	-	-	-	-	-	-
Level 4	813	745	-	683	616	-	-	-
Level 5	2,200	1,714	-	1,725	1,649	-	-	-
Level 6	2,212	1,984	-	1,702	1,474	-	-	-
Level 7	2,183	2,025	-	1,844	1,687	-	-	-
Level 8	1,084	1,084	-	1,084	1,084	-	-	-
Level 9	1,130	1,032	-	707	-	-	-	-
Executive, administrative, and managerial occupations	22,205	17,915	4,290	22,027	17,737	4,290	-	-
Level 5	482	-	-	482	-	-	-	-
Level 7	1,706	1,503	-	1,706	1,503	-	-	-
Level 8	1,056	1,010	-	1,056	1,010	-	-	-
Level 9	3,175	2,477	-	3,056	2,358	-	-	-
Level 10	2,137	1,435	-	2,137	1,435	-	-	-
Level 11	3,809	3,557	252	3,750	3,497	252	-	-
Level 12	2,736	1,896	-	2,736	1,896	-	-	-
Level 13	2,835	1,628	-	2,835	1,628	-	-	-
Level 15	1,337	1,321	-	1,337	1,321	-	-	-
Sales occupations	26,832	26,805	-	19,007	18,980	-	7,826	7,826
Level 1	4,621	4,621	-	2,214	2,214	-	2,407	2,407
Level 2	5,513	5,513	-	2,836	2,836	-	2,678	2,678
Level 3	2,737	2,737	-	1,051	1,051	-	1,686	1,686
Level 4	2,341	2,341	-	1,975	1,975	-	-	-
Level 5	3,478	3,478	-	2,789	2,789	-	-	-
Level 6	1,540	1,540	-	1,540	1,540	-	-	-
Level 7	1,205	1,205	-	1,205	1,205	-	-	-
Level 8	1,390	1,363	-	1,390	1,363	-	-	-
Level 11	1,438	1,438	-	1,438	1,438	-	-	-
Administrative support including clerical occupations	49,731	43,306	6,425	39,841	33,416	6,425	9,890	9,890
Level 1	4,795	4,752	-	1,627	1,585	-	3,167	3,167
Level 2	7,552	7,013	-	4,092	3,553	-	3,459	3,459
Level 3	9,970	8,794	1,176	7,894	6,718	1,176	2,077	2,077
Level 4	10,622	9,781	840	9,749	8,909	840	872	872
Level 5	8,679	6,832	-	8,575	6,728	-	-	-
Level 6	3,209	2,454	-	2,999	2,244	-	-	-
Level 7	3,655	2,461	-	3,655	2,461	-	-	-
Level 8	653	-	-	653	-	-	-	-
White-collar occupations excluding sales	124,372	97,671	26,701	105,320	83,087	22,232	19,052	14,584
Level 1	4,795	4,752	-	1,627	1,585	-	3,167	3,167
Level 2	7,705	7,166	-	4,246	3,707	-	3,459	3,459
Level 3	11,008	9,627	1,381	8,505	7,329	1,176	2,503	2,298
Level 4	11,434	10,526	908	10,432	9,525	908	1,002	1,002
Level 5	13,831	9,799	4,032	11,931	8,982	2,949	1,900	-
Level 6	7,897	6,481	1,416	6,746	5,535	1,211	-	-
Level 7	15,128	7,155	-	11,947	6,669	-	-	486
Level 8	5,002	3,808	1,194	5,002	3,808	1,194	-	-
Level 9	11,175	9,561	1,614	9,289	7,752	1,538	1,886	1,809
Level 10	5,084	4,367	-	5,084	4,367	-	-	-
Level 11	10,370	9,139	1,231	10,105	9,079	1,026	-	-

See footnotes at end of table.

Table 6. Numbers of workers by occupational group and level¹, Albuquerque, NM, February-March 1996 — Continued

Occupational group ² and level	Full-time and part-time workers ³			Full-time workers ³			Part-time workers ³	
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry
Level 12	7,696	5,695	—	7,580	5,579	—	—	—
Level 13	6,528	3,585	—	6,528	3,585	—	—	—
Level 15	1,770	1,754	—	1,770	1,754	—	—	—
Not able to be leveled	809	—	—	—	—	—	—	—
Blue-collar occupations	69,888	66,433	3,455	56,220	52,833	3,386	13,668	13,600
Precision production, craft, and repair occupations	27,556	25,319	2,237	26,292	24,055	2,237	1,264	1,264
Level 2	2,147	2,147	—	1,642	1,642	—	—	—
Level 3	778	778	—	—	—	—	—	—
Level 4	2,376	2,068	—	2,129	1,822	—	—	—
Level 5	5,204	4,981	—	5,017	4,794	—	—	—
Level 6	3,841	3,033	—	3,841	3,033	—	—	—
Level 7	6,171	5,446	—	6,044	5,319	—	—	—
Level 8	4,787	4,614	—	4,732	4,558	—	—	—
Level 9	1,344	1,344	—	1,344	1,344	—	—	—
Machine operators, assemblers, and inspectors	14,628	14,598	—	13,338	13,308	—	1,290	1,290
Level 1	1,505	1,505	—	—	—	—	—	—
Level 2	4,311	4,311	—	3,488	3,488	—	—	—
Level 3	1,174	1,144	—	1,174	1,144	—	—	—
Level 4	3,082	3,082	—	3,082	3,082	—	—	—
Level 5	2,784	2,784	—	2,784	2,784	—	—	—
Transportation and material moving occupations	11,014	10,347	667	8,617	8,018	599	2,397	2,329
Level 2	2,033	1,935	—	1,140	1,110	—	—	—
Level 4	4,014	3,623	392	3,924	3,533	392	—	—
Level 5	1,117	1,055	—	1,117	1,055	—	—	—
Handlers, equipment cleaners, helpers, and laborers	16,691	16,170	—	7,973	7,453	—	8,718	8,718
Level 1	8,050	7,955	—	2,763	2,668	—	5,287	5,287
Level 2	2,389	2,335	—	1,990	1,936	—	—	—
Level 3	4,557	4,372	—	1,525	1,339	—	—	—
Level 4	1,334	1,193	—	1,334	1,193	—	—	—
Service occupations	52,796	42,351	10,446	35,035	25,560	9,475	17,761	16,791
Level 1	15,608	15,100	—	8,726	8,286	—	6,882	6,814
Level 2	12,084	10,444	1,640	8,044	6,676	1,369	4,039	3,769
Level 3	9,992	8,500	—	6,883	5,430	—	3,109	3,070
Level 4	9,104	5,505	—	5,522	2,517	3,005	3,582	—
Level 5	3,239	1,606	—	3,090	1,457	—	—	—

¹ Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

² A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 7. Mean hourly earnings¹ by occupational group and level², Albuquerque, NM, February-March 1996

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers ⁴			Part-time workers ⁴	
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry
White-collar occupations	\$15.62	\$15.34	\$16.99	\$16.31	\$16.20	\$16.86	\$9.69	\$8.32
Professional specialty and technical occupations	20.63	20.85	20.04	21.15	21.43	20.33	15.69	13.64
Professional specialty occupations	22.66	23.48	20.96	23.22	24.18	21.04	17.09	13.63
Level 5	12.38	-	-	-	-	-	-	-
Level 6	12.94	-	-	-	-	-	-	-
Level 7	-	15.12	-	-	-	-	-	-
Level 8	17.89	16.10	19.76	17.89	16.10	19.76	-	-
Level 9	18.39	17.90	21.93	18.35	17.75	-	18.64	18.71
Level 10	21.00	21.06	-	21.00	21.06	-	-	-
Level 11	22.68	22.58	-	22.76	22.58	-	-	-
Level 12	24.53	26.48	-	24.49	26.46	-	-	-
Level 13	35.71	45.44	-	35.71	45.44	-	-	-
Technical occupations	15.33	15.55	13.82	15.66	15.74	15.02	12.61	13.65
Level 3	7.48	7.25	-	-	-	-	-	-
Level 4	9.64	9.73	-	9.82	9.94	-	-	-
Level 5	12.57	13.00	-	12.86	12.95	-	-	-
Level 6	14.05	14.32	-	14.33	14.72	-	-	-
Level 7	15.18	15.40	-	15.23	15.48	-	-	-
Level 8	18.25	18.25	-	18.25	18.25	-	-	-
Level 9	16.68	17.11	-	16.14	-	-	-	-
Executive, administrative, and managerial occupations	21.34	21.84	19.16	21.36	21.87	19.16	-	-
Level 5	12.46	-	-	12.46	-	-	-	-
Level 7	13.52	13.32	-	13.52	13.32	-	-	-
Level 8	14.10	14.10	-	14.10	14.10	-	-	-
Level 9	14.33	15.11	-	14.30	15.09	-	-	-
Level 10	14.76	16.51	-	14.76	16.51	-	-	-
Level 11	19.90	19.58	24.58	19.93	19.61	24.58	-	-
Level 12	22.80	24.42	-	22.80	24.42	-	-	-
Level 13	27.57	26.92	-	27.57	26.92	-	-	-
Level 15	46.85	47.00	-	46.85	47.00	-	-	-
Sales occupations	12.12	12.11	-	13.27	13.27	-	6.86	6.86
Level 1	6.01	6.01	-	6.23	6.23	-	5.66	5.66
Level 2	6.33	6.33	-	6.48	6.48	-	5.98	5.98
Level 3	8.41	8.41	-	8.23	8.23	-	8.58	8.58
Level 4	7.79	7.79	-	7.90	7.90	-	-	-
Level 5	9.67	9.67	-	9.78	9.78	-	-	-
Level 6	8.98	8.98	-	8.98	8.98	-	-	-
Level 7	13.47	13.47	-	13.47	13.47	-	-	-
Level 8	17.30	17.30	-	17.30	17.30	-	-	-
Level 11	32.86	32.86	-	32.86	32.86	-	-	-
Administrative support including clerical occupations	9.26	9.25	9.36	9.61	9.66	9.36	6.85	6.85
Level 1	6.04	6.02	-	6.12	6.08	-	5.95	5.95
Level 2	6.78	6.71	-	6.97	6.89	-	6.42	6.42
Level 3	7.80	7.66	8.74	7.86	7.70	8.74	7.40	7.40
Level 4	9.46	9.47	9.32	9.47	9.48	9.32	9.29	9.29
Level 5	10.04	10.21	-	10.05	10.23	-	-	-
Level 6	11.87	12.21	-	12.14	12.60	-	-	-
Level 7	12.48	13.80	-	12.48	13.80	-	-	-
Level 8	15.17	-	-	15.17	-	-	-	-
White-collar occupations excluding sales	16.32	16.15	16.99	16.86	16.86	16.86	10.83	9.05
Level 1	6.04	6.02	-	6.12	6.08	-	5.95	5.95
Level 2	6.85	6.80	-	7.08	7.03	-	6.42	6.42
Level 3	7.77	7.62	8.75	7.82	7.66	8.74	7.53	7.40
Level 4	9.47	9.49	9.27	9.49	9.51	9.27	9.11	9.11
Level 5	10.80	10.73	11.02	10.88	10.79	11.18	9.60	-
Level 6	12.81	12.96	12.15	12.97	13.25	11.71	-	-
Level 7	16.48	14.33	-	15.94	14.30	-	-	15.03
Level 8	16.77	16.01	19.40	16.77	16.01	19.40	-	-
Level 9	16.98	17.03	16.67	16.79	16.82	16.61	18.41	18.44
Level 10	18.26	19.42	-	18.26	19.42	-	-	-
Level 11	21.01	20.71	23.36	21.03	20.73	23.75	-	-

See footnotes at end of table.

Table 7. Mean hourly earnings¹ by occupational group and level², Albuquerque, NM, February-March 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers ⁴			Part-time workers ⁴	
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry
Level 12	\$24.00	\$25.84	—	\$23.97	\$25.82	—	—	—
Level 13	32.22	37.24	—	32.22	37.24	—	—	—
Level 15	43.40	43.49	—	43.40	43.49	—	—	—
Not able to be leveled	11.75	—	—	—	—	—	—	—
Blue-collar occupations	10.93	10.91	\$11.41	11.44	11.44	\$11.43	\$7.02	\$7.01
Precision production, craft, and repair occupations	12.98	13.07	12.04	13.04	13.14	12.04	9.91	9.91
Level 2	7.66	7.66	—	7.72	7.72	—	—	—
Level 3	8.74	8.74	—	—	—	—	—	—
Level 4	8.80	8.48	—	8.89	8.56	—	—	—
Level 5	11.07	11.02	—	11.02	10.96	—	—	—
Level 6	12.51	12.89	—	12.51	12.89	—	—	—
Level 7	14.97	15.32	—	14.99	15.34	—	—	—
Level 8	15.38	15.30	—	15.40	15.33	—	—	—
Level 9	15.90	15.90	—	15.90	15.90	—	—	—
Machine operators, assemblers, and inspectors	9.23	9.23	—	9.39	9.40	—	6.22	6.22
Level 1	5.78	5.78	—	—	—	—	—	—
Level 2	7.56	7.56	—	7.69	7.69	—	—	—
Level 3	7.68	7.69	—	7.68	7.69	—	—	—
Level 4	8.78	8.78	—	8.78	8.78	—	—	—
Level 5	11.67	11.67	—	11.67	11.67	—	—	—
Transportation and material moving occupations	12.41	12.50	11.02	13.14	13.28	11.09	7.61	7.56
Level 2	8.94	8.93	—	10.34	10.40	—	—	—
Level 4	13.07	13.35	10.51	13.11	13.40	10.51	—	—
Level 5	11.40	11.36	—	11.40	11.36	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.23	7.14	—	7.58	7.45	—	6.65	6.65
Level 1	5.86	5.83	—	6.71	6.66	—	4.94	4.94
Level 2	6.23	6.22	—	6.21	6.20	—	—	—
Level 3	8.89	8.87	—	8.95	8.90	—	—	—
Level 4	9.13	8.92	—	9.13	8.92	—	—	—
Service occupations	6.57	5.84	9.00	6.81	5.92	9.10	5.66	5.62
Level 1	5.13	5.05	—	5.14	5.03	—	5.10	5.10
Level 2	5.52	5.28	6.90	5.72	5.47	6.88	4.75	4.63
Level 3	6.41	6.02	—	6.76	6.34	—	5.03	5.03
Level 4	7.19	7.11	—	7.04	6.63	7.41	7.53	—
Level 5	8.14	7.36	—	8.18	7.38	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay—one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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

the occupation. See technical note for more information.

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 8. Number of workers by occupational group and selected characteristic, all industries, Albuquerque, NM, February-March 1996

Occupational group ¹	Union ²	Nonunion ²	Full-time ³	Part-time ³	Time ⁴	Incentive ⁴
All workers	31,439	242,450	215,581	58,307	261,763	12,125
All workers excluding sales	31,138	215,919	196,575	50,482	243,202	3,855
White-collar occupations	12,921	138,283	124,326	26,878	141,835	9,369
Professional specialty and technical occupations	-	43,317	43,452	8,984	52,436	-
Professional specialty occupations	-	30,976	31,741	6,683	38,423	-
Technical occupations	1,672	12,341	11,711	2,302	14,013	-
Executive, administrative, and managerial occupations	-	22,027	22,027	-	21,751	-
Sales occupations	-	26,532	19,007	7,826	18,562	8,271
Administrative support including clerical occupations	3,324	46,407	39,841	9,890	49,087	644
Blue-collar occupations	11,122	58,767	56,220	13,668	67,873	2,016
Precision production, craft, and repair occupations	5,954	21,602	26,292	1,264	26,517	1,039
Machine operators, assemblers, and inspectors	1,100	13,528	13,338	1,290	14,084	-
Transportation and material moving occupations	3,212	7,802	8,617	2,397	10,797	-
Handlers, equipment cleaners, helpers, and laborers	856	15,835	7,973	8,718	16,475	-
Service occupations	-	45,401	35,035	17,761	52,056	-

¹ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

² Union workers are those whose wages are determined through collective bargaining.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 9. Mean hourly earnings¹ by occupational group and selected characteristic, all industries, Albuquerque, NM, February-March 1996

Occupational group ²	Union ³	Nonunion ³	Full time ⁴	Part time ⁴	Time ⁵	Incentive ⁵
All workers	\$14.21	\$12.66	\$13.55	\$7.89	\$12.72	\$15.09
All workers excluding sales	14.28	12.72	13.57	8.05	12.94	11.56
White-collar occupations	16.63	15.54	16.31	9.69	15.55	16.57
Professional specialty and technical occupations	—	20.81	21.15	15.69	20.63	—
Professional specialty occupations	—	22.94	23.22	17.09	22.66	—
Technical occupations	14.13	15.48	15.66	12.61	15.33	—
Executive, administrative, and managerial occupations	—	21.36	21.36	—	21.28	—
Sales occupations	—	12.17	13.27	6.86	9.57	16.79
Administrative support including clerical occupations	11.56	9.09	9.61	6.85	9.29	7.75
Blue-collar occupations	14.90	10.10	11.44	7.02	10.89	12.08
Precision production, craft, and repair occupations	16.18	12.07	13.04	9.91	12.94	14.15
Machine operators, assemblers, and inspectors	11.08	9.07	9.39	6.22	9.23	—
Transportation and material moving occupations	15.47	11.09	13.14	7.61	12.39	—
Handlers, equipment cleaners, helpers, and laborers	8.87	7.11	7.58	6.65	7.22	—
Service occupations	—	6.01	6.81	5.66	6.60	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Union workers are those whose wages are determined through

collective bargaining.

⁴ 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 10. Mean hourly earnings¹ by occupational group and selected characteristic, private industry, Albuquerque, NM, February-March 1996

Occupational group ²	Union ³	Nonunion ³	Full time ⁴	Part time ⁴	Time ⁵	Incentive ⁵
All workers	\$14.97	\$12.42	\$13.42	\$7.18	\$12.42	\$15.09
All workers excluding sales	15.14	12.45	13.44	7.23	12.66	11.56
White-collar occupations	-	15.41	16.20	8.32	15.23	16.57
Professional specialty and technical occupations	-	20.94	21.43	13.64	20.85	-
Professional specialty occupations	-	23.48	24.18	13.63	23.48	-
Technical occupations	-	15.44	15.74	13.65	15.55	-
Executive, administrative, and managerial occupations	-	21.87	21.87	-	21.79	-
Sales occupations	-	12.17	13.27	6.86	9.56	16.79
Administrative support including clerical occupations	-	9.04	9.66	6.85	9.27	7.75
Blue-collar occupations	15.65	10.08	11.44	7.01	10.86	12.08
Precision production, craft, and repair occupations	17.29	12.11	13.14	9.91	13.02	14.15
Machine operators, assemblers, and inspectors	11.08	9.07	9.40	6.22	9.24	-
Transportation and material moving occupations	-	11.08	13.28	7.56	12.48	-
Handers, equipment cleaners, helpers, and laborers	-	7.10	7.45	6.65	7.12	-
Service occupations	-	5.83	5.92	5.62	5.87	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Union workers are those whose wages are determined through

collective bargaining.

⁴ 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 11. Number of workers by occupational group, private industry, Albuquerque, NM, February-March 1996

Occupational group ¹	All private industries	Goods-producing industries ²			Service-producing industries ³				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	233,260	49,964	16,288	33,675	183,297	18,902	67,299	13,359	83,737
All workers excluding sales	206,455	49,090	16,260	32,830	157,365	18,029	48,112	11,259	79,965
White-collar occupations	124,476	16,557	1,814	14,743	107,919	9,667	29,162	12,111	56,978
Professional specialty and technical occupations	36,450	7,782	—	7,673	28,668	1,767	1,574	311	25,017
Professional specialty occupations	24,253	5,383	—	5,373	18,870	673	—	—	16,587
Technical occupations	12,196	2,398	—	2,301	9,798	1,094	—	—	8,430
Executive, administrative, and managerial occupations	17,915	3,710	545	3,166	14,204	1,140	—	1,910	—
Sales occupations	26,805	873	—	—	25,932	—	19,187	2,100	3,771
Administrative support including clerical occupations	43,306	4,192	1,133	3,059	39,114	5,887	5,287	7,790	20,150
Blue-collar occupations	66,433	32,551	14,450	18,101	33,882	9,165	16,092	—	8,057
Precision production, craft, and repair occupations	25,319	14,059	9,299	4,760	11,259	3,681	4,637	—	2,408
Machine operators, assemblers, and inspectors	14,598	11,657	—	11,635	2,941	—	—	—	1,882
Transportation and material moving occupations	10,347	1,965	817	1,147	8,382	5,112	2,415	—	—
Handlers, equipment cleaners, helpers, and laborers	16,170	4,870	4,312	—	11,300	—	8,016	—	2,912
Service occupations	42,351	855	—	—	41,496	—	22,045	—	18,701

¹ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

² Goods-producing industries include mining, construction, and manufacturing.

³ Service-producing industries include transportation and public utilities;

wholesale and retail trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 12. Mean hourly earnings¹ by occupational group, private industry, all workers, Albuquerque, NM, February-March 1996

Occupational group ²	All private industries	Goods-producing industries ³			Service-producing industries ⁴				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$12.57	\$13.37	\$11.81	\$14.09	\$12.33	\$15.62	\$9.04	\$12.56	\$13.83
All workers excluding sales	12.63	13.35	11.82	14.07	12.39	15.44	8.31	10.86	13.96
White-collar occupations	15.34	18.31	14.21	18.83	14.85	15.32	11.44	13.17	16.84
Professional specialty and technical occupations	20.85	20.57	—	20.68	20.93	19.67	14.73	16.27	21.45
Professional specialty occupations	23.48	22.79	—	22.79	23.69	24.09	—	—	24.43
Technical occupations	15.55	15.52	—	15.69	15.56	16.91	—	—	15.47
Executive, administrative, and managerial occupations	21.84	22.55	21.35	22.77	21.66	27.05	—	17.39	—
Sales occupations	12.11	14.40	—	—	12.02	—	10.71	22.00	10.48
Administrative support including clerical occupations	9.25	10.23	10.61	10.08	9.14	10.86	8.66	9.58	8.53
Blue-collar occupations	10.91	10.86	11.49	10.39	10.95	15.97	8.96	—	8.40
Precision production, craft, and repair occupations	13.07	12.37	12.80	11.53	13.97	18.53	12.46	—	11.05
Machine operators, assemblers, and inspectors	9.23	9.74	—	9.74	7.01	—	—	—	7.26
Transportation and material moving occupations	12.50	12.56	11.06	13.66	12.49	14.43	9.02	—	—
Handlers, equipment cleaners, helpers, and laborers	7.14	7.79	7.98	—	6.85	—	6.77	—	6.32
Service occupations	5.84	9.28	—	—	5.76	—	4.95	—	6.50

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay—one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² A classification system including about 450 individual occupations

is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 13. Mean hourly earnings¹ by occupational group, private industry, full-time workers only, Albuquerque, NM, February-March 1996

Occupational group ²	All private industries	Goods-producing industries ³			Service-producing industries ⁴				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$13.42	\$13.62	\$12.19	\$14.23	\$13.35	\$16.09	\$10.04	\$12.86	\$14.82
All workers excluding sales	13.44	13.61	12.20	14.22	13.37	15.93	9.24	11.00	14.94
White-collar occupations	16.20	18.50	14.35	19.02	15.77	15.45	12.37	13.53	18.06
Professional specialty and technical occupations	21.43	20.57	-	20.68	21.71	20.09	-	16.27	22.11
Professional specialty occupations	24.18	22.79	-	22.79	24.65	24.09	-	-	25.18
Technical occupations	15.74	15.52	-	15.69	15.81	17.44	-	-	15.65
Executive, administrative, and managerial occupations	21.87	22.55	21.35	22.77	21.69	27.05	-	17.39	-
Sales occupations	13.27	14.40	-	-	13.22	-	11.68	24.14	11.46
Administrative support including clerical occupations	9.66	10.48	10.76	10.37	9.56	10.92	8.96	9.72	9.09
Blue-collar occupations	11.44	11.04	11.88	10.47	11.92	16.82	9.93	-	8.79
Precision production, craft, and repair occupations	13.14	12.38	12.83	11.53	14.15	18.53	12.77	-	11.05
Machine operators, assemblers, and inspectors	9.40	9.81	-	9.81	7.19	-	-	-	7.63
Transportation and material moving occupations	13.28	12.56	11.06	13.66	13.50	15.77	9.95	-	-
Handlers, equipment cleaners, helpers, and laborers	7.45	7.82	8.03	-	7.27	-	7.26	-	6.48
Service occupations	5.92	-	-	-	5.81	-	4.98	-	6.44

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² A classification system including about 450 individual occupations

is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 14. Mean hourly earnings¹ by occupational group, private industry, part-time workers only, Albuquerque, NM, February-March 1996

Occupational group ²	All private industries	Goods-producing industries ³		Service-producing industries ⁴			
		Total	Manufacturing	Total	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$7.18	\$7.45	\$6.19	\$7.16	\$5.89	\$7.17	\$8.42
All workers excluding sales	7.23	7.45	6.19	7.22	5.65	7.34	8.47
White-collar occupations	8.32	-	-	8.36	6.49	7.17	9.52
Professional specialty and technical occupations	13.64	-	-	13.64	-	-	15.09
Professional specialty occupations	13.63	-	-	13.63	-	-	15.77
Technical occupations	13.65	-	-	13.65	-	-	14.22
Sales occupations	6.86	-	-	6.86	6.61	-	7.85
Administrative support including clerical occupations	6.85	-	-	6.85	6.70	7.34	6.82
Blue-collar occupations	7.01	-	-	6.82	6.57	-	6.05
Precision production, craft, and repair occupations	9.91	-	-	9.85	9.85	-	-
Machine operators, assemblers, and inspectors	6.22	-	-	6.25	-	-	6.36
Transportation and material moving occupations	7.56	-	-	7.56	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.65	-	-	6.22	6.30	-	5.75
Service occupations	5.62	-	-	5.63	4.89	-	6.72

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² A classification system including about 450 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

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

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Table 15. Number of workers¹ by occupational group, private industry by establishment employment size, Albuquerque, NM, February-March 1996

Occupational group ²	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	233,260	120,519	112,741	63,439	49,303
All workers excluding sales	206,455	103,077	103,378	56,517	46,861
White-collar occupations	124,476	61,907	62,569	31,192	31,377
Professional specialty and technical occupations	36,450	13,390	23,060	9,797	13,262
Professional specialty occupations	24,253	10,456	13,797	5,345	8,453
Technical occupations	12,196	2,934	9,262	4,453	4,810
Executive, administrative, and managerial occupations	17,915	7,634	10,281	4,052	6,229
Sales occupations	26,805	17,442	9,363	6,921	2,442
Administrative support including clerical occupations	43,306	23,442	19,865	10,421	9,443
Blue-collar occupations	66,433	34,910	31,523	17,465	14,058
Precision production, craft, and repair occupations	25,319	14,581	10,737	6,001	4,736
Machine operators, assemblers, and inspectors	14,598	5,495	9,103	2,698	6,406
Transportation and material moving occupations	10,347	4,638	5,709	3,848	-
Handlers, equipment cleaners, helpers, and laborers	16,170	10,197	5,973	4,918	-
Service occupations	42,351	23,701	18,650	14,781	3,868

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 A classification system including about 450 individual occupations is used to cover all workers in the civilian

economy. Individual occupations are classified into one of nine major occupational groups.

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Table 16. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, all workers², Albuquerque, NM, February-March 1996

Occupational group ³	All establishments	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$12.57	\$11.15	\$14.00	\$11.88	\$16.40
All workers excluding sales	12.63	11.07	14.08	11.82	16.47
White-collar occupations	15.34	13.58	17.00	15.03	18.84
Professional specialty and technical occupations	20.85	20.12	21.27	19.32	22.61
Professional specialty occupations	23.48	21.84	24.71	22.88	25.80
Technical occupations	15.55	14.04	16.04	14.88	17.01
Executive, administrative, and managerial occupations	21.84	18.58	24.38	23.63	24.88
Sales occupations	12.11	11.60	13.04	12.40	14.78
Administrative support including clerical occupations	9.25	8.87	9.65	8.91	10.41
Blue-collar occupations	10.91	10.07	11.76	10.14	13.49
Precision production, craft, and repair occupations	13.07	11.70	14.87	12.99	17.21
Machine operators, assemblers, and inspectors	9.23	7.63	10.11	8.03	10.98
Transportation and material moving occupations	12.50	12.54	12.47	10.36	—
Handlers, equipment cleaners, helpers, and laborers	7.14	7.12	7.17	6.98	—
Service occupations	5.84	5.25	6.53	6.33	7.19

¹ Earnings are the straight-time hourly wages or salary paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, and holidays, and nonproduction bonuses.

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

where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 17. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, full-time workers² only, Albuquerque, NM, February-March 1996

Occupational group ³	All establishments	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$13.42	\$11.99	\$14.78	\$12.89	\$16.54
All workers excluding sales	13.44	11.88	14.82	12.79	16.55
White-collar occupations	16.20	14.49	17.74	16.05	19.11
Professional specialty and technical occupations	21.43	20.97	21.70	19.99	22.70
Professional specialty occupations	24.18	22.89	25.15	23.59	25.96
Technical occupations	15.74	13.65	16.37	15.40	17.06
Executive, administrative, and managerial occupations	21.87	18.61	24.38	23.63	24.88
Sales occupations	13.27	12.68	14.33	13.69	16.06
Administrative support including clerical occupations	9.66	9.31	10.02	9.41	10.53
Blue-collar occupations	11.44	10.65	12.18	10.69	13.52
Precision production, craft, and repair occupations	13.14	11.77	14.90	13.01	17.21
Machine operators, assemblers, and inspectors	9.40	7.76	10.24	8.19	11.04
Transportation and material moving occupations	13.28	13.09	13.46	11.39	-
Handlers, equipment cleaners, helpers, and laborers	7.45	7.29	7.60	7.50	-
Service occupations	5.92	5.37	6.58	6.28	7.19

¹ Earnings are the straight-time hourly wages or salary paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, and holidays, and nonproduction bonuses.

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

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 18. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, part-time workers² only, Albuquerque, NM, March 1996

Occupational group ³	All establishments	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$7.18	\$6.62	\$7.94	\$7.82	\$9.30
All workers excluding sales	7.23	6.57	8.09	8.01	9.64
White-collar occupations	8.32	7.43	9.53	9.52	9.59
Professional specialty and technical occupations	13.64	10.54	15.70	15.69	—
Professional specialty occupations	13.63	7.12	18.52	—	—
Technical occupations	13.65	—	12.05	12.25	—
Sales occupations	6.86	6.90	6.79	5.99	—
Administrative support including clerical occupations	6.85	6.65	7.12	7.13	—
Blue-collar occupations	7.01	6.99	7.05	7.10	—
Precision production, craft, and repair occupations	9.91	9.48	—	—	—
Machine operators, assemblers, and inspectors	6.22	6.45	—	—	—
Transportation and material moving occupations	7.56	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.65	6.94	5.61	5.61	—
Service occupations	5.62	4.87	6.41	6.41	—

¹ Earnings are the straight-time hourly wages or salary paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, and holidays, and nonproduction bonuses.

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

³ A classification system including about 450 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

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. While this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey, which was based on the type of data to be produced, had to be developed before data collection could begin.

Survey scope

This survey of the Albuquerque, NM Metropolitan Statistical Area covered establishments employing workers¹ in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. For purposes of this survey an establishment was an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For all industries in this survey and for State and local governments, the establishment was usually at a single physical location.

Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Albuquerque, NM Metropolitan Statistical Area (December 1994). The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added.

Sample design

¹If an establishment had at least one employee at the time data were collected, it was in-scope for the survey. In theory, any sampled establishment in the universe could have one or more employees when the data are actually collected.

The sample design for this survey area was a two stage probability sample of detailed occupations. The first stage of sample selection was a probability-proportional-to-size sample of establishments. 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 which were not selected for collection. See Appendix Table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

Numerous procedures were developed for the actual collection of data from survey respondents.

Occupational selection and classification

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

Step one: Probability-proportional-to-size selection of company jobs.

Step two: Classification of jobs into occupations based on the Census of Population system.

Step three: Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.

Step four: Determination of the level of work of each job.

For each occupation, wage data were collected only for those workers who met all the criteria identified in the last three steps.

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

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

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<u>Number of employees</u>	<u>Number of selected jobs</u>
0-49	4
50-99	8
100-249	10
250-499	12
500-999	16
1000+	20

NOTE: If the number of employees in an establishment was less than four, then the number of company jobs selected would be equal to the number of employees.

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The COMP2000 occupational classification system is based on the 1990 Census of Population. A selected company job may fall into any one of about 450 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, classification was based on the primary duty.

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

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

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in Appendix B.

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 workers, rather than solely on hours worked. Finally, the worker was identified as being in a union job if: 1) a labor organization was recognized as the bargaining agent for all workers in the occupation; 2) wage and salary rates were de-

termined through collective bargaining or negotiations; and 3) settlement terms, which must include earnings provisions and may include benefit provisions, were embodied in a signed, mutually binding collective bargaining agreement. If these conditions were not met, the worker's job was classified as nonunion.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

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

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

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differs among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for the 10 factors were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor, followed by the corresponding point value, is shown in Appendix C.

Tabulations of levels of work for occupations in the survey follow the federal government's white-collar General Schedule. Point values for each of the 15 levels are as follows:

<u>Level</u>	<u>Range of Generic Level Points</u>
--------------	--------------------------------------

	Low	High
1	190	254
2	255	454
3	455	654
4	655	854
5	855	1104
6	1105	1354
7	1355	1604
8	1605	1854
9	1855	2104
10	2105	2354
11	2355	2754
12	2755	3154
13	3155	3604
14	3605	4054
15	4055 and up	

Wage data collected using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervisory controls, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in this area. The results of this research will be published by BLS in the future.

Reference period

The survey was collected between February 5th and March 29th, 1996. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

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, and
- On-call pay.

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 (e.g., Christmas bonuses, profit-sharing bonuses),
- Uniform and tool allowances,
- Free room and board, and
- Payments made by third parties (e.g., bonuses given by manufacturers to department store salespeople, referral incentives in real estate).

To calculate earnings per hour worked, data on work schedules were also collected. For hourly workers, scheduled hours worked per week were recorded. Because salaried workers often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

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

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

Level. A ranking of an occupation, based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

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

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

Straight-time. Time worked when the employee is getting the standard rate of pay for the job.

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

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

- A labor organization is recognized as the bargaining agent for all workers in the occupation.

- Wage and salary rates are determined through collective bargaining or negotiations.
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed mutually binding collective bargaining agreement.

Processing and Analyzing the Data

Once the data were collected, they were processed and analyzed at the Bureau's National office.

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series.

Of the establishments surveyed, 9.7 percent refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data.² This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (3.7 percent of the total sample) had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was not used.

Estimation

Weights, adjusted for nonresponse, were multiplied by the wage rate of each establishment/occupation, which itself was the average wage of all workers in the occupation. The resulting products were aggregated and then divided by the sum of the weighted occupational employ-

ments to obtain the data series contained in the tables in the bulletin.

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

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 all 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. Appendix Table 2 contains RSE data for selected series in this bulletin.

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, table 2 shows that mean hourly earnings for all workers was \$12.84. Appendix Table 2 shows a standard error of 2.8 percent for this estimate. Thus, at the 95-percent level, the confidence interval for this estimate is \$12.12 to \$13.56 (\$12.84 plus and minus 2 times 2.8 percent). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 percent of the time.

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

² Due to insufficient data, weights for nonresponding occupations in the following major occupational group/work level categories could not be fully adjusted: Technical occupations level 7, executive, administrative, and managerial occupations level 5; and transportation and material moving occupations level 4. Because of this, worker counts for these categories may be slightly underestimated.

Table A1. Number of establishments studied by industry group and employment size, Albuquerque, NM, February-March 1996

Industry	All establish-ments	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All industries	287	166	121	86	35
Private industry	255	157	98	74	24
Goods-producing industries	55	32	23	16	7
Manufacturing	32	15	17	10	7
Construction	23	17	6	6	-
Service-producing industries	200	125	75	58	17
Tranportation and public utilities	14	5	9	5	4
Wholesale and retail trade	82	58	24	22	2
Finance, insurance and real estate	16	11	5	2	3
Services	88	51	37	29	8
State and local government	32	9	23	12	11

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

**Work Table A1. Number of establishments studied by industry group and employment size,
Albuquerque, NM, February-March 1996**

Publication criteria not applied

Industry	All establish- ments	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All industries	287	166	121	86	35
Private industry	255	157	98	74	24
Goods-producing industries	55	32	23	16	7
Manufacturing	32	15	17	10	7
Construction	23	17	6	6	-
Service-producing industries	200	125	75	58	17
Transportation and public utilities	14	5	9	5	4
Wholesale and retail trade	82	58	24	22	2
Finance, insurance and real estate	16	11	5	2	3
Services	88	51	37	29	8
State and local government	32	9	23	12	11

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

Table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, all workers², Albuquerque, NM, February-March 1996

Occupation ³	All industries	Private industry	State and local government
All workers	2.8%	3.2%	5.4%
All workers excluding sales	2.9	3.3	5.4
White-collar occupations	3.2	3.7	5.5
Professional specialty and technical occupations	3.7	4.6	5.7
Professional specialty occupations	4.4	5.7	6.0
Electrical and electronic engineers	8.5	8.5	-
Computer systems analysts and scientists	4.4	4.5	-
Registered nurses	4.6	3.5	-
Technical occupations	3.8	3.9	-
Health technologists and technicians, N.E.C.	7.9	-	-
Executive, administrative, and managerial occupations	5.8	6.4	14.0
Managers and administrators, N.E.C. ..	10.0	8.7	-
Accountants and auditors	11.2	12.2	-
Personnel, training, and labor relations specialists	6.2	-	-
Management related occupations, N.E.C.	16.4	12.5	-
Sales occupations	9.6	9.7	-
Supervisors, sales occupations	11.6	11.6	-
Sales workers, other commodities	32.7	32.7	-
Cashiers	4.4	4.4	-
Administrative support including clerical occupations	4.8	5.6	2.7
Secretaries	5.9	6.5	-
Receptionists	5.0	5.0	-
Order clerks	9.0	9.0	-
Bookkeepers, accounting and auditing clerks	5.4	5.9	-
Insurance adjusters, examiners, and investigators	37.1	-	-
Investigators and adjusters except insurance	4.0	4.0	-
General office clerks	3.4	4.7	-
Administrative support occupations, N.E.C.	9.1	10.2	-
White-collar occupations excluding sales	3.3	3.9	5.5
Blue-collar occupations	3.6	3.8	3.9
Precision production, craft, and repair occupations	4.1	4.4	5.1
Automobile mechanics	6.8	7.9	-
Electricians	7.6	7.6	-
Machine operators, assemblers, and inspectors	4.4	4.4	-
Miscellaneous machine operators, N.E.C.	5.4	5.5	-
Transportation and material moving occupations	9.4	9.8	4.2
Truck drivers	9.6	9.6	-
Industrial truck and tractor equipment operators	6.5	-	-
Handlers, equipment cleaners, helpers, and laborers	3.3	3.5	-
Helpers, construction trades	-	-	-
Construction laborers	6.0	6.4	-
Stock handlers and baggers	7.2	7.2	-
Laborers except construction, N.E.C.	7.3	7.4	-
Service occupations	3.4	4.1	3.6
Guards and police except public service	6.4	-	-
Waiters and waitresses	9.7	9.7	-
Cooks	6.7	4.7	-
Kitchen workers, food preparation	8.2	8.2	-

See footnotes at end of table.

Table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, all workers², Albuquerque, NM, February-March 1996 — Continued

Occupation ³	All industries	Private industry	State and local government
Food preparation occupations, N.E.C.	4.9%	5.0%	—
Nursing aides, orderlies and attendants	6.9	7.3	—
Maids and housemen	6.5	6.1	—
Janitors and cleaners	5.4	7.1	—
Service occupations, N.E.C.	7.5	—	—

¹ The relative standard error is the standard error expressed as a percent of the estimate.

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

³ A classification system including about 450 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. See the technical note for a complete listing of occupations.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Work table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, full-time and part-time workers,² Albuquerque, NM, February-March 1996

Publication criteria not applied

Occupation ³	All industries	Private industry	State and local government
All workers	2.8%	3.2%	5.4%
All workers excluding sales	2.9	3.3	5.4
White-collar occupations	3.2	3.7	5.5
Professional specialty and technical occupations	3.7	4.6	5.7
Professional specialty occupations	4.4	5.7	6.0
Architects	0.0	0.0	-
Aerospace engineers	0.0	0.0	-
Nuclear engineers	0.0	0.0	-
Civil engineers	10.0	0.0	0.0
Electrical and electronic engineers	8.5	8.5	-
Industrial engineers	6.9	6.9	-
Mechanical engineers	0.0	0.0	-
Engineers, N.E.C.	3.9	3.9	-
Computer systems analysts and scientists	4.4	4.5	0.0
Operations and systems researchers and analysts	8.0	9.2	0.0
Physical scientists, N.E.C.	6.9	0.0	6.2
Agricultural and food scientists	0.0	-	0.0
Physicians	9.7	9.7	-
Optometrists	0.0	0.0	-
Registered nurses	4.6	3.5	9.6
Pharmacists	1.5	1.5	-
Occupational therapists	0.0	0.0	-
Physical therapists	1.7	0.0	0.0
Therapists, N.E.C.	4.1	4.1	-
History teachers	0.0	0.0	-
Political science teachers	23.0	-	23.0
Health specialties teachers	0.0	0.0	-
English teachers	0.0	0.0	-
Prekindergarten and kindergarten	0.0	-	0.0
Elementary school teachers	1.7	-	1.7
Secondary school teachers	4.0	-	4.0
Teachers, special education	0.9	-	0.9
Teachers, N.E.C.	13.4	18.0	18.6
Vocational and educational counselors	8.6	0.0	1.1
Librarians	9.5	5.6	8.7
Sociologists	0.0	0.0	-
Social workers	4.1	10.1	2.9
Recreation workers	4.9	-	4.9
Religious workers, N.E.C.	0.0	0.0	-
Lawyers	8.3	10.8	0.0
Technical writers	0.0	0.0	-
Designers	5.2	5.2	-
Painters, sculptors, craft artists, and artist print-makers	0.0	0.0	-
Dancers	0.0	0.0	-
Editors and reporters	18.4	18.4	-
Public relations specialists	6.1	6.1	-
Technical occupations	3.8	3.9	13.2
Clinical laboratory technologists and technicians	15.1	12.8	15.6
Dental hygienists	6.1	6.1	-
Health record technologists and technicians	6.5	6.5	-
Radiological technicians	5.9	5.9	-
Licensed practical nurses	3.3	3.3	-
Health technologists and technicians, N.E.C.	7.9	11.3	6.2
Electrical and electronic technicians	4.7	4.7	0.0
Industrial engineering technicians	0.0	-	0.0
Mechanical engineering technicians	0.0	0.0	-
Engineering technicians, N.E.C.	3.0	2.8	7.5
Drafters	16.8	17.4	0.0
Surveying and mapping technicians	0.0	0.0	-
Airplane pilots and navigators	0.0	0.0	-

See footnotes at end of table.

Work table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, full-time and part-time workers,² Albuquerque, NM, February-March 1996 — Continued

Publication criteria not applied

Occupation ³	All industries	Private industry	State and local government
Air traffic controllers	0.0%	0.0%	—
Broadcast equipment operators	0.0	0.0	—
Computer programmers	5.1	3.8	0.0%
Legal assistants	2.7	2.3	0.0
Technical and related occupations, N.E.C.	10.5	9.9	0.0
Executive, administrative, and managerial occupations	5.8	6.4	14.0
Administrators and officials, public administration	2.0	0.0	0.6
Financial managers	12.4	12.9	0.0
Personnel and labor relations managers	12.0	12.8	0.0
Purchasing managers	0.0	0.0	—
Managers, marketing, advertising and public relations	21.3	21.3	—
Administrators, education and related fields	7.7	27.8	7.9
Managers, medicine and health	11.5	12.5	0.0
Managers, food servicing and lodging establishments	2.3	2.3	—
Managers, service organizations, N.E.C.	6.8	7.7	18.4
Managers and administrators, N.E.C. ..	10.0	8.7	19.0
Accountants and auditors	11.2	12.2	7.9
Underwriters	0.0	0.0	—
Other financial officers	9.4	0.6	3.0
Management analysts	9.9	5.6	10.8
Personnel, training, and labor relations specialists	6.2	6.4	14.4
Buyers, wholesale and retail trade, except farm products	3.1	3.1	—
Purchasing agents and buyers, N.E.C.	8.3	0.0	2.3
Business and promotional agents	5.8	5.8	—
Construction inspectors	9.9	—	9.9
Inspectors and compliance officers, except construction	27.2	0.0	0.0
Management related occupations, N.E.C.	16.4	12.5	8.8
Sales occupations	9.6	9.7	0.0
Supervisors, sales occupations	11.6	11.6	—
Insurance sales occupations	0.0	0.0	—
Real estate sales occupations	8.8	7.4	0.0
Securities and financial services sales occupations	16.5	16.5	—
Sales occupations, other business services	19.5	19.5	—
Sales engineers	0.0	0.0	—
Sales representatives, mining, manufacturing, and wholesale	5.4	5.4	—
Sales workers, motor vehicles and boats	9.6	9.6	—
Sales workers, apparel	6.2	6.2	—
Sales workers, radio, tv, hi-fi, & appliances	36.1	36.1	—
Sales workers, hardware and building supplies	21.5	21.5	—
Sales workers, parts	13.6	13.6	—
Sales workers, other commodities	32.7	32.7	—
Sales counter clerks	7.2	7.2	—
Cashiers	4.4	4.4	—
Street and door to door sales workers ..	5.9	5.9	—
Demonstrators, promoters, and models, sales	5.9	5.9	—
Sales support occupations, N.E.C.	9.7	9.7	—
Administrative support including clerical occupations	4.8	5.6	2.7

See footnotes at end of table.

Work table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, full-time and part-time workers,² Albuquerque, NM, February-March 1996 — Continued

Publication criteria not applied

Occupation ³	All industries	Private industry	State and local government
Supervisors, general office	9.7%	9.7%	—
Supervisors, computer equipment operators	0.0	0.0	—
Supervisors, financial records processing	8.0	8.0	—
Supervisors, distribution, scheduling, and adjusting clerks	11.5	11.5	—
Computer operators	14.5	14.5	—
Peripheral equipment operators	0.0	0.0	—
Secretaries	5.9	6.5	4.6%
Typists	6.7	6.7	—
Interviewers	0.0	0.0	—
Hotel clerks	4.5	4.5	—
Transportation ticket and reservation agents	12.9	12.9	—
Receptionists	5.0	5.0	—
Information clerks, N.E.C.	2.0	1.9	0.5
Correspondence clerks	0.0	0.0	—
Order clerks	9.0	9.0	—
Personnel clerks except payroll & timekeeping	13.8	1.8	0.0
Library clerks	1.0	—	1.0
File clerks	8.1	8.1	—
Records clerks, N.E.C.	3.6	4.3	0.7
Bookkeepers, accounting and auditing clerks	5.4	5.9	3.9
Payroll and timekeeping clerks	3.9	3.9	—
Billing clerks	0.6	0.6	—
Cost and rate clerks	4.6	4.6	—
Billing, posting, & calculating machine operators	0.0	0.0	—
Duplicating machine operators	15.8	15.8	—
Telephone operators	10.6	10.6	—
Communications equipment operators, N.E.C.	0.0	0.0	—
Mail clerks except postal service	3.3	3.3	—
Messengers	7.3	7.3	—
Dispatchers	4.5	4.8	2.8
Traffic, shipping and receiving clerks ...	5.3	6.1	4.0
Stock and inventory clerks	7.6	9.6	1.5
Meter readers	0.0	0.0	—
Insurance adjusters, examiners, and investigators	37.1	38.3	0.0
Investigators and adjusters except insurance	4.0	4.0	—
Eligibility clerks, social welfare	7.5	0.5	7.6
Bill and account collectors	9.1	9.1	—
General office clerks	3.4	4.7	1.7
Bank tellers	5.3	5.3	—
Data entry keyers	7.8	8.4	0.0
Statistical clerks	0.0	0.0	—
Teachers' aides	11.1	—	11.1
Administrative support occupations, N.E.C.	9.1	10.2	0.7
White-collar occupations excluding sales	3.3	3.9	5.5
Blue-collar occupations	3.6	3.8	3.9
Precision production, craft, and repair occupations	4.1	4.4	5.1
Supervisors, mechanics and repairers	16.2	16.7	1.1
Automobile mechanics	6.8	7.9	6.0
Bus, truck, and stationary engine mechanics	11.8	11.8	—
Small engine repairs	1.2	0.0	4.7
Automobile body and related repairers	0.0	0.0	—
Heavy equipment mechanics	6.2	6.2	—
Industrial machinery repairers	5.4	5.4	—
Machinery maintenance occupations ...	2.1	2.1	—

See footnotes at end of table.

Work table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, full-time and part-time workers,² Albuquerque, NM, February-March 1996 — Continued

Publication criteria not applied

Occupation ³	All industries	Private industry	State and local government
Electronic repairers, communications and industrial equipment	5.5%	5.6%	0.0%
Data processing equipment repairers ...	0.0	0.0	—
Household appliance and power tool repairers	0.0	0.0	—
Telephone installers and repairers	28.9	28.9	—
Heating, air conditioning, and refrigeration mechanics	0.0	0.0	—
Office machine repairers	0.0	0.0	—
Mechanical controls and valve repairers	0.0	0.0	—
Mechanics and repairers, N.E.C.	21.4	21.4	—
Supervisors, carpenters and related workers	11.5	11.5	—
Supervisors, electricians and power transmission installers	2.8	2.8	—
Supervisors, painters, paperhangers and plasterers	0.0	0.0	—
Supervisors, plumbers, pipefitters, and steamfitters	0.0	0.0	—
Supervisors, construction trades, N.E.C.	7.0	7.0	15.8
Carpet installers	0.0	0.0	—
Carpenters	7.4	7.4	—
Carpenter apprentices	0.0	0.0	—
Drywall installers	21.6	21.6	—
Electricians	7.6	7.6	—
Electrician apprentices	8.1	8.1	—
Electrical power installers and repairers	0.0	0.0	—
Painters, construction and maintenance	14.0	14.0	—
Plasterers	0.0	0.0	—
Plumbers, pipefitters and steamfitters ..	4.4	6.9	0.0
Plumbers, pipefitters and steamfitters apprentices	10.7	10.7	—
Concrete and terrazzo finishers	10.8	10.8	—
Roofers	0.0	0.0	—
Construction trades, N.E.C.	15.0	0.0	18.0
Supervisors, production occupations	15.1	15.1	—
Tool and dye makers	0.0	0.0	—
Machinists	2.2	2.2	—
Machinist apprentices	2.2	2.2	—
Precision stones and metals workers ...	21.1	21.1	—
Sheet metal workers	8.5	8.5	—
Sheet metal worker apprentices	0.0	0.0	—
Tailors	0.0	0.0	—
Optical goods workers	4.9	4.9	—
Electrical and electronic equipment assemblers	4.5	4.5	—
Butchers and meat cutters	7.7	7.7	—
Bakers	12.2	12.2	—
Inspectors, testers, and graders	9.0	8.9	11.9
Water and sewer treatment plant operators	6.1	—	6.1
Miscellaneous plant and system operators, N.E.C.	2.9	—	2.9
Machine operators, assemblers, and inspectors	4.4	4.4	0.0
Grinding, abrading, buffing, and polishing machine operators	0.0	0.0	—
Fabricating machine operators, N.E.C.	8.7	8.7	—
Molding and casting machine operators	13.4	13.4	—
Printing press operators	5.7	5.7	—
Typesetters and compositors	0.0	0.0	—
Textile sewing machine operators	10.6	10.6	—
Pressing machine operators	7.4	7.4	—

See footnotes at end of table.

Work table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, full-time and part-time workers,² Albuquerque, NM, February-March 1996 — Continued

Publication criteria not applied

Occupation ³	All industries	Private industry	State and local government
Laundering and dry cleaning machine operators	9.9%	9.9%	—
Packaging and filling machine operators	0.0	0.0	—
Extruding and forming machine operators	0.0	0.0	—
Mixing and blending machine operators	8.1	8.1	—
Miscellaneous machine operators, N.E.C.	5.4	5.5	0.0%
Welders and cutters	0.0	0.0	—
Assemblers	6.6	6.6	—
Hand painting, coating, and decorating occupations	0.0	0.0	—
Miscellaneous hand working occupations, N.E.C.	15.7	15.7	—
Production inspectors, checkers and examiners	16.4	16.4	—
Production testers	0.0	0.0	—
Graders and sorters except agricultural	5.8	5.8	—
Transportation and material moving occupations	9.4	9.8	4.2
Supervisors, motor vehicle operators ...	0.0	0.0	—
Truck drivers	9.6	9.6	6.4
Driver-sales workers	25.9	25.9	—
Bus drivers	11.7	0.0	5.0
Taxicab drivers and chauffeurs	0.0	0.0	—
Parking lot attendants	0.0	—	0.0
Motor transportation occupations, N.E.C.	11.6	11.6	—
Supervisors, material moving equipment	13.7	13.5	0.0
Operating engineers	1.2	0.0	0.0
Crane and tower operators	3.6	3.6	—
Excavating and loading machine operators	0.0	0.0	—
Grader, dozer, and scrapper operators	0.0	—	0.0
Industrial truck and tractor equipment operators	6.5	6.7	0.0
Miscellaneous material moving equipment operators, N.E.C.	4.4	0.0	0.0
Handlers, equipment cleaners, helpers, and laborers	3.3	3.5	4.9
Nursery workers	0.0	0.0	—
Supervisors, agriculture-related workers	0.0	—	0.0
Groundskeepers and gardeners except farm	7.9	13.0	5.5
Animal caretakers except farm	5.6	—	5.6
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	0.0	0.0	—
Helpers, mechanics and repairers	0.4	0.4	—
Helpers, construction trades	2.5	2.8	8.6
Helpers, surveyors	4.9	4.9	—
Construction laborers	6.0	6.4	12.9
Stock handlers and baggers	7.2	7.2	—
Machine feeders and offbearers	0.0	0.0	—
Freight, stock, and material handlers, N.E.C.	7.0	7.0	—
Garage and service station related occupations	15.7	15.7	—
Vehicle washers and equipment cleaners	13.4	13.4	—
Hand packers and packagers	9.3	9.3	—
Laborers except construction, N.E.C. ...	7.3	7.4	0.0
Service occupations	3.4	4.1	3.6
Supervisors, firefighters and fire prevention occupations	3.1	—	3.1

See footnotes at end of table.

Work table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, full-time and part-time workers,² Albuquerque, NM, February-March 1996 — Continued

Publication criteria not applied

Occupation ³	All industries	Private industry	State and local government
Supervisors, police and detectives	2.1%	—	2.1%
Supervisors, guards	13.5	13.5%	—
Fire inspection and fire prevention occupations	0.0	—	0.0
Firefighting occupations	2.4	—	2.4
Police and detectives, public service	4.2	—	4.2
Correctional institution officers	4.1	—	4.1
Crossing guards	14.7	—	14.7
Guards and police except public service	6.4	6.6	0.0
Protective service occupations, N.E.C.	8.8	0.0	1.7
Supervisors, food preparation and service occupations	8.2	8.2	—
Bartenders	12.1	12.1	—
Waiters and waitresses	9.7	9.7	—
Cooks	6.7	4.7	0.5
Food counter, fountain, and related occupations	2.4	2.4	—
Kitchen workers, food preparation	8.2	8.2	—
Waiters/waitresses' assistants	4.5	4.5	—
Food preparation occupations, N.E.C.	4.9	5.0	1.6
Dental assistants	7.3	7.3	—
Health aides except nursing	2.9	6.0	0.0
Nursing aides, orderlies and attendants	6.9	7.3	0.0
Supervisors, cleaning & building service workers	4.7	4.7	—
Maids and housemen	6.5	6.1	0.0
Janitors and cleaners	5.4	7.1	4.4
Supervisors, personal service occupations	47.7	47.7	—
Hairdressers and cosmetologists	6.9	6.9	—
Attendants, amusement and recreation facilities	3.9	0.0	0.0
Baggage porters and bellhops	0.0	0.0	—
Welfare service aides	1.4	1.4	—
Early childhood teachers' assistants	6.1	0.0	3.1
Child care workers, N.E.C.	4.6	5.0	0.0
Service occupations, N.E.C.	7.5	9.0	7.1

¹ The relative standard error is the standard error expressed as a percent of the estimate.

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

³ A classification system including about 450 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. See the technical note for a complete listing of occupations.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Appendix B. Occupational Classifications

NOTE: N.E.C. in an occupation title means Not Elsewhere Classified.

Major occupational group A:

PROFESSIONAL AND TECHNICAL OCCUPATIONS

PROFESSIONAL OCCUPATIONS

ENGINEERS, ARCHITECTS, AND SURVEYORS

- A043 Architects
- A044 Aerospace Engineers
- A045 Metallurgical and Materials Engineers
- A046 Mining Engineers
- A047 Petroleum Engineers
- A048 Chemical Engineers
- A049 Nuclear Engineers
- A053 Civil Engineers
- A054 Agricultural Engineers
- A055 Electrical and Electronic Engineers
- A056 Industrial Engineers
- A057 Mechanical Engineers
- A058 Marine Engineers and Naval Architects
- A059 Engineers, N.E.C.
- A063 Surveyors and Mapping Scientists

MATHEMATICAL AND COMPUTER SCIENTISTS

- A064 Computer Systems Analysts and Scientists
- A065 Operations and Systems Researchers and Analysts
- A066 Actuaries
- A067 Statisticians
- A068 Mathematical Scientists N.E.C.

NATURAL SCIENTISTS

- A069 Physicists and Astronomers
- A073 Chemists, Except Biochemists
- A074 Atmospheric and Space Scientists

- A075 Geologists and Geodesists
- A076 Physical Scientists N.E.C.
- A077 Agricultural and Food Scientists
- A078 Biological and Life Scientists
- A079 Forestry and Conservation Scientists
- A083 Medical Scientists

HEALTH DIAGNOSING OCCUPATIONS

- A084 Physicians
- A085 Dentists
- A086 Veterinarians
- A087 Optometrists
- A088 Podiatrists
- A089 Health Diagnosing Practitioners, N.E.C.

HEALTH ASSESSMENT AND TREATING OCCUPATIONS

- A095 Registered Nurses
- A096 Pharmacists
- A097 Dietitians
- A098 Respiratory Therapists
- A099 Occupational Therapists
- A103 Physical Therapists
- A104 Speech Therapists
- A105 Therapists, N.E.C.
- A106 Physicians' Assistants

TEACHERS

- A113-154 Teachers, College and University
- A155 Prekindergarten and Kindergarten Teachers
- A156 Elementary School Teachers
- A157 Secondary School Teachers
- A158 Teachers, Special Education
- A159 Teachers, N.E.C.

A163 Vocational and Educational Counselors
LIBRARIANS, ARCHIVISTS AND CURATORS

- A164 Librarians
- A165 Archivists and Curators

SOCIAL SCIENTISTS AND URBAN PLANNERS

- A166 Economists
- A167 Psychologists
- A168 Sociologists
- A169 Social Scientists, N.E.C.
- A173 Urban Planners

SOCIAL, RECREATION, AND RELIGIOUS WORKERS

- A174 Social Workers
- A175 Recreation Workers
- A176 Clergy
- A177 Religious Workers, N.E.C.

LAWYERS AND JUDGES

- A178 Lawyers
- A179 Judges

WRITERS, AUTHORS, ENTERTAINERS AND ATHLETES

- A183 Authors
- A184 Technical Writers
- A185 Designers
- A186 Musicians and Composers
- A187 Actors and Directors
- A188 Painters, Sculptors, Craft-Artists, and Artist Print-Makers
- A189 Photographers
- A193 Dancers
- A194 Artists, Performers, and Related Workers, N.E.C.
- A195 Editors and Reporters
- A197 Public Relations Specialists
- A198 Announcers
- A199 Athletes
- A999 Professional Occupations, N.E.C.

TECHNICAL AND RELATED OCCUPATIONS

HEALTH TECHNOLOGISTS AND TECHNICIANS

- A203 Clinical Laboratory Technologists and Technicians
- A204 Dental Hygienists

A205 Health Record Technologists and Technicians

- A206 Radiologic Technicians
- A207 Licensed Practical Nurses
- A208 Health Technologists and Technicians, N.E.C.

ENGINEERING AND RELATED TECHNOLOGISTS AND TECHNICIANS

- A213 Electrical and Electronic Technicians
- A214 Industrial Engineering Technicians
- A215 Mechanical Engineering Technicians
- A216 Engineering Technicians, N.E.C.
- A217 Drafters
- A218 Surveying and Mapping Technicians

SCIENCE TECHNICIANS

- A223 Biological Technicians
- A224 Chemical Technicians
- A225 Science Technicians, N.E.C.

MISCELLANEOUS TECHNICIANS

- A226 Airplane Pilots and Navigators
- A227 Air Traffic Controllers
- A228 Broadcast Equipment Operators
- A229 Computer Programmers
- A233 Tool Programmers, Numerical Control
- A234 Legal Assistants
- A235 Technical and Related Occupations, N.E.C.

Major occupational group B:
EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS

- B003 Legislators
- B004 Chief Executives and General Administrators, Public Administration
- B005 Administrators and Officials, Public Administration
- B007 Financial Managers
- B008 Personnel and Labor Relations Managers
- B009 Purchasing Managers
- B013 Managers; Marketing, Advertising and Public Relations
- B014 Administrators, Education and Related Fields
- B015 Managers, Medicine and Health
- B016 Postmasters and Mail Superintendents
- B017 Managers, Food Serving and Lodging Establishments
- B018 Managers, Properties and Real Estate
- B019 Funeral Directors
- B021 Managers, Service Organizations, N.E.C.
- B022 Managers and Administrators, N.E.C.

MANAGEMENT RELATED OCCUPATIONS

- B023 Accountants and Auditors
- B024 Underwriters
- B025 Other Financial Officers
- B026 Management Analysts
- B027 Personnel, Training, and Labor Relations Specialists
- B028 Purchasing Agents and Buyers, Farm Products
- B029 Buyers, Wholesale and Retail Trade, Except Farm Products
- B033 Purchasing Agents and Buyers, N.E.C.
- B034 Business and Promotion Agents
- B035 Construction Inspectors
- B036 Inspectors and Compliance Officers, Except Construction
- B037 Management Related Occupations, N.E.C.

Major occupational group C:
SALES OCCUPATIONS

- C243 Supervisors, Sales Occupations

FINANCE AND BUSINESS SERVICES, SALES REPRESENTATIVES

- C253 Insurance Sales Occupations
- C254 Real Estate Sales Occupations
- C255 Securities and Financial Services Sales Occupations
- C256 Advertising and Related Sales Occupations
- C257 Sales Occupations, Other Business Services

SALES REPRESENTATIVES, COMMODITIES EXCEPT RETAIL

- C258 Sales Engineers
- C259 Sales Representatives; Mining, Manufacturing, and Wholesale

RETAIL AND PERSONAL SERVICES SALES WORKERS

- C263 Sales Workers, Motor Vehicles and Boats
- C264 Sales Workers, Apparel
- C265 Sales Workers, Shoes
- C266 Sales Workers, Furniture and Home Furnishings
- C267 Sales Workers, Radio, TV, Hi-Fi, and Appliances
- C268 Sales Workers, Hardware and Building Supplies
- C269 Sales Workers, Parts
- C274 Sales Workers, Other Commodities
- C275 Sales Counter Clerks

- C276 Cashiers
- C277 Street and Door-To-Door Sales Workers
- C278 News Vendors

SALES RELATED OCCUPATIONS

- C283 Demonstrators, Promoters, and Models, Sales
- C284 Auctioneers
- C285 Sales Support Occupations, N.E.C.

Major occupational group D:
ADMINISTRATIVE SUPPORT OCCUPATIONS, INCLUDING CLERICAL

SUPERVISORS, CLERICAL AND ADMINISTRATIVE SUPPORT

- D303 Supervisors, General Office
- D304 Supervisors, Computer Equipment Operators
- D305 Supervisors, Financial Records Processing
- D306 Chief Communications Operators
- D307 Supervisors, Distribution, Scheduling, and Adjusting Clerks

COMPUTER EQUIPMENT OPERATORS

- D308 Computer Operators
- D309 Peripheral Equipment Operators

SECRETARIES, STENOGRAPHERS, AND TYPISTS

- D313 Secretaries
- D314 Stenographers
- D315 Typists

INFORMATION CLERKS

- D316 Interviewers
- D317 Hotel Clerks
- D318 Transportation Ticket and Reservation Agents
- D319 Receptionists
- D323 Information Clerks, N.E.C.

RECORDS PROCESSING CLERKS, EXCEPT FINANCIAL

- D325 Classified-Ad Clerks
- D326 Correspondence Clerks
- D327 Order Clerks
- D328 Personnel Clerks, Except Payroll and Time-keeping
- D329 Library Clerks
- D335 File Clerks

D336 Records Clerks, N.E.C.

FINANCIAL RECORDS PROCESSING CLERKS

- D337 Bookkeepers, Accounting and Auditing Clerks
- D338 Payroll and Timekeeping Clerks
- D339 Billing Clerks
- D343 Cost and Rate Clerks
- D344 Billing, Posting, and Calculating Machine Operators

DUPLICATING, MAIL, AND OTHER OFFICE MACHINE OPERATORS

- D345 Duplicating Machine Operators
- D346 Mail Preparing and Paper Handling Machine Operators
- D347 Office Machine Operators, N.E.C.

COMMUNICATIONS EQUIPMENT OPERATORS

- D348 Telephone Operators
- D353 Communications Equipment Operators, N.E.C.

MAIL AND MESSAGE DISTRIBUTING OCCUPATIONS

- D354 Postal Clerks, Except Mail Carriers
- D355 Mail Carriers, Postal Service
- D356 Mail Clerks, Except Postal Service
- D357 Messengers

MATERIAL RECORDING, SCHEDULING, AND DISTRIBUTING CLERKS

- D359 Dispatchers
- D363 Production Coordinators
- D364 Traffic, Shipping, and Receiving Clerks
- D365 Stock and Inventory Clerks
- D366 Meter Readers
- D368 Weighers, Measurers, Checkers, and Samplers
- D373 Expeditors
- D374 Material Recording, Scheduling, and Distributing Clerks, N.E.C.

ADJUSTERS AND INVESTIGATORS

- D375 Insurance Adjusters, Examiners, and Investigators
- D376 Investigators and Adjusters, Except Insurance
- D377 Eligibility Clerks, Social Welfare

D378 Bill and Account Collectors

MISCELLANEOUS ADMINISTRATIVE SUPPORT OCCUPATIONS

- D379 General Office Clerks
- D383 Bank Tellers
- D384 Proofreaders
- D385 Data Entry Keyers
- D386 Statistical Clerks
- D387 Teachers' Aides
- D389 Administrative Support Occupations, N.E.C.

Major occupational group E:

PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS

MECHANICS AND REPAIRERS

- E503 Supervisors; Mechanics and Repairers
- E505 Automobile Mechanics
- E506 Automobile Mechanic Apprentices
- E507 Bus, Truck, and Stationary Engine Mechanics
- E508 Aircraft Engine Mechanics
- E509 Small Engine Repairers
- E514 Automobile Body and Related Repairers
- E515 Aircraft Mechanics, Except Engine
- E516 Heavy Equipment Mechanic
- E517 Farm Equipment Mechanics
- E518 Industrial Machinery Repairers
- E519 Machinery Maintenance Occupations
- E523 Electronic Repairers, Communications and Industrial Equipment
- E525 Data Processing Equipment Repairers
- E526 Household Appliance and Power Tool Repairers
- E527 Telephone Line Installers and Repairers
- E529 Telephone Installers and Repairers
- E534 Heating, Air Conditioning, and Refrigeration Mechanics
- E535 Camera, Watch, and Musical Instrument Repairers
- E536 Locksmiths and Safe Repairers
- E538 Office Machine Repairers
- E539 Mechanical Controls and Valve Repairers
- E543 Elevator Installers and Repairers
- E544 Millwrights
- E547 Mechanics and Repairers, N.E.C.

SUPERVISORS, CONSTRUCTION TRADES

- E553 Supervisors; Brickmasons, Stonemasons, and Tilesetters
- E554 Supervisors; Carpenters and Related Workers

- E555 Supervisors; Electricians and Power Transmission Installers
- E556 Supervisors; Painters, Paperhangers, and Plasterers
- E557 Supervisors; Plumbers, Pipefitters, and Steamfitters
- E558 Supervisors; Construction Trades, N.E.C.

CONSTRUCTION TRADES OCCUPATIONS

- E563 Brickmasons and Stonemasons
- E564 Brickmason and Stonemason Apprentices
- E565 Tile Setters, Hard and Soft
- E566 Carpet Installers
- E567 Carpenters
- E569 Carpenter Apprentices
- E573 Drywall Installers
- E575 Electricians
- E576 Electrician Apprentices
- E577 Electrical Power Installers and Repairers
- E579 Painters, Construction and Maintenance
- E583 Paperhangers
- E584 Plasterers
- E585 Plumbers, Pipefitters, and Steamfitters
- E587 Plumber, Pipefitter, and Steamfitter Apprentices
- E588 Concrete and Terrazzo Finishers
- E589 Glaziers
- E593 Insulation Workers
- E594 Paving, Surfacing, and Tamping Equipment Operators
- E595 Roofers
- E596 Sheetmetal Duct Installers
- E597 Structural Metal Workers
- E598 Drillers, Earth
- E599 Construction Trades, N.E.C.

EXTRACTIVE OCCUPATIONS

- E613 Supervisors, Extractive Occupations
- E614 Drillers, Oil Well
- E615 Explosives Workers
- E616 Mining Machine Operators
- E617 Mining Occupations, N.E.C.

PRECISION PRODUCTION OCCUPATIONS

- E628 Supervisors, Production Occupations

PRECISION METAL WORKING OCCUPATIONS

- E634 Tool and Die Makers
- E635 Tool and Die Maker Apprentices
- E636 Precision Assemblers, Metal
- E637 Machinists
- E639 Machinist Apprentices

- E643 Boilermakers
- E644 Precision Grinders, Filers, and Tool Sharpeners
- E645 Patternmakers and Modelmakers, Metal
- E646 Layout Workers
- E647 Precious Stones and Metals Workers
- E649 Engravers, Metal
- E653 Sheet Metal Workers
- E654 Sheet Metal Worker Apprentices

PRECISION WOODWORKING OCCUPATIONS

- E656 Patternmakers and Modelmakers, Wood
- E657 Cabinet Makers and Bench Carpenters
- E658 Furniture and Wood Finishers

PRECISION TEXTILE, APPAREL, AND FURNISHINGS MACHINE WORKERS

- E666 Dressmakers
- E667 Tailors
- E668 Upholsterers
- E669 Shoe Repairers

PRECISION WORKERS, ASSORTED MATERIALS

- E675 Hand Molders and Shapers, Except Jewelers
- E676 Patternmakers, Layout Workers, and Cutters
- E677 Optical Goods Workers
- E678 Dental Laboratory and Medical Appliance Technicians
- E679 Bookbinders
- E683 Electrical and Electronic Equipment Assemblers
- E684 Miscellaneous Precision Workers, N.E.C.

PRECISION FOOD PRODUCTION OCCUPATIONS

- E685 Precision Food Production Occupations, N.E.C.
- E686 Butchers and Meat Cutters
- E687 Bakers
- E688 Food Batchmakers

PRECISION INSPECTORS, TESTERS, AND RELATED WORKERS

- E689 Inspectors, Testers, and Graders
- E690 Precision Inspectors, Testers, and Related Workers, N.E.C.
- E693 Adjusters and Calibrators

PLANT AND SYSTEM OPERATORS

- E694 Water and Sewage Treatment Plant Operators
- E695 Power Plant Operators
- E696 Stationary Engineers

E699 Miscellaneous Plant and System Operators,
N.E.C.

Major occupational group F:

MACHINE OPERATORS, ASSEMBLERS, AND INSPECTORS

**METALWORKING AND PLASTIC WORKING
MACHINE OPERATORS**

F703 Lathe and Turning-Machine Set-Up Operators
F704 Lathe and Turning-Machine Operators
F705 Milling and Planing Machine Operators
F706 Punching and Stamping Press Operators
F707 Rolling Machine Operators
F708 Drilling and Boring Machine Operators
F709 Grinding, Abrading, Buffing, and Polishing
Machine Operators
F713 Forging Machine Operators
F714 Numerical Control Machine Operators
F717 Fabricating Machine Operators, N.E.C.
F719 Molding and Casting Machine Operators
F723 Metal Plating Machine Operators
F724 Heat Treating Equipment Operators

WOODWORKING MACHINE OPERATORS

F726 Wood Lathe, Routing, and Planing Machine
Operators
F727 Sawing Machine Operators
F728 Shaping and Joining Machine Operators
F729 Nailing and Tacking Machine Operators

PRINTING MACHINE OPERATORS

F734 Printing Press Operators
F735 Photoengravers and Lithographers
F736 Typesetters and Compositors

**TEXTILE, APPAREL, AND FURNISHINGS
MACHINE OPERATORS**

F738 Winding and Twisting Machine Operators
F739 Knitting, Looping, Taping, and Weaving Ma-
chine Operators
F743 Textile Cutting Machine Operators
F744 Textile Sewing Machine Operators
F745 Shoe Machine Operators

F747 Pressing Machine Operators
F748 Laundering and Dry Cleaning Machine Op-
erators

MACHINE OPERATORS, ASSORTED MATERIALS

F753 Cementing and Gluing Machine Operators

F754 Packaging and Filling Machine Operators
F755 Extruding and Forming Machine Operators
F756 Mixing and Blending Machine Operators
F757 Separating, Filtering, and Clarifying Machine
Operators
F758 Compressing and Compacting Machine Op-
erators
F759 Painting and Paint Spraying Machine Opera-
tors
F763 Roasting and Baking Machine Operators,
Food
F764 Washing, Cleaning, and Pickling Machine
Operators
F765 Folding Machine Operators
F766 Furnace, Kiln, and Oven Operators, Except
Food
F768 Crushing and Grinding Machine Operators
F769 Slicing and Cutting Machine Operators
F773 Motion Picture Projectionists
F774 Photographic Process Machine Operators
F777 Miscellaneous Machine Operators, N.E.C.

**FABRICATORS, ASSEMBLERS, AND HAND
WORKING OCCUPATIONS**

F783 Welders and Cutters
F784 Solderers and Braziers
F785 Assemblers
F786 Hand Cutting and Trimming Occupations
F787 Hand Molding, Casting, and Forming Occu-
pations
F789 Hand Painting, Coating, and Decorating Oc-
cupations
F793 Hand Engraving and Printing Occupations
F795 Miscellaneous Hand Working Occupations,
N.E.C.

**PRODUCTION INSPECTORS, TESTERS,
SAMPLERS, AND WEIGHERS**

F796 Production Inspectors, Checkers, and Examin-
ers
F797 Production Testers
F798 Production Samplers and Weighers
F799 Graders and Sorters, Except Agricultural
F800 Hand Inspectors, N.E.C.

Major occupational group G:

**TRANSPORTATION AND MATERIAL MOVING
OCCUPATIONS**

MOTOR VEHICLE OPERATORS

G803 Supervisors, Motor Vehicle Operators

G804 Truck Drivers
G806 Driver-Sales Workers
G808 Bus Drivers
G809 Taxicab Drivers and Chauffeurs
G813 Parking Lot Attendants
G814 Motor Transportation Occupations, N.E.C.

RAILROAD TRANSPORTATION OCCUPATIONS

G823 Railroad Conductors and Yardmasters
G824 Locomotive Operating Occupations
G825 Railroad Brake, Signal, and Switch Operators
G826 Rail Vehicle Operators, N.E.C.

WATER TRANSPORTATION OCCUPATIONS

G828 Ship Captains and Mates, Except Fishing Boats
G829 Sailors and Deckhands
G833 Marine Engineers
G834 Bridge, Lock, and Lighthouse Tenders

MATERIAL MOVING EQUIPMENT OPERATORS

G843 Supervisors, Material Moving Equipment Operators
G844 Operating Engineers
G845 Longshore Equipment Operators
G848 Hoist and Winch Operators
G849 Crane and Tower Operators
G853 Excavating and Loading Machine Operators
G855 Grader, Dozer, and Scraper Operators
G856 Industrial Truck and Tractor Equipment Operators
G859 Miscellaneous Material Moving Equipment Operators, N.E.C.

Major occupational group H:

HANDLERS, EQUIPMENT CLEANERS, HELPERS, AND LABORERS

FARM, FISHING AND FORESTRY OCCUPATIONS - NONFARM SECTOR

H483 Marine Life Cultivation Workers

H484 Nursery Workers
H485 Supervisors, Agriculture-Related Workers
H486 Groundskeepers and Gardeners, Except Farm
H487 Animal Caretakers, Except Farm
H489 Inspectors, Agricultural Products
H494 Supervisors, Forestry and Logging Workers
H495 Forestry Workers, Except Logging
H496 Timber Cutting and Logging Occupations

H497 Captains and Other Officers, Fishing Vessels
H498 Fishers, Hunters, and Trappers

HELPERS, HANDLERS, AND LABORERS

H864 Supervisors; Handlers, Equipment Cleaners, and Laborers, N.E.C.
H865 Helpers, Mechanics and Repairers
H866 Helpers, Construction Trades
H867 Helpers, Surveyor
H868 Helpers, Extractive Occupations
H869 Construction Laborers
H874 Production Helpers
H875 Garbage Collectors
H876 Stevedores
H877 Stock Handlers and Baggers
H878 Machine Feeders and Offbearers
H883 Freight, Stock, and Material Handlers, N.E.C.
H885 Garage and Service Station Related Occupations
H887 Vehicle Washers and Equipment Cleaners
H888 Hand Packers and Packers
H889 Laborers, Except Construction, N.E.C.

Major occupational group K:

SERVICE OCCUPATIONS, EXCEPT PRIVATE HOUSEHOLD

PROTECTIVE SERVICE OCCUPATIONS

K413 Supervisors, Firefighting and Fire Prevention Occupations
K414 Supervisors, Police and Detectives
K415 Supervisors, Guards
K416 Fire Inspection and Fire Prevention Occupations
K417 Firefighting Occupations
K418 Police and Detectives, Public Service
K423 Sheriffs, Bailiffs, and Other Law Enforcement Officers
K424 Correctional Institution Officers
K425 Crossing Guards
K426 Guards and Police, Except Public Service
K427 Protective Service Occupations, N.E.C.

FOOD SERVICE OCCUPATIONS

K433 Supervisors; Food Preparation and Service Occupations
K434 Bartenders
K435 Waiters and Waitresses
K436 Cooks
K438 Food Counter, Fountain, and Related Occupations
K439 Kitchen Workers, Food Preparation
K443 Waiters'/Waitresses' Assistants
K444 Food Preparation Occupations, N.E.C.

HEALTH SERVICE OCCUPATIONS

- K445 Dental Assistants
- K446 Health Aides, Except Nursing
- K447 Nursing Aides, Orderlies and Attendants

CLEANING AND BUILDING SERVICE
OCCUPATIONS

- K448 Supervisors, Cleaning and Building Service
Workers
- K449 Maids and Housemen
- K453 Janitors and Cleaners
- K454 Elevator Operators
- K455 Pest Control Occupations

PERSONAL SERVICE OCCUPATIONS

- K456 Supervisors, Personal Service Occupations
- K457 Barbers
- K458 Hairdressers and Cosmetologists
- K459 Attendants, Amusement and Recreation Fa-
cilities
- K461 Guides
- K462 Ushers
- K463 Public Transportation Attendants
- K464 Baggage Porters and Bellhops
- K465 Welfare Service Aides
- K467 Early Childhood Teacher's Assistants
- K468 Child Care Workers, N.E.C.
- K469 Service Occupations, N.E.C.

Appendix C. Generic Leveling Criteria

Below are the 10 criteria for generic leveling occupations. The description of each level within a factor is followed in parentheses by the point value assigned that level. An example using these criteria for leveling a job follows in appendix D.

Knowledge measures the nature and extent of information or facts that the workers must understand to do acceptable work.

1. Skill to perform simple, repetitive tasks, or operate simple tools or equipment, requiring little or no previous training or experience. (50)

2. Basic knowledge of commonly used procedures, tools, or equipment, requiring some previous training. (200)

3. Knowledge of standard rules, procedures, tools, or equipment, requiring considerable training or experience. (350)

4. Knowledge of extensive rules in a generic field to perform a wide variety of interrelated or nonstandard procedures. (550)

or

Practical knowledge of standard procedures and operations in a technical field, requiring extended training or experience. (550)

or

Comprehensive knowledge of a blue-collar skill, usually acquired through a formal apprenticeship or equivalent training and experience. (550)

5. Knowledge of specialized, complicated techniques, acquired through a pertinent baccalaureate program, or equivalent experience and training. (750)

or

Practical knowledge of standard technical procedures and methods to carry out limited projects involving specialized, complicated techniques. (750)

or

Advanced knowledge of blue collar skill to solve unusually complex problems. (750)

6. Practical knowledge of a wide range of professional or administrative methods, principles, and practices, gained through job experience or relevant graduate study. (950)

or

Practical knowledge of a wide range of technical methods similar to a narrow area of a professional field and skill in applying this knowledge to difficult, but well-documented projects. (950)

7. Knowledge of a wide range of concepts, principles, and practices gained through extended graduate study or professional or administrative experience. (1250)

or

Comprehensive knowledge of a technical field and skill in applying this knowledge to the development of new methods, approaches, or procedures. (1250)

8. Mastery of a professional or administrative field to apply experimental theories or new developments to the job. (1550)

9. Mastery of a professional field to generate and develop new hypotheses and theories. (1850)

Supervisory duties describes the level of supervisory responsibility for a position.

1. No supervisory responsibility. (0)

2. Group leader--a nonsupervisory position which sets the pace of work for the group and shows other workers in the group how to perform assigned tasks. Can also be called team leader, or lead worker. (251)

3. First line supervisor--directs staff through face-to-face meetings. Organizational structure is not complex and internal and administrative procedures are simple and informal. (502)

4. Second line supervisor--directs staff through intermediate supervisors. Internal procedures and administrative controls are formal. Organizational structure is complex

and is divided into subordinate groups that may differ from each other as to subject-matter and function. (1003)

5. Third line supervisor--directs two or more subordinate supervisory levels with several subdivisions at each level. Programs are usually interlocked on a direct and continuing basis with other organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. (1504)

Supervisory controls covers the nature and extent of direct or indirect controls exercised by the supervisor of the position, the responsibility of the position, and the review of the completed work of the position.

1. Supervisor makes specific assignments, the employee works as instructed, and the work is closely controlled. (25)

2. Employee is expected to handle ongoing assignments using own initiative, refers deviations to supervisor, as difficulty of work increases so does review. (125)

3. Supervisor provides objectives, priorities, and deadlines, employee plans and carries out steps in accordance with instructions, and completed work is reviewed for conformity to policy. (275)

4. Supervisor establishes overall objectives, employee and supervisor develop deadlines. Employee is responsible for planning and carrying out assignment, completed work is reviewed in terms of meeting requirements. (450)

5. Supervisor broadly defines mission, and the employee is responsible for all aspects of planning. Work results are normally accepted as technically authoritative and reviewed in terms of fulfillment of program objectives. (650)

Guidelines covers the nature of guidelines and the judgment needed to apply them.

1. Guidelines are specific and detailed, employee is expected to strictly adhere to them. (25)

2. Established procedures have been selected, with a number of specific guidelines available, employee uses judgment in selecting most appropriate guideline, or refers to the supervisor where guidelines do not exist. (125)

3. Guidelines are available but not always applicable, employee uses judgment in interpreting and adapting guidelines. Employee analyzes results and recommends changes. (275)

4. Administrative policies, which are stated in general terms are available, but guidelines are scarce. Employee uses initiative in deviating from traditional methods in order to develop new methods. (450)

5. Guidelines are broadly stated and nonspecific. The employee is recognized as a technical authority in the development and interpretation of guidelines. (650)

Complexity covers the variety of tasks, identifying what needs to be done, and the difficulty involved in performing the work.

1. Tasks are clear cut, with little or no choice in determining what needs to be done, and are quickly mastered. (25)

2. Tasks involve related steps, requiring the employee to recognize and choose among a few recognizable situations based on a factual nature. (75)

3. Tasks involve different and unrelated methods, requiring the employee to select from many alternatives involving conditions that must be identified and analyzed to discern interrelationships. (150)

4. Tasks involve many different and unrelated methods, requiring employee to assess variations in approach and make many decisions concerning the interpretation of data, planning of the work, and refining techniques to be used. (225)

5. Tasks involve many different and unrelated methods applied to a broad range of activities typically in an administrative or professional field. Decision making involves major areas of uncertainty in approach, requiring originating new techniques. (325)

6. Tasks involve broad functions and processes of an administrative or professional field. Decision making involves largely undefined issues and elements requiring continuing efforts to establish concepts or to resolve unyielding problems. (450)

Scope and effect covers the nature of the work and the effect the work produces within and outside the organization.

1. Performs specific routine operations that have little effect beyond the immediate organization. (25)

2. Performs specific procedures comprising a complete segment of an assignment that affects further processes. (75)

3. Resolves a variety of conventional problems following established criteria that affect the operation of the program. (150)

4. Establishes criteria, formulates projects, and analyzes a variety of unusual conditions that affects a wide range of establishment activities or the operation of other establishments. (225)

5. Defines unknown conditions, resolves critical problems, or develops new theories that affect the works of other experts or the development of major program aspects. (325)

6. Plans, develops, and carries out vital administrative or scientific programs that are essential to the mission of the establishment. (450)

Personal contacts covers contacts with persons not in the supervisory chain. Levels are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contacts take place.

1. Contacts are with employees within the immediate organization, and/or with the general public in highly structured situations. (10)

2. Contacts are with employees in the same establishment but outside the immediate organization, and/or with the general public in moderately structured settings. (25)

3. Contacts are with individuals or groups from outside the establishment in a moderately unstructured setting. Contacts are not established on a routine basis, each contact is different, and the roles and of each party are established during the contact. (60)

4. Personal contacts are with high-ranking officials from outside the establishment at national or international levels in highly unstructured settings. (110)

Purpose of contacts measures the range of personal contacts from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives.

The purpose is to:

1. Obtain, clarify, or give facts or information ranging from the easily understood to the highly technical. (20)

2. Plan, coordinate, or advise on work efforts, or to resolve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and who have cooperative attitudes. (50)

3. Influence, motivate, interrogate, or control persons or groups. The persons contacted may be fearful, skeptical, uncooperative, or dangerous. Therefore, the employee must be skillful in approaching the individual or group in order to obtain the desired effect. (120)

4. Justify, defend, negotiate, or settle matters involving significant or controversial issues. The persons contacted typically have diverse viewpoints, goals, or objectives requiring the employee to achieve a common understanding of the problem and a satisfactory solution by convincing them, arriving at a compromise, or developing suitable alternatives. (220)

Physical demands covers the physical characteristics and abilities placed on the employee by the work assignment.

1. The work is sedentary. (5)

2. The work requires some physical exertion. (20)

3. The work requires considerable and strenuous physical exertion. (50)

Work environment considers the risks and discomforts in the employee's physical surroundings, or the nature of the work assigned and the safety regulations required.

1. The work involves everyday risks or discomforts that require normal safety precautions. (5)

2. The work involves moderate risks or discomforts that require special safety precautions. (20)

3. The work involves high risk with exposure to dangerous situations or unusual environmental stress. (50)

Appendix D. Generic Leveling: An Example

Once an occupation has been selected using probability selection techniques, the level of work is determined using a generic leveling process. The 10 factors listed in Appendix C are used to arrive at a generic level. Below is an example of a generic leveling evaluation of a “Dental Hygienist” position in a dental clinic. Total points for the job were 1020, which classifies the job at level 5.

Knowledge

Hygienist must have a dental hygienist license which requires 2 years of schooling and passage of a technical exam. This is a mid-level hygienist job, which means a worker must have at least 3 years of experience. The procedures are essentially the same every day, such as cleaning teeth, checking gums, and giving x-rays.

Level 4 - 550 points.

Supervisory duties

A dental hygienist at this level does not supervise anyone.

Level 1 - 0 points.

Supervisory controls

Most of the tasks are performed without supervision. For more complicated procedures, such as tooth filling, the dental hygienist assists the dentist.

Level 2 - 125 points.

Guidelines

An hygienist knows which procedure to use for different dental problems. Unusual situations are handled after checking with the supervisor.

Level 2 - 125 points.

Complexity

Each procedure performed leads to the next, for example, examining gums, scraping plaque, then cleaning teeth.

Level 2 - 75 points.

Scope and effect

In terms of process, the dentist’s work follows the hygienist’s. In terms of effect, the hygienist could give a harmful x-ray or miss plaque on the teeth.

Level 2 - 75 points.

Personal contacts

Patients come to the clinic or occasionally the hygienist will travel to perform work or give a talk at a school.

Level 2 - 25 points.

Purpose of contacts

Most of hygienist’s interaction is with patients; no planning or coordination work is involved.

Level 1 - 20 points.

Physical demands

The work is sedentary.

Level 1 - 5 points.

Work environment

Hygienist must take precautions not to be exposed to x-rays, punctures, etc.

Level 2 - 20 points.