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## **HIGHLIGHTS OF CHARLOTTE-GASTONIA-CONCORD, NC-SC NATIONAL COMPENSATION SURVEY JUNE 2008**

Workers in the Charlotte-Gastonia-Concord metropolitan area earned an average of \$21.65 per hour in June 2008, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$22.69 for healthcare practitioner and technical occupations and \$15.60 for office and administrative support. Another occupational group, food preparation and serving related, had a mean hourly wage rate of \$6.81. The NCS data available for the Charlotte area include earnings for 21 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical occupational group, earned \$25.85 per hour. Within the office and administrative support occupational group, insurance claims and policy processing clerks averaged \$15.25 per hour and stock clerks and order fillers, \$10.70. Restaurant cooks, an occupation within the food preparation and serving related group, registered an average hourly rate of \$9.72, and dishwashers earned \$7.32 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$23.28 per hour while their part-time counterparts earned \$9.84. Union workers earned \$25.64 and non-union workers, \$21.54. Workers in establishments with 1-99 workers averaged \$16.24 per hour, those in establishments with 100-499 workers earned \$17.63, and those in establishments with 500 or more employees earned \$33.73.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at <http://www.bls.gov/ncs/home.htm>.

The NCS data reported here covered 315 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 833,700 workers in the Charlotte-Gastonia-Concord Metropolitan Statistical Area (MSA) which is comprised of Anson, Cabarrus, Gaston, Mecklenburg, and Union Counties in North Carolina; and York County in South Carolina.

## **Survey Availability**

Complete survey results are contained in the Charlotte-Gastonia-Concord, NC-SC National Compensation Survey June 2008 which is available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>.

For personal assistance or further information on the National Compensation Survey data, as well as other Bureau data, contact the Southeast Information Office by calling (404) 893-4222 from 9:00 a.m. to 12:00 p.m. and 1:00 p.m. to 4:00 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup>, Charlotte-Gastonia-Concord, NC-SC, June 2008**

Occupation <sup>3</sup>	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All workers</b> .....	\$21.65	3.6	\$23.28	3.7	\$9.84	4.0
<b>Management occupations</b> .....	41.46	11.3	41.59	11.5	–	–
General and operations managers .....	32.68	15.4	–	–	–	–
Financial managers .....	39.13	12.0	39.13	12.0	–	–
<b>Business and financial operations occupations</b> .....	61.25	9.7	61.25	9.7	–	–
Buyers and purchasing agents .....	28.49	11.2	28.49	11.2	–	–
Human resources, training, and labor relations specialists .....	31.65	11.7	31.65	11.7	–	–
Training and development specialists .....	26.09	13.1	26.09	13.1	–	–
Accountants and auditors .....	29.98	6.9	29.98	6.9	–	–
Financial analysts and advisors .....	48.43	10.1	48.43	10.1	–	–
<b>Computer and mathematical science occupations</b> .....	40.37	6.6	40.37	6.6	–	–
Computer software engineers .....	48.40	5.2	48.40	5.2	–	–
Computer systems analysts .....	41.14	10.9	41.14	10.9	–	–
<b>Architecture and engineering occupations</b> .....	30.03	18.9	30.03	18.9	–	–
Engineers .....	36.95	8.6	36.95	8.6	–	–
Engineering technicians, except drafters .....	28.68	8.1	28.68	8.1	–	–
<b>Life, physical, and social science occupations</b> .....	22.97	8.7	23.03	8.9	–	–
<b>Community and social services occupations</b> .....	17.05	6.7	16.85	6.6	–	–
Counselors .....	19.00	5.6	–	–	–	–
Miscellaneous community and social service specialists .....	13.92	24.0	13.92	24.0	–	–
<b>Legal occupations</b> .....	39.95	13.2	–	–	–	–
<b>Education, training, and library occupations</b> .....	25.50	6.7	25.52	6.7	–	–
Postsecondary teachers .....	47.95	16.7	48.86	15.8	–	–
Primary, secondary, and special education school teachers .....	27.99	1.0	28.00	1.0	–	–
Elementary and middle school teachers .....	27.80	.4	27.82	.4	–	–
Elementary school teachers, except special education .....	27.77	.6	27.79	.7	–	–
Middle school teachers, except special and vocational education .....	27.91	1.8	27.91	1.8	–	–
Secondary school teachers .....	28.46	4.3	28.46	4.3	–	–
Secondary school teachers, except special and vocational education .....	28.46	4.3	28.46	4.3	–	–
Teacher assistants .....	11.42	4.4	11.42	4.4	–	–
<b>Arts, design, entertainment, sports, and media occupations</b> .....	16.92	11.7	–	–	7.98	5.3
Athletes, coaches, umpires, and related workers .....	15.69	24.9	–	–	–	–
Coaches and scouts .....	15.69	24.9	–	–	–	–
<b>Healthcare practitioner and technical occupations</b> .....	22.69	3.4	21.92	3.7	25.70	2.4
Registered nurses .....	25.85	3.5	25.98	4.7	25.61	1.7
Licensed practical and licensed vocational nurses .....	20.03	1.9	20.03	1.9	–	–
<b>Healthcare support occupations</b> .....	12.55	5.1	12.27	5.4	13.34	4.8
Nursing, psychiatric, and home health aides .....	11.30	2.8	11.33	3.2	11.23	3.9
Nursing aides, orderlies, and attendants .....	11.40	2.9	–	–	11.23	3.9
Miscellaneous healthcare support occupations .....	13.87	7.7	–	–	–	–
<b>Protective service occupations</b> .....	20.75	11.3	21.35	10.9	–	–
Security guards and gaming surveillance officers .....	12.40	6.2	–	–	–	–
Security guards .....	12.40	6.2	–	–	–	–
<b>Food preparation and serving related occupations</b> .....	6.81	5.9	7.86	5.8	6.34	7.3
Cooks .....	10.33	6.0	11.20	9.4	–	–
Cooks, restaurant .....	9.72	1.4	–	–	–	–
Food service, tipped .....	3.30	15.4	3.80	21.2	3.07	14.1
Waiters and waitresses .....	2.37	3.6	–	–	2.30	6.2

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup>, Charlotte-Gastonia-Concord, NC-SC, June 2008** — Continued

Occupation <sup>3</sup>	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Food preparation and serving related occupations</b>						
—Continued						
Fast food and counter workers .....	\$8.06	2.1	—	—	\$7.66	0.5
Combined food preparation and serving workers, including fast food .....	8.08	2.4	—	—	7.75	1.3
Dishwashers .....	7.32	.8	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.98	5.5	\$11.09	7.1	—	—
Building cleaning workers .....	10.36	6.2	10.36	7.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.90	5.5	11.17	7.6	—	—
Grounds maintenance workers .....	10.77	1.4	—	—	—	—
<b>Personal care and service occupations</b> .....	14.92	15.3	17.91	17.2	8.35	14.9
Recreation and fitness workers .....	11.49	10.9	—	—	—	—
Recreation workers .....	11.66	11.4	—	—	—	—
<b>Sales and related occupations</b> .....	16.53	11.7	19.54	13.0	9.60	2.7
First-line supervisors/managers, sales workers .....	21.82	9.8	21.82	9.8	—	—
Retail sales workers .....	10.36	8.5	11.21	7.5	9.27	7.6
Cashiers, all workers .....	9.13	7.3	9.75	5.7	8.49	5.7
Cashiers .....	9.13	7.3	9.75	5.7	8.49	5.7
Retail salespersons .....	10.88	4.4	11.71	5.7	9.85	3.7
Sales representatives, wholesale and manufacturing .....	32.32	8.2	32.32	8.2	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products .....	38.72	10.2	38.72	10.2	—	—
<b>Office and administrative support occupations</b> .....	15.60	3.8	15.90	3.9	10.74	7.2
Financial clerks .....	15.68	2.9	15.78	2.6	—	—
Bookkeeping, accounting, and auditing clerks .....	15.45	6.3	15.73	4.7	—	—
Customer service representatives .....	15.78	5.2	—	—	—	—
Receptionists and information clerks .....	13.87	6.6	—	—	—	—
Stock clerks and order fillers .....	10.70	4.5	11.35	3.7	—	—
Secretaries and administrative assistants .....	20.32	6.3	20.35	6.3	—	—
Executive secretaries and administrative assistants .....	20.43	8.8	20.43	8.8	—	—
Insurance claims and policy processing clerks .....	15.25	1.2	15.69	4.3	—	—
Office clerks, general .....	14.19	6.9	14.24	7.4	—	—
<b>Construction and extraction occupations</b> .....	15.26	1.9	15.26	1.9	—	—
<b>Installation, maintenance, and repair occupations</b> .....	21.34	9.1	21.34	9.1	—	—
First-line supervisors/managers of mechanics, installers, and repairers .....	30.99	28.4	30.99	28.4	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.34	7.8	18.34	7.8	—	—
Maintenance and repair workers, general .....	16.59	8.2	16.59	8.2	—	—
<b>Production occupations</b> .....	16.18	5.7	16.36	5.6	—	—
First-line supervisors/managers of production and operating workers .....	24.13	9.1	24.13	9.1	—	—
Miscellaneous assemblers and fabricators .....	17.87	4.1	17.87	4.1	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	14.21	8.3	14.21	8.3	—	—
Inspectors, testers, sorters, samplers, and weighers .....	15.21	.3	15.21	.3	—	—
Miscellaneous production workers .....	15.15	3.2	15.15	3.2	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup>, Charlotte-Gastonia-Concord, NC-SC, June 2008** — Continued

Occupation <sup>3</sup>	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Transportation and material moving occupations</b> .....	\$14.89	6.1	\$15.22	6.5	\$11.56	9.3
Driver/sales workers and truck drivers .....	17.07	9.2	17.07	9.2	—	—
Truck drivers, heavy and tractor-trailer .....	18.25	11.4	18.25	11.4	—	—
Industrial truck and tractor operators .....	14.17	5.6	14.24	5.7	—	—
Laborers and material movers, hand .....	11.21	7.9	11.14	8.3	—	—
Laborers and freight, stock, and material movers, hand .....	11.67	6.7	11.35	6.7	—	—
Packers and packagers, hand .....	8.93	14.0	—	—	—	—

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

<sup>2</sup> 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.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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