

# Springfield, MA National Compensation Survey September 2006

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# Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

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

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

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

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

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

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# Introduction

The tables in this bulletin summarize the NCS results for the Springfield, MA, metropolitan area. Data were collected between March 2006 and April 2007; the average reference month is September 2006. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

## NCS products

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

## Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

## About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

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

Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Springfield, MA, September 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$21.03	3.3	32.9	\$19.99	4.1	32.4	\$26.30	1.4	35.5
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	37.19	5.3	35.1	37.24	7.2	35.8	37.07	5.4	33.6
Management, business, and financial .....	37.26	9.9	38.2	37.82	10.4	38.9	29.87	16.8	30.8
Professional and related .....	37.16	6.0	33.9	36.84	9.6	34.0	37.64	4.5	33.8
Service .....	12.97	12.4	26.6	11.51	18.5	24.6	17.82	8.9	36.4
Sales and office .....	16.16	7.9	32.7	16.07	8.6	32.3	17.09	3.2	37.3
Sales and related .....	16.45	18.5	30.6	16.45	18.5	30.6	—	—	—
Office and administrative support .....	15.94	3.2	34.4	15.74	3.9	34.0	17.09	3.2	37.3
Natural resources, construction, and maintenance .....	21.49	1.9	39.3	21.83	1.8	39.2	19.86	7.7	40.0
Construction and extraction .....	22.52	2.1	39.0	23.23	2.9	38.8	—	—	—
Installation, maintenance, and repair .....	19.30	5.7	39.9	18.70	5.2	39.9	21.77	16.2	40.0
Production, transportation, and material moving .....	16.93	7.8	38.6	16.81	8.2	38.6	22.13	18.1	35.9
Production .....	15.51	9.9	39.4	15.32	10.3	39.3	—	—	—
Transportation and material moving .....	18.77	10.8	37.6	18.75	11.2	37.7	—	—	—
Full time .....	23.50	4.2	39.2	22.68	5.3	39.6	26.84	1.3	37.5
Part time .....	10.73	4.6	19.7	10.67	4.7	19.9	12.45	8.7	15.1
Union .....	23.06	1.5	36.2	19.62	4.3	35.7	26.64	1.6	36.9
Nonunion .....	20.14	4.8	31.6	20.08	4.9	31.8	22.86	15.7	26.1
Time .....	20.86	3.4	32.7	19.77	4.2	32.1	26.30	1.4	35.5
Incentive .....	28.17	14.1	46.5	28.17	14.1	46.5	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	20.11	5.2	30.7	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	18.31	8.6	31.7	18.25	8.8	31.7	—	—	—
100-499 workers .....	20.03	6.1	32.4	19.24	7.0	32.0	25.25	11.4	35.9
500 workers or more .....	26.85	3.3	35.8	27.02	5.7	35.8	26.66	2.8	35.8

<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. See appendix A for more information.

<sup>2</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. For more information about RSEs, see appendix A.

<sup>3</sup> Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>4</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

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

<sup>5</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, September 2006**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$21.03	3.3	\$23.50	4.2	\$10.73	4.6
<b>Management occupations</b> .....	35.76	13.5	35.83	13.6	—	—
Level 9 .....	29.53	9.1	29.53	9.1	—	—
Not able to be leveled .....	39.91	20.3	40.21	20.7	—	—
Education administrators .....	33.20	9.9	33.14	10.1	—	—
Education administrators, postsecondary .....	32.47	11.0	32.39	11.3	—	—
<b>Business and financial operations occupations</b> .....	40.55	8.1	40.55	8.1	—	—
Not able to be leveled .....	45.95	11.4	45.95	11.4	—	—
Accountants and auditors .....	35.23	21.7	35.23	21.7	—	—
<b>Computer and mathematical science occupations</b> .....	35.00	7.0	35.03	7.0	—	—
<b>Architecture and engineering occupations</b> .....	29.33	7.2	29.33	7.2	—	—
Engineers .....	32.47	3.3	32.47	3.3	—	—
<b>Community and social services occupations</b> .....	23.52	20.5	24.01	20.5	—	—
<b>Education, training, and library occupations</b> .....	42.22	4.7	43.39	5.1	17.44	8.7
Level 9 .....	41.03	3.4	41.03	3.4	—	—
Level 11 .....	51.34	3.9	52.24	2.4	—	—
Level 12 .....	80.66	4.2	80.66	4.2	—	—
Postsecondary teachers .....	64.95	1.4	65.85	.9	26.96	3.3
Level 11 .....	51.26	4.2	—	—	—	—
Level 12 .....	80.66	4.2	80.66	4.2	—	—
Social sciences teachers, postsecondary .....	60.60	11.9	61.78	12.0	—	—
Arts, communications, and humanities teachers, postsecondary .....	97.91	3.9	—	—	—	—
Miscellaneous postsecondary teachers .....	59.01	1.1	—	—	—	—
Primary, secondary, and special education school teachers .....	39.96	2.3	41.14	2.4	—	—
Level 9 .....	41.18	3.5	41.18	3.5	—	—
Elementary and middle school teachers .....	41.19	.5	41.76	.9	—	—
Level 9 .....	42.12	1.6	42.12	1.6	—	—
Elementary school teachers, except special education .....	41.06	.8	41.66	.7	—	—
Level 9 .....	42.00	1.4	42.00	1.4	—	—
Secondary school teachers .....	39.73	6.0	40.55	4.4	—	—
Secondary school teachers, except special and vocational education .....	39.73	6.0	40.55	4.4	—	—
Teacher assistants .....	13.70	3.5	13.76	2.9	—	—
<b>Healthcare practitioner and technical occupations</b> .....	36.90	21.7	39.51	28.8	28.23	5.2
Level 7 .....	26.04	7.4	26.04	7.5	—	—
Level 8 .....	28.72	1.3	—	—	—	—
Level 9 .....	33.85	2.9	—	—	33.02	.1
Registered nurses .....	29.00	5.3	27.94	7.1	31.20	3.6
Level 7 .....	25.02	6.1	—	—	—	—
Level 8 .....	28.40	1.6	—	—	—	—
Level 9 .....	32.58	1.3	—	—	33.02	.1
Licensed practical and licensed vocational nurses .....	20.77	4.9	—	—	—	—
<b>Healthcare support occupations</b> .....	13.72	4.1	13.79	4.7	—	—
Level 2 .....	13.54	1.3	—	—	—	—
Level 4 .....	14.92	1.1	14.92	1.1	—	—
Nursing, psychiatric, and home health aides .....	13.25	5.0	13.32	5.7	—	—
Level 2 .....	13.54	1.3	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.87	8.2	11.83	9.4	—	—
Psychiatric aides .....	14.50	.5	14.50	.5	—	—
<b>Protective service occupations</b> .....	18.28	14.1	20.10	10.1	—	—
Level 3 .....	12.75	1.5	—	—	—	—
Level 5 .....	20.55	5.7	20.55	5.7	—	—
Police officers .....	21.81	1.8	21.81	1.8	—	—
Police and sheriff's patrol officers .....	21.81	1.8	21.81	1.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Security guards and gaming surveillance officers .....	\$12.54	12.9	\$14.62	3.7	—	—
Level 3 .....	12.78	2.1	—	—	—	—
Security guards .....	12.54	12.9	14.62	3.7	—	—
Level 3 .....	12.78	2.1	—	—	—	—
<b>Food preparation and serving related occupations .....</b>	<b>7.32</b>	<b>15.5</b>	<b>9.16</b>	<b>40.8</b>	<b>\$6.07</b>	<b>8.0</b>
Level 1 .....	7.66	10.4	—	—	8.17	6.2
Level 2 .....	4.78	18.4	—	—	5.21	15.8
Level 3 .....	10.13	23.4	—	—	—	—
Cooks .....	15.31	7.1	15.52	6.9	—	—
Cooks, institution and cafeteria .....	15.52	6.9	15.52	6.9	—	—
Food preparation workers .....	9.66	.8	—	—	9.56	1.3
Food service, tipped .....	3.50	10.7	—	—	3.67	12.8
Level 2 .....	—	—	—	—	3.69	14.3
Waiters and waitresses .....	—	—	—	—	3.13	10.9
Fast food and counter workers .....	7.62	1.8	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations .....</b>	<b>17.65</b>	<b>21.2</b>	<b>18.57</b>	<b>20.4</b>	—	—
Level 1 .....	10.37	12.8	10.37	14.8	—	—
Level 2 .....	12.23	7.5	13.59	4.4	—	—
Building cleaning workers .....	11.08	6.6	11.70	9.0	—	—
Level 1 .....	9.97	11.7	10.37	14.8	—	—
Level 2 .....	12.23	7.5	13.59	4.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.43	6.2	12.23	8.8	—	—
Level 1 .....	10.47	15.0	—	—	—	—
Level 2 .....	12.23	7.5	13.59	4.4	—	—
Maids and housekeeping cleaners .....	8.58	4.1	—	—	—	—
<b>Personal care and service occupations .....</b>	<b>9.37</b>	<b>7.9</b>	—	—	<b>9.33</b>	<b>8.5</b>
<b>Sales and related occupations .....</b>	<b>16.45</b>	<b>18.5</b>	<b>20.73</b>	<b>23.2</b>	<b>8.70</b>	<b>.9</b>
Level 2 .....	9.79	2.4	—	—	9.35	3.5
Retail sales workers .....	10.06	2.7	—	—	8.70	.9
Level 2 .....	9.79	2.4	—	—	9.35	3.5
Cashiers, all workers .....	9.15	2.6	—	—	8.67	.8
Level 2 .....	9.79	2.4	—	—	9.35	3.5
Cashiers .....	9.15	2.6	—	—	8.67	.8
Level 2 .....	9.79	2.4	—	—	9.35	3.5
<b>Office and administrative support occupations .....</b>	<b>15.94</b>	<b>3.2</b>	<b>16.91</b>	<b>3.1</b>	<b>13.04</b>	<b>4.8</b>
Level 2 .....	12.62	7.3	13.99	6.6	11.54	6.9
Level 3 .....	14.63	3.1	15.23	3.0	12.97	3.1
Level 4 .....	15.86	3.3	15.93	3.5	—	—
Level 5 .....	18.27	4.0	18.90	2.5	—	—
Level 6 .....	19.62	6.1	19.55	6.9	—	—
Not able to be leveled .....	16.26	4.2	17.05	4.3	—	—
Financial clerks .....	14.67	3.7	15.38	3.7	11.68	5.7
Level 4 .....	15.82	4.9	15.82	4.9	—	—
Bookkeeping, accounting, and auditing clerks .....	14.90	4.2	15.62	3.4	—	—
Level 4 .....	15.86	5.1	15.86	5.1	—	—
Customer service representatives .....	16.44	6.5	17.76	5.6	—	—
Receptionists and information clerks .....	13.96	6.1	—	—	13.13	2.7
Secretaries and administrative assistants .....	17.15	5.0	17.44	5.5	—	—
Level 6 .....	19.55	6.9	19.55	6.9	—	—
Executive secretaries and administrative assistants .....	18.25	6.4	18.18	7.3	—	—
Secretaries, except legal, medical, and executive .....	18.06	8.8	18.06	8.8	—	—
Office clerks, general .....	16.71	5.6	17.07	5.1	—	—
Level 3 .....	15.16	4.2	15.16	4.6	—	—
<b>Construction and extraction occupations .....</b>	<b>22.52</b>	<b>2.1</b>	<b>22.68</b>	<b>2.2</b>	—	—
Level 7 .....	22.67	8.3	22.67	8.3	—	—
Electricians .....	22.34	4.7	22.34	4.7	—	—
<b>Installation, maintenance, and repair occupations .....</b>	<b>19.30</b>	<b>5.7</b>	<b>19.30</b>	<b>5.7</b>	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Industrial machinery installation, repair, and maintenance workers .....	\$17.28	9.6	\$17.28	9.6	—	—
<b>Production occupations</b> .....	15.51	9.9	15.70	10.0	—	—
Level 1 .....	11.65	10.3	—	—	—	—
Level 2 .....	12.87	2.1	12.87	2.1	—	—
Level 3 .....	14.52	8.7	14.52	8.7	—	—
Level 4 .....	13.32	10.7	13.32	10.7	—	—
Level 6 .....	22.29	2.9	22.29	2.9	—	—
Packaging and filling machine operators and tenders .....	11.96	8.1	11.96	8.1	—	—
Miscellaneous production workers .....	14.96	5.2	15.12	5.8	—	—
Paper goods machine setters, operators, and tenders .....	17.23	.0	—	—	—	—
<b>Transportation and material moving occupations</b> .....	18.77	10.8	19.92	9.8	\$9.87	3.1
Level 1 .....	10.12	6.2	10.49	9.5	—	—
Level 2 .....	12.89	10.0	—	—	—	—
Driver/sales workers and truck drivers .....	20.58	14.7	20.74	14.8	—	—
Laborers and material movers, hand .....	11.31	9.6	13.51	11.8	—	—
Level 1 .....	9.28	3.8	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	12.40	12.1	—	—	—	—

<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. See appendix A for more information.

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

<sup>5</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. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, September 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.99	4.1	\$22.68	5.3	\$10.67	4.7
<b>Management occupations</b> .....	35.70	14.3	35.69	14.3	—	—
Level 9 .....	28.83	8.9	28.83	8.9	—	—
Not able to be leveled .....	40.33	20.8	40.33	20.8	—	—
Education administrators .....	32.19	11.2	32.11	11.5	—	—
Education administrators, postsecondary .....	32.19	11.2	32.11	11.5	—	—
<b>Business and financial operations occupations</b> .....	42.79	6.4	42.79	6.4	—	—
Not able to be leveled .....	45.95	11.4	45.95	11.4	—	—
<b>Computer and mathematical science occupations</b> .....	34.92	7.8	34.94	7.7	—	—
<b>Architecture and engineering occupations</b> .....	31.67	4.8	31.67	4.8	—	—
Engineers .....	32.24	3.7	32.24	3.7	—	—
<b>Education, training, and library occupations</b> .....	50.06	11.0	56.12	9.8	20.38	9.0
Postsecondary teachers .....	69.78	4.0	72.04	1.7	26.96	3.3
Social sciences teachers, postsecondary .....	60.60	11.9	61.78	12.0	—	—
Arts, communications, and humanities teachers, postsecondary .....	97.91	3.9	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	37.81	22.8	41.00	30.9	28.24	5.2
Level 8 .....	28.80	1.4	—	—	—	—
Level 9 .....	34.14	3.0	—	—	33.02	.1
Registered nurses .....	28.76	5.9	27.36	8.2	31.23	3.7
Level 9 .....	32.66	1.1	—	—	33.02	.1
Licensed practical and licensed vocational nurses .....	20.85	5.5	—	—	—	—
<b>Healthcare support occupations</b> .....	13.49	6.6	13.55	7.5	—	—
Nursing, psychiatric, and home health aides .....	12.39	8.4	12.40	9.4	—	—
<b>Protective service occupations</b> .....	11.41	15.2	13.70	2.2	—	—
Security guards and gaming surveillance officers .....	11.41	15.2	13.70	2.2	—	—
Security guards .....	11.41	15.2	13.70	2.2	—	—
<b>Food preparation and serving related occupations</b> .....	6.71	17.1	7.91	47.3	6.01	8.2
Level 1 .....	7.57	11.1	—	—	8.09	6.9
Level 2 .....	4.78	18.4	—	—	5.21	15.8
Cooks .....	13.97	3.3	—	—	—	—
Food preparation workers .....	9.64	.5	—	—	—	—
Food service, tipped .....	3.50	10.7	—	—	3.67	12.8
Level 2 .....	—	—	—	—	3.69	14.3
Waiters and waitresses .....	—	—	—	—	3.13	10.9
<b>Building and grounds cleaning and maintenance occupations</b> .....	18.20	24.2	—	—	—	—
Level 1 .....	7.93	2.2	—	—	—	—
Building cleaning workers .....	9.19	4.8	9.58	8.0	—	—
Level 1 .....	7.93	2.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	9.34	5.2	9.92	9.3	—	—
<b>Personal care and service occupations</b> .....	9.40	8.2	—	—	9.38	8.6
<b>Sales and related occupations</b> .....	16.45	18.5	20.73	23.2	8.70	.9
Level 2 .....	9.79	2.4	—	—	9.35	3.5
Retail sales workers .....	10.06	2.7	—	—	8.70	.9
Level 2 .....	9.79	2.4	—	—	9.35	3.5
Cashiers, all workers .....	9.15	2.6	—	—	8.67	.8
Level 2 .....	9.79	2.4	—	—	9.35	3.5
Cashiers .....	9.15	2.6	—	—	8.67	.8
Level 2 .....	9.79	2.4	—	—	9.35	3.5
<b>Office and administrative support occupations</b> .....	15.74	3.9	16.84	3.9	13.03	4.9
Level 2 .....	12.32	8.2	—	—	11.43	7.2

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, September 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b> —Continued						
Level 3 .....	\$13.91	2.3	\$14.56	0.7	\$13.00	3.2
Level 4 .....	15.66	4.0	15.73	4.2	—	—
Level 5 .....	18.06	4.6	18.69	3.1	—	—
Not able to be leveled .....	16.15	4.3	16.98	4.7	—	—
Financial clerks .....	13.71	5.2	14.47	5.2	11.68	5.7
Bookkeeping, accounting, and auditing clerks .....	14.08	6.3	—	—	—	—
Customer service representatives .....	16.44	6.5	17.76	5.6	—	—
Receptionists and information clerks .....	13.98	6.0	—	—	—	—
Secretaries and administrative assistants .....	16.86	5.1	17.12	5.8	—	—
Secretaries, except legal, medical, and executive .....	18.06	8.8	18.06	8.8	—	—
Office clerks, general .....	16.83	7.0	—	—	—	—
<b>Construction and extraction occupations</b> .....	23.23	2.9	23.43	3.1	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.70	5.2	18.70	5.2	—	—
<b>Production occupations</b> .....	15.32	10.3	15.52	10.4	—	—
Level 1 .....	11.65	10.3	—	—	—	—
Level 2 .....	12.87	2.1	12.87	2.1	—	—
Level 3 .....	14.52	8.7	14.52	8.7	—	—
Level 4 .....	13.32	10.7	13.32	10.7	—	—
Packaging and filling machine operators and tenders .....	11.96	8.1	11.96	8.1	—	—
Miscellaneous production workers .....	14.96	5.2	15.12	5.8	—	—
Paper goods machine setters, operators, and tenders .....	17.23	.0	—	—	—	—
<b>Transportation and material moving occupations</b> .....	18.75	11.2	19.86	10.2	9.66	3.5
Level 1 .....	9.96	6.6	10.49	9.5	—	—
Level 2 .....	12.74	10.5	—	—	—	—
Laborers and material movers, hand .....	11.31	9.6	13.51	11.8	—	—
Level 1 .....	9.28	3.8	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	12.40	12.1	—	—	—	—

<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. See appendix A for more information.

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

<sup>5</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. For more information about RSEs, see appendix A.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, September 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$26.30	1.4	\$26.84	1.3	\$12.45	8.7
<b>Management occupations</b> .....	36.86	7.1	38.59	4.8	—	—
<b>Education, training, and library occupations</b> .....	40.29	4.9	40.75	5.3	—	—
Level 9 .....	41.03	3.4	41.03	3.4	—	—
Primary, secondary, and special education school teachers .....	40.54	2.0	41.14	2.4	—	—
Level 9 .....	41.18	3.5	41.18	3.5	—	—
Elementary and middle school teachers .....	41.19	.5	41.76	.9	—	—
Level 9 .....	42.12	1.6	42.12	1.6	—	—
Elementary school teachers, except special education .....	41.06	.8	41.66	.7	—	—
Level 9 .....	42.00	1.4	42.00	1.4	—	—
Secondary school teachers .....	39.73	6.0	40.55	4.4	—	—
Secondary school teachers, except special and vocational education .....	39.73	6.0	40.55	4.4	—	—
Teacher assistants .....	13.70	3.5	13.76	2.9	—	—
<b>Healthcare practitioner and technical occupations</b> .....	26.82	6.4	26.82	6.5	—	—
Registered nurses .....	30.95	2.1	31.05	2.2	—	—
<b>Healthcare support occupations</b> .....	14.06	1.2	14.15	.8	—	—
Nursing, psychiatric, and home health aides .....	14.09	1.3	14.19	.8	—	—
<b>Protective service occupations</b> .....	22.33	5.9	22.47	5.8	—	—
Level 5 .....	20.55	5.7	20.55	5.7	—	—
Police officers .....	21.81	1.8	21.81	1.8	—	—
Police and sheriff's patrol officers .....	21.81	1.8	21.81	1.8	—	—
<b>Food preparation and serving related occupations</b> .....	15.16	18.5	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	15.16	2.3	14.95	2.1	—	—
Level 1 .....	15.68	5.2	—	—	—	—
Building cleaning workers .....	14.95	2.1	14.95	2.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	15.11	1.9	15.11	1.9	—	—
<b>Office and administrative support occupations</b> .....	17.09	3.2	17.18	3.1	—	—
Level 3 .....	15.86	4.4	15.90	4.3	—	—
Level 4 .....	16.99	2.2	16.99	2.2	—	—
Office clerks, general .....	16.34	3.7	16.34	3.7	—	—
<b>Installation, maintenance, and repair occupations</b> .....	21.77	16.2	21.77	16.2	—	—

<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. See appendix A for more information.

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

<sup>5</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. For more information about RSEs, see appendix A.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MA, September 2006**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$21.03	3.3	\$23.50	4.2	\$10.73	4.6
<b>Management occupations</b> .....	35.76	13.5	35.83	13.6	—	—
Group III .....	35.87	10.1	—	—	—	—
Education administrators .....	33.20	9.9	33.14	10.1	—	—
Group III .....	35.85	7.2	—	—	—	—
Education administrators, postsecondary .....	32.47	11.0	32.39	11.3	—	—
Group III .....	35.51	8.5	35.42	8.8	—	—
<b>Business and financial operations occupations</b> .....	40.55	8.1	40.55	8.1	—	—
Accountants and auditors .....	35.23	21.7	35.23	21.7	—	—
<b>Computer and mathematical science occupations</b> .....	35.00	7.0	35.03	7.0	—	—
Group III .....	37.00	1.8	—	—	—	—
<b>Architecture and engineering occupations</b> .....	29.33	7.2	29.33	7.2	—	—
Engineers .....	32.47	3.3	32.47	3.3	—	—
<b>Community and social services occupations</b> .....	23.52	20.5	24.01	20.5	—	—
<b>Education, training, and library occupations</b> .....	42.22	4.7	43.39	5.1	17.44	8.7
Group I .....	13.70	3.5	—	—	—	—
Group II .....	34.23	7.3	—	—	—	—
Group III .....	50.61	4.7	—	—	—	—
Postsecondary teachers .....	64.95	1.4	65.85	.9	26.96	3.3
Group III .....	68.24	1.9	—	—	—	—
Social sciences teachers, postsecondary .....	60.60	11.9	61.78	12.0	—	—
Arts, communications, and humanities teachers, postsecondary .....	97.91	3.9	—	—	—	—
Miscellaneous postsecondary teachers .....	59.01	1.1	—	—	—	—
Primary, secondary, and special education school teachers .....	39.96	2.3	41.14	2.4	—	—
Group III .....	41.18	3.5	—	—	—	—
Elementary and middle school teachers .....	41.19	.5	41.76	.9	—	—
Group III .....	42.12	1.6	—	—	—	—
Elementary school teachers, except special education .....	41.06	.8	41.66	.7	—	—
Group III .....	42.00	1.4	42.00	1.4	—	—
Secondary school teachers .....	39.73	6.0	40.55	4.4	—	—
Secondary school teachers, except special and vocational education .....	39.73	6.0	40.55	4.4	—	—
Teacher assistants .....	13.70	3.5	13.76	2.9	—	—
Group I .....	13.70	3.5	13.76	2.9	—	—
<b>Healthcare practitioner and technical occupations</b> .....	36.90	21.7	39.51	28.8	28.23	5.2
Group II .....	25.13	6.2	—	—	—	—
Group III .....	36.76	5.2	—	—	—	—
Registered nurses .....	29.00	5.3	27.94	7.1	31.20	3.6
Group II .....	26.26	6.6	25.81	7.9	—	—
Group III .....	32.90	1.8	32.78	3.7	33.02	.1
Licensed practical and licensed vocational nurses .....	20.77	4.9	—	—	—	—
Group II .....	21.05	6.1	—	—	—	—
<b>Healthcare support occupations</b> .....	13.72	4.1	13.79	4.7	—	—
Group I .....	13.63	4.3	—	—	—	—
Nursing, psychiatric, and home health aides .....	13.25	5.0	13.32	5.7	—	—
Group I .....	13.09	5.3	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.87	8.2	11.83	9.4	—	—
Group I .....	11.87	8.2	11.83	9.4	—	—
Psychiatric aides .....	14.50	.5	14.50	.5	—	—
<b>Protective service occupations</b> .....	18.28	14.1	20.10	10.1	—	—
Group I .....	11.28	14.3	—	—	—	—
Group II .....	24.04	4.7	—	—	—	—
Police officers .....	21.81	1.8	21.81	1.8	—	—
Police and sheriff's patrol officers .....	21.81	1.8	21.81	1.8	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MA, September 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Security guards and gaming surveillance officers .....	\$12.54	12.9	\$14.62	3.7	—	—
Group I .....	11.16	15.9	—	—	—	—
Security guards .....	12.54	12.9	14.62	3.7	—	—
Group I .....	11.16	15.9	13.65	4.6	—	—
<b>Food preparation and serving related occupations .....</b>	<b>7.32</b>	<b>15.5</b>	<b>9.16</b>	<b>40.8</b>	<b>\$6.07</b>	<b>8.0</b>
Group I .....	6.22	13.0	—	—	—	—
Cooks .....	15.31	7.1	15.52	6.9	—	—
Cooks, institution and cafeteria .....	15.52	6.9	15.52	6.9	—	—
Food preparation workers .....	9.66	.8	—	—	9.56	1.3
Group I .....	9.66	.8	—	—	9.56	1.3
Food service, tipped .....	3.50	10.7	—	—	3.67	12.8
Group I .....	3.50	10.7	—	—	—	—
Waiters and waitresses .....	—	—	—	—	3.13	10.9
Group I .....	—	—	—	—	3.13	10.9
Fast food and counter workers .....	7.62	1.8	—	—	—	—
Group I .....	7.62	1.8	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations .....</b>	<b>17.65</b>	<b>21.2</b>	<b>18.57</b>	<b>20.4</b>	—	—
Group I .....	11.28	6.9	—	—	—	—
Building cleaning workers .....	11.08	6.6	11.70	9.0	—	—
Group I .....	11.11	7.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.43	6.2	12.23	8.8	—	—
Group I .....	11.48	6.7	12.35	9.7	—	—
Maids and housekeeping cleaners .....	8.58	4.1	—	—	—	—
<b>Personal care and service occupations .....</b>	<b>9.37</b>	<b>7.9</b>	—	—	<b>9.33</b>	<b>8.5</b>
Group I .....	9.33	8.3	—	—	—	—
<b>Sales and related occupations .....</b>	<b>16.45</b>	<b>18.5</b>	<b>20.73</b>	<b>23.2</b>	<b>8.70</b>	<b>.9</b>
Group I .....	10.73	1.2	—	—	—	—
Group II .....	24.76	24.0	—	—	—	—
Retail sales workers .....	10.06	2.7	—	—	8.70	.9
Group I .....	10.06	2.7	—	—	—	—
Cashiers, all workers .....	9.15	2.6	—	—	8.67	.8
Group I .....	9.15	2.6	—	—	—	—
Cashiers .....	9.15	2.6	—	—	8.67	.8
Group I .....	9.15	2.6	—	—	8.67	.8
<b>Office and administrative support occupations .....</b>	<b>15.94</b>	<b>3.2</b>	<b>16.91</b>	<b>3.1</b>	<b>13.04</b>	<b>4.8</b>
Group I .....	14.45	3.0	—	—	—	—
Group II .....	19.61	3.7	—	—	—	—
Financial clerks .....	14.67	3.7	15.38	3.7	11.68	5.7
Group I .....	14.70	4.4	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	14.90	4.2	15.62	3.4	—	—
Group I .....	14.89	4.9	15.74	4.0	—	—
Customer service representatives .....	16.44	6.5	17.76	5.6	—	—
Receptionists and information clerks .....	13.96	6.1	—	—	13.13	2.7
Group I .....	13.96	6.1	—	—	13.13	2.7
Secretaries and administrative assistants .....	17.15	5.0	17.44	5.5	—	—
Group I .....	15.05	4.8	—	—	—	—
Group II .....	18.30	7.2	—	—	—	—
Executive secretaries and administrative assistants .....	18.25	6.4	18.18	7.3	—	—
Secretaries, except legal, medical, and executive .....	18.06	8.8	18.06	8.8	—	—
Office clerks, general .....	16.71	5.6	17.07	5.1	—	—
Group I .....	15.81	6.1	16.23	5.7	—	—
<b>Construction and extraction occupations .....</b>	<b>22.52</b>	<b>2.1</b>	<b>22.68</b>	<b>2.2</b>	—	—
Group II .....	23.58	1.8	—	—	—	—
Electricians .....	22.34	4.7	22.34	4.7	—	—
Group II .....	22.34	4.7	22.34	4.7	—	—
<b>Installation, maintenance, and repair occupations .....</b>	<b>19.30</b>	<b>5.7</b>	<b>19.30</b>	<b>5.7</b>	—	—
Group II .....	19.04	6.4	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MA, September 2006 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Industrial machinery installation, repair, and maintenance workers .....	\$17.28	9.6	\$17.28	9.6	—	—
<b>Production occupations</b> .....	15.51	9.9	15.70	10.0	—	—
Group I .....	12.99	8.1	—	—	—	—
Group II .....	19.99	3.7	—	—	—	—
Packaging and filling machine operators and tenders .....	11.96	8.1	11.96	8.1	—	—
Group I .....	11.96	8.1	11.96	8.1	—	—
Miscellaneous production workers .....	14.96	5.2	15.12	5.8	—	—
Group I .....	13.22	1.3	—	—	—	—
Paper goods machine setters, operators, and tenders	17.23	.0	—	—	—	—
<b>Transportation and material moving occupations</b> .....	18.77	10.8	19.92	9.8	\$9.87	3.1
Group I .....	15.20	16.9	—	—	—	—
Driver/sales workers and truck drivers .....	20.58	14.7	20.74	14.8	—	—
Laborers and material movers, hand .....	11.31	9.6	13.51	11.8	—	—
Group I .....	11.31	9.6	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	12.40	12.1	—	—	—	—
Group I .....	12.40	12.1	—	—	—	—

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

<sup>2</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. See appendix A for more information.

<sup>3</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>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</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. For more information about RSEs, see appendix A.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, September 2006**

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.27	\$11.73	\$16.98	\$25.12	\$38.00
<b>Management occupations</b> .....	18.54	24.60	27.85	44.09	47.95
Education administrators .....	23.40	28.30	31.25	38.46	44.51
Education administrators, postsecondary .....	23.40	28.30	29.23	38.46	44.51
<b>Business and financial operations occupations</b> .....	20.38	23.60	33.99	48.06	85.03
Accountants and auditors .....	20.11	22.96	43.75	48.06	48.06
<b>Computer and mathematical science occupations</b> .....	28.71	30.00	36.20	36.97	41.83
<b>Architecture and engineering occupations</b> .....	18.88	28.32	29.73	34.28	39.02
Engineers .....	27.47	29.73	31.83	36.72	39.97
<b>Community and social services occupations</b> .....	13.28	13.28	22.27	30.58	41.23
<b>Education, training, and library occupations</b> .....	12.65	29.46	42.55	49.28	68.27
Postsecondary teachers .....	28.98	48.38	61.02	76.49	93.55
Social sciences teachers, postsecondary .....	28.73	28.73	55.50	84.83	106.83
Arts, communications, and humanities teachers, postsecondary .....	47.43	76.49	87.02	130.85	154.76
Miscellaneous postsecondary teachers .....	38.46	49.42	58.86	68.26	78.61
Primary, secondary, and special education school teachers .....	29.46	34.59	43.12	45.78	49.28
Elementary and middle school teachers .....	31.10	36.41	43.97	45.31	48.97
Elementary school teachers, except special education .....	31.10	36.31	43.97	45.14	48.76
Secondary school teachers .....	28.90	33.37	41.23	47.06	49.88
Secondary school teachers, except special and vocational education .....	28.90	33.37	41.23	47.06	49.88
Teacher assistants .....	11.31	11.75	12.55	15.30	21.32
<b>Healthcare practitioner and technical occupations</b> .....	20.06	23.03	29.20	35.00	43.93
Registered nurses .....	22.81	24.92	28.98	32.56	35.41
Licensed practical and licensed vocational nurses .....	17.57	19.76	20.50	22.00	23.29
<b>Healthcare support occupations</b> .....	10.05	12.27	13.84	15.19	16.60
Nursing, psychiatric, and home health aides .....	9.77	12.00	13.25	15.19	16.60
Nursing aides, orderlies, and attendants .....	9.58	9.87	12.00	13.13	14.56
Psychiatric aides .....	12.27	13.09	15.19	15.19	16.60
<b>Protective service occupations</b> .....	8.00	12.55	18.01	23.40	28.23
Police officers .....	14.15	19.66	23.20	23.40	26.51
Police and sheriff's patrol officers .....	14.15	19.66	23.20	23.40	26.51
Security guards and gaming surveillance officers .....	7.00	8.00	12.70	16.26	16.34
Security guards .....	7.00	8.00	12.70	16.26	16.34
<b>Food preparation and serving related occupations</b> .....	2.63	2.75	7.00	9.50	14.49
Cooks .....	12.88	13.50	14.49	16.97	19.48
Cooks, institution and cafeteria .....	12.88	13.91	14.76	16.97	19.48
Food preparation workers .....	7.95	8.25	9.75	10.36	11.35
Food service, tipped .....	2.63	2.63	2.75	5.00	5.54
Fast food and counter workers .....	6.75	7.00	7.57	7.75	8.75
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.97	10.00	16.70	25.12	25.12
Building cleaning workers .....	7.50	8.04	10.36	14.07	16.52
Janitors and cleaners, except maids and housekeeping cleaners .....	7.50	8.00	10.64	14.43	16.52
Maids and housekeeping cleaners .....	7.97	8.04	8.27	8.27	10.36
<b>Personal care and service occupations</b> .....	6.75	8.00	10.00	10.50	10.75
<b>Sales and related occupations</b> .....	7.80	9.00	11.00	16.89	42.56
Retail sales workers .....	7.55	8.25	9.50	11.00	13.58
Cashiers, all workers .....	7.50	8.00	9.50	10.00	11.00
Cashiers .....	7.50	8.00	9.50	10.00	11.00
<b>Office and administrative support occupations</b> .....	11.60	13.60	15.67	17.53	20.67
Financial clerks .....	11.59	12.62	14.99	16.50	17.18

See footnotes at end of table.



Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, September 2006** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Bookkeeping, accounting, and auditing clerks .....	\$11.69	\$13.55	\$15.72	\$16.98	\$17.18
Customer service representatives .....	12.02	14.76	15.68	17.32	21.42
Receptionists and information clerks .....	11.50	12.65	14.00	16.01	16.01
Secretaries and administrative assistants .....	13.91	15.00	15.11	18.75	23.08
Executive secretaries and administrative assistants .....	15.06	15.06	17.98	20.67	21.92
Secretaries, except legal, medical, and executive .....	15.00	15.00	15.55	22.48	26.46
Office clerks, general .....	12.10	15.82	17.50	18.78	19.48
<b>Construction and extraction occupations</b> .....	18.71	21.19	21.51	24.75	25.73
Electricians .....	20.37	21.19	23.88	24.13	24.13
<b>Installation, maintenance, and repair occupations</b> .....	15.54	16.88	18.53	18.53	29.14
Industrial machinery installation, repair, and maintenance workers .....	11.25	13.25	16.00	21.41	29.34
<b>Production occupations</b> .....	9.50	10.67	14.50	17.51	21.42
Packaging and filling machine operators and tenders .....	9.69	10.34	12.67	12.83	13.55
Miscellaneous production workers .....	9.30	11.01	15.04	18.87	20.03
Paper goods machine setters, operators, and tenders .....	12.00	15.25	17.70	20.03	20.31
<b>Transportation and material moving occupations</b> .....	10.28	12.50	21.55	25.05	25.53
Driver/sales workers and truck drivers .....	10.50	12.52	23.02	25.53	26.62
Laborers and material movers, hand .....	7.95	8.61	10.36	13.79	15.37
Laborers and freight, stock, and material movers, hand .....	8.61	10.00	13.79	14.74	16.73

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, September 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.00	\$10.60	\$16.50	\$25.00	\$34.14
<b>Management occupations</b> .....	18.54	23.85	27.56	44.09	47.95
Education administrators .....	23.40	28.30	29.23	38.46	44.51
Education administrators, postsecondary .....	23.40	28.30	29.23	38.46	44.51
<b>Business and financial operations occupations</b> .....	20.38	24.92	39.86	48.06	85.03
<b>Computer and mathematical science occupations</b> .....	28.71	30.00	36.20	36.97	42.60
<b>Architecture and engineering occupations</b> .....	28.32	29.08	29.73	34.86	39.97
Engineers .....	27.47	29.08	31.83	36.01	39.97
<b>Education, training, and library occupations</b> .....	11.73	21.90	33.14	76.49	106.83
Postsecondary teachers .....	28.73	30.00	75.31	87.02	130.85
Social sciences teachers, postsecondary .....	28.73	28.73	55.50	84.83	106.83
Arts, communications, and humanities teachers, postsecondary .....	47.43	76.49	87.02	130.85	154.76
<b>Healthcare practitioner and technical occupations</b> .....	20.28	23.03	29.20	35.96	43.93
Registered nurses .....	22.81	24.53	28.50	32.63	35.94
Licensed practical and licensed vocational nurses .....	17.54	20.06	20.50	22.00	23.29
<b>Healthcare support occupations</b> .....	9.58	12.00	13.84	15.07	16.75
Nursing, psychiatric, and home health aides .....	9.58	9.87	12.22	13.68	16.60
<b>Protective service occupations</b> .....	7.00	8.00	12.23	13.50	16.34
Security guards and gaming surveillance officers .....	7.00	8.00	12.23	13.50	16.34
Security guards .....	7.00	8.00	12.23	13.50	16.34
<b>Food preparation and serving related occupations</b> .....	2.63	2.63	6.75	8.48	13.65
Cooks .....	11.22	13.17	14.17	14.96	15.51
Food preparation workers .....	8.25	8.25	9.50	10.08	11.35
Food service, tipped .....	2.63	2.63	2.75	5.00	5.54
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.80	8.74	25.12	25.12	25.12
Building cleaning workers .....	7.50	7.92	8.27	10.64	11.67
Janitors and cleaners, except maids and housekeeping cleaners .....	7.50	7.75	8.74	10.64	11.91
<b>Personal care and service occupations</b> .....	6.75	8.00	10.00	10.50	10.75
<b>Sales and related occupations</b> .....	7.80	9.00	11.00	16.89	42.56
Retail sales workers .....	7.55	8.25	9.50	11.00	13.58
Cashiers, all workers .....	7.50	8.00	9.50	10.00	11.00
Cashiers .....	7.50	8.00	9.50	10.00	11.00
<b>Office and administrative support occupations</b> .....	11.31	13.12	15.29	17.50	20.89
Financial clerks .....	11.25	12.00	13.72	15.43	16.50
Bookkeeping, accounting, and auditing clerks .....	10.25	12.14	14.99	16.50	16.50
Customer service representatives .....	12.02	14.76	15.68	17.32	21.42
Receptionists and information clerks .....	11.50	12.65	14.00	16.01	16.01
Secretaries and administrative assistants .....	13.91	15.00	15.11	18.64	23.08
Secretaries, except legal, medical, and executive .....	15.00	15.00	15.55	22.48	26.46
Office clerks, general .....	11.15	16.55	17.50	19.48	19.48
<b>Construction and extraction occupations</b> .....	21.10	21.51	21.51	25.73	27.25
<b>Installation, maintenance, and repair occupations</b> .....	15.17	16.88	18.53	18.53	24.66
<b>Production occupations</b> .....	9.50	10.67	14.50	17.44	21.25
Packaging and filling machine operators and tenders .....	9.69	10.34	12.67	12.83	13.55
Miscellaneous production workers .....	9.30	11.01	15.04	18.87	20.03
Paper goods machine setters, operators, and tenders .....	12.00	15.25	17.70	20.03	20.31
<b>Transportation and material moving occupations</b> .....	10.28	12.50	21.55	25.05	25.53
Laborers and material movers, hand .....	7.95	8.61	10.36	13.79	15.37

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, September 2006 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Laborers and freight, stock, and material movers, hand .....	\$8.61	\$10.00	\$13.79	\$14.74	\$16.73

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, September 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$12.65	\$15.63	\$21.02	\$34.78	\$46.19
<b>Management occupations</b> .....	25.10	26.34	38.00	40.55	40.55
<b>Education, training, and library occupations</b> .....	13.02	32.32	43.39	47.74	57.76
Primary, secondary, and special education school teachers .....	30.28	35.19	43.39	45.91	49.29
Elementary and middle school teachers .....	31.10	36.41	43.97	45.31	48.97
Elementary school teachers, except special education .....	31.10	36.31	43.97	45.14	48.76
Secondary school teachers .....	28.90	33.37	41.23	47.06	49.88
Secondary school teachers, except special and vocational education .....	28.90	33.37	41.23	47.06	49.88
Teacher assistants .....	11.31	11.75	12.55	15.30	21.32
<b>Healthcare practitioner and technical occupations</b> .....	17.08	19.45	28.89	31.27	33.62
Registered nurses .....	28.20	28.89	31.27	31.27	35.41
<b>Healthcare support occupations</b> .....	12.01	12.54	13.75	15.19	16.60
Nursing, psychiatric, and home health aides .....	12.01	12.54	13.98	15.19	16.60
<b>Protective service occupations</b> .....	15.54	19.18	22.87	24.91	28.66
Police officers .....	14.15	19.66	23.20	23.40	26.51
Police and sheriff's patrol officers .....	14.15	19.66	23.20	23.40	26.51
<b>Food preparation and serving related occupations</b> .....	11.23	12.65	12.65	19.48	19.48
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.05	13.73	15.19	16.52	18.44
Building cleaning workers .....	12.05	13.44	14.77	16.52	17.63
Janitors and cleaners, except maids and housekeeping cleaners .....	12.39	13.91	14.77	16.52	17.63
<b>Office and administrative support occupations</b> .....	13.19	15.18	17.18	18.78	20.67
Office clerks, general .....	13.86	15.31	16.08	18.78	18.78
<b>Installation, maintenance, and repair occupations</b> .....	15.63	17.18	17.70	29.14	31.26

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MA, September 2006

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.64	\$14.70	\$19.48	\$26.62	\$42.52
<b>Management occupations</b> .....	18.54	24.52	27.88	44.09	47.95
Education administrators .....	23.40	28.30	31.25	38.46	44.51
Education administrators, postsecondary .....	23.40	28.30	29.23	38.46	44.51
<b>Business and financial operations occupations</b> .....	20.38	23.60	33.99	48.06	85.03
Accountants and auditors .....	20.11	22.96	43.75	48.06	48.06
<b>Computer and mathematical science occupations</b> .....	28.71	30.00	36.20	36.97	41.83
<b>Architecture and engineering occupations</b> .....	18.88	28.32	29.73	34.28	39.02
Engineers .....	27.47	29.73	31.83	36.72	39.97
<b>Community and social services occupations</b> .....	13.28	13.28	22.27	30.58	41.23
<b>Education, training, and library occupations</b> .....	13.41	31.10	43.48	49.67	69.20
Postsecondary teachers .....	29.99	49.29	61.70	76.49	93.55
Social sciences teachers, postsecondary .....	28.73	28.73	55.85	84.83	106.83
Primary, secondary, and special education school teachers .....	31.03	35.55	43.39	45.94	49.29
Elementary and middle school teachers .....	32.12	37.23	43.97	45.35	48.97
Elementary school teachers, except special education .....	31.81	36.93	43.97	45.25	48.97
Secondary school teachers .....	29.46	33.96	41.94	47.08	50.37
Secondary school teachers, except special and vocational education .....	29.46	33.96	41.94	47.08	50.37
Teacher assistants .....	11.59	11.75	12.55	15.30	21.32
<b>Healthcare practitioner and technical occupations</b> .....	19.76	22.81	29.56	37.25	44.12
Registered nurses .....	22.57	23.95	28.20	31.27	34.80
<b>Healthcare support occupations</b> .....	9.87	12.30	13.98	15.19	16.60
Nursing, psychiatric, and home health aides .....	9.77	12.01	13.38	15.19	16.60
Nursing aides, orderlies, and attendants .....	9.58	9.77	12.00	13.18	14.63
Psychiatric aides .....	12.27	13.09	15.19	15.19	16.60
<b>Protective service occupations</b> .....	12.53	14.99	19.66	23.40	28.23
Police officers .....	14.15	19.66	23.20	23.40	26.51
Police and sheriff's patrol officers .....	14.15	19.66	23.20	23.40	26.51
Security guards and gaming surveillance officers .....	12.02	12.55	14.26	16.26	18.45
Security guards .....	12.02	12.55	14.26	16.26	18.45
<b>Food preparation and serving related occupations</b> .....	2.63	2.63	8.75	14.46	19.38
Cooks .....	12.88	13.91	14.76	16.97	19.48
Cooks, institution and cafeteria .....	12.88	13.91	14.76	16.97	19.48
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.20	11.35	21.40	25.12	25.12
Building cleaning workers .....	7.92	8.27	10.75	14.63	16.52
Janitors and cleaners, except maids and housekeeping cleaners .....	7.92	9.58	11.73	14.77	16.52
<b>Sales and related occupations</b> .....	10.00	11.00	15.00	21.47	46.19
<b>Office and administrative support occupations</b> .....	12.50	15.00	16.50	18.44	22.50
Financial clerks .....	11.69	13.72	15.72	16.98	18.00
Bookkeeping, accounting, and auditing clerks .....	12.89	14.99	16.50	16.98	17.18
Customer service representatives .....	15.68	15.68	16.64	18.50	22.50
Secretaries and administrative assistants .....	13.91	15.00	16.23	20.52	23.32
Executive secretaries and administrative assistants .....	15.06	15.06	17.18	20.67	21.92
Secretaries, except legal, medical, and executive .....	15.00	15.00	15.55	22.48	26.46
Office clerks, general .....	13.81	15.82	17.50	18.78	19.48
<b>Construction and extraction occupations</b> .....	18.71	21.19	21.51	25.73	25.73
Electricians .....	20.37	21.19	23.88	24.13	24.13
<b>Installation, maintenance, and repair occupations</b> .....	15.54	16.88	18.53	18.53	29.14

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MA, September 2006 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Industrial machinery installation, repair, and maintenance workers .....	\$11.25	\$13.25	\$16.00	\$21.41	\$29.34
<b>Production occupations</b> .....	9.64	11.00	14.74	17.69	21.50
Packaging and filling machine operators and tenders .....	9.69	10.34	12.67	12.83	13.55
Miscellaneous production workers .....	9.45	11.38	15.04	18.87	20.03
<b>Transportation and material moving occupations</b> .....	10.50	15.52	21.55	25.16	25.53
Driver/sales workers and truck drivers .....	10.50	15.23	23.02	25.53	26.62
Laborers and material movers, hand .....	8.61	10.99	13.79	15.37	17.07

<sup>1</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>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MA, September 2006

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.75	\$7.69	\$9.50	\$12.00	\$15.29
<b>Education, training, and library occupations</b> .....	8.89	9.63	13.75	25.00	25.00
Postsecondary teachers .....	21.90	21.90	30.00	30.00	30.00
<b>Healthcare practitioner and technical occupations</b> .....	22.00	25.00	28.41	31.37	37.02
Registered nurses .....	26.23	28.12	31.20	33.25	38.12
<b>Food preparation and serving related occupations</b> .....	2.63	2.75	7.00	8.00	9.48
Food preparation workers .....	7.95	8.25	8.25	10.36	13.65
Food service, tipped .....	2.63	2.63	2.75	5.54	5.54
Waiters and waitresses .....	2.63	2.63	2.75	2.75	2.75
<b>Personal care and service occupations</b> .....	6.75	8.00	10.00	10.50	10.75
<b>Sales and related occupations</b> .....	7.30	7.75	8.25	9.50	10.43
Retail sales workers .....	7.30	7.75	8.25	9.50	10.43
Cashiers, all workers .....	7.30	7.75	8.25	9.50	10.30
Cashiers .....	7.30	7.75	8.25	9.50	10.30
<b>Office and administrative support occupations</b> .....	9.75	11.20	13.15	15.11	15.29
Financial clerks .....	9.75	10.55	12.00	12.62	13.55
Receptionists and information clerks .....	11.21	12.25	13.31	14.00	14.00
<b>Transportation and material moving occupations</b> .....	7.80	8.55	10.28	10.36	12.05

<sup>1</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>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$23.50	\$19.48	\$920	\$748	39.2	\$46,273	\$38,911	1,969
<b>Management occupations</b> .....	35.83	27.88	1,381	1,102	38.5	71,789	57,325	2,004
Education administrators .....	33.14	31.25	1,255	1,298	37.9	65,256	67,502	1,969
Education administrators, postsecondary .....	32.39	29.23	1,218	1,250	37.6	63,341	65,000	1,955
<b>Business and financial operations occupations</b> .....	40.55	33.99	1,608	1,530	39.6	83,600	79,537	2,062
Accountants and auditors .....	35.23	43.75	1,380	1,750	39.2	71,758	91,000	2,037
<b>Computer and mathematical science occupations</b> .....	35.03	36.20	1,390	1,448	39.7	72,268	75,286	2,063
<b>Architecture and engineering occupations</b> .....	29.33	29.73	1,201	1,189	41.0	62,471	61,830	2,130
Engineers .....	32.47	31.83	1,369	1,298	42.2	71,197	67,519	2,193
<b>Community and social services occupations</b> .....	24.01	22.27	932	891	38.8	45,750	46,320	1,906
<b>Education, training, and library occupations</b> .....	43.39	43.48	1,492	1,446	34.4	56,726	52,651	1,307
Postsecondary teachers .....	65.85	61.70	2,386	2,451	36.2	92,864	94,488	1,410
Social sciences teachers, postsecondary .....	61.78	55.85	2,102	1,955	34.0	82,073	76,260	1,328
Primary, secondary, and special education school teachers .....	41.14	43.39	1,400	1,446	34.0	51,878	52,651	1,261
Elementary and middle school teachers .....	41.76	43.97	1,406	1,446	33.7	52,045	52,651	1,246
Elementary school teachers, except special education .....	41.66	43.97	1,402	1,446	33.7	51,931	52,651	1,247
Secondary school teachers .....	40.55	41.94	1,393	1,422	34.4	51,811	53,070	1,278
Secondary school teachers, except special and vocational education .....	40.55	41.94	1,393	1,422	34.4	51,811	53,070	1,278
Teacher assistants .....	13.76	12.55	428	411	31.1	16,077	14,909	1,168
<b>Healthcare practitioner and technical occupations</b> .....	39.51	29.56	1,497	1,108	37.9	77,482	57,621	1,961
Registered nurses .....	27.94	28.20	1,050	987	37.6	54,014	49,899	1,933
<b>Healthcare support occupations</b> .....	13.79	13.98	524	544	38.0	27,057	28,288	1,962
Nursing, psychiatric, and home health aides .....	13.32	13.38	505	506	37.9	26,254	26,320	1,972
Nursing aides, orderlies, and attendants .....	11.83	12.00	433	432	36.6	22,491	22,445	1,902
Psychiatric aides .....	14.50	15.19	567	571	39.1	29,459	29,707	2,031
<b>Protective service occupations</b> .....	20.10	19.66	800	806	39.8	41,621	41,889	2,071
Police officers .....	21.81	23.20	840	901	38.5	43,662	46,853	2,002
Police and sheriff's patrol officers ...	21.81	23.20	840	901	38.5	43,662	46,853	2,002
Security guards and gaming surveillance officers .....	14.62	14.26	583	570	39.9	30,306	29,661	2,073
Security guards .....	14.62	14.26	583	570	39.9	30,306	29,661	2,073
<b>Food preparation and serving related occupations</b> .....	9.16	8.75	364	350	39.7	18,511	18,546	2,021
Cooks .....	15.52	14.76	617	580	39.7	29,765	29,474	1,917
Cooks, institution and cafeteria .....	15.52	14.76	617	580	39.7	29,765	29,474	1,917
<b>Building and grounds cleaning and maintenance occupations</b> .....	18.57	21.40	740	856	39.8	38,460	44,512	2,071
Building cleaning workers .....	11.70	10.75	464	429	39.7	24,118	22,318	2,062

See footnotes at end of table.



Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, September 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Janitors and cleaners, except maids and housekeeping cleaners .....	\$12.23	\$11.73	\$489	\$469	40.0	\$25,428	\$24,398	2,080
<b>Sales and related occupations</b> .....	20.73	15.00	825	600	39.8	42,888	31,200	2,068
<b>Office and administrative support occupations</b> .....	16.91	16.50	662	640	39.2	34,212	33,280	2,024
Financial clerks .....	15.38	15.72	590	600	38.4	30,692	31,181	1,996
Bookkeeping, accounting, and auditing clerks .....	15.62	16.50	596	637	38.1	30,975	33,111	1,983
Customer service representatives .....	17.76	16.64	700	660	39.4	36,392	34,320	2,049
Secretaries and administrative assistants .....	17.44	16.23	678	653	38.9	35,045	34,008	2,009
Executive secretaries and administrative assistants .....	18.18	17.18	698	699	38.4	36,273	36,338	1,996
Secretaries, except legal, medical, and executive .....	18.06	15.55	697	614	38.6	35,805	32,885	1,983
Office clerks, general .....	17.07	17.50	670	700	39.2	34,571	36,400	2,025
<b>Construction and extraction occupations</b> .....	22.68	21.51	907	860	40.0	47,173	44,741	2,080
Electricians .....	22.34	23.88	894	955	40.0	46,477	49,670	2,080
<b>Installation, maintenance, and repair occupations</b> .....	19.30	18.53	771	741	39.9	40,067	38,542	2,076
Industrial machinery installation, repair, and maintenance workers .....	17.28	16.00	677	640	39.2	35,227	33,280	2,038
<b>Production occupations</b> .....	15.70	14.74	624	580	39.7	32,425	30,160	2,065
Packaging and filling machine operators and tenders .....	11.96	12.67	478	507	40.0	24,872	26,354	2,080
Miscellaneous production workers .....	15.12	15.04	566	584	37.5	29,454	30,372	1,948
<b>Transportation and material moving occupations</b> .....	19.92	21.55	836	862	42.0	43,482	44,820	2,183
Driver/sales workers and truck drivers .....	20.74	23.02	924	1,021	44.5	48,034	53,102	2,316
Laborers and material movers, hand ..	13.51	13.79	540	552	40.0	28,101	28,683	2,080

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$22.68	\$18.54	\$898	\$734	39.6	\$46,388	\$37,960	2,045
<b>Management occupations</b> .....	35.69	27.56	1,374	1,102	38.5	71,427	57,325	2,001
Education administrators .....	32.11	29.23	1,207	1,250	37.6	62,788	65,000	1,956
Education administrators, postsecondary .....	32.11	29.23	1,207	1,250	37.6	62,788	65,000	1,956
<b>Business and financial operations occupations</b> .....	42.79	39.86	1,709	1,750	39.9	88,847	91,000	2,076
<b>Computer and mathematical science occupations</b> .....	34.94	36.20	1,388	1,448	39.7	72,162	75,286	2,065
<b>Architecture and engineering occupations</b> .....	31.67	29.73	1,331	1,189	42.0	69,234	61,830	2,186
Engineers .....	32.24	31.83	1,371	1,273	42.5	71,305	66,213	2,212
<b>Education, training, and library occupations</b> .....	56.12	41.14	1,909	1,909	34.0	79,047	76,239	1,409
Postsecondary teachers .....	72.04	75.31	2,364	2,698	32.8	93,627	107,317	1,300
Social sciences teachers, postsecondary .....	61.78	55.85	2,102	1,955	34.0	82,073	76,260	1,328
<b>Healthcare practitioner and technical occupations</b> .....	41.00	29.56	1,552	1,108	37.9	80,708	57,621	1,969
Registered nurses .....	27.36	25.74	1,023	910	37.4	53,208	47,324	1,945
<b>Healthcare support occupations</b> .....	13.55	13.89	503	540	37.1	26,158	28,061	1,930
Nursing, psychiatric, and home health aides .....	12.40	12.47	447	438	36.1	23,260	22,764	1,876
<b>Protective service occupations</b> .....	13.70	13.03	545	521	39.8	28,358	27,109	2,070
Security guards and gaming surveillance officers .....	13.70	13.03	545	521	39.8	28,358	27,109	2,070
Security guards .....	13.70	13.03	545	521	39.8	28,358	27,109	2,070
<b>Food preparation and serving related occupations</b> .....	7.91	5.00	315	200	39.8	16,068	10,400	2,032
Building cleaning workers .....	9.58	8.74	378	350	39.4	19,654	18,179	2,051
Janitors and cleaners, except maids and housekeeping cleaners .....	9.92	9.58	397	383	40.0	20,634	19,918	2,080
<b>Sales and related occupations</b> .....	20.73	15.00	825	600	39.8	42,888	31,200	2,068
<b>Office and administrative support occupations</b> .....	16.84	16.01	666	640	39.5	34,566	33,280	2,053
Financial clerks .....	14.47	14.99	566	574	39.1	29,430	29,837	2,034
Customer service representatives .....	17.76	16.64	700	660	39.4	36,392	34,320	2,049
Secretaries and administrative assistants .....	17.12	15.06	670	602	39.1	34,602	31,325	2,021
Secretaries, except legal, medical, and executive .....	18.06	15.55	697	614	38.6	35,805	32,885	1,983
<b>Construction and extraction occupations</b> .....	23.43	21.51	937	860	40.0	48,737	44,741	2,080
<b>Installation, maintenance, and repair occupations</b> .....	18.70	18.53	746	741	39.9	38,818	38,542	2,076
<b>Production occupations</b> .....	15.52	14.50	616	580	39.7	32,031	30,160	2,064
Packaging and filling machine operators and tenders .....	11.96	12.67	478	507	40.0	24,872	26,354	2,080
Miscellaneous production workers .....	15.12	15.04	566	584	37.5	29,454	30,372	1,948

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, September 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> .....	\$19.86	\$21.55	\$835	\$862	42.0	\$43,396	\$44,820	2,186
Laborers and material movers, hand ..	13.51	13.79	540	552	40.0	28,101	28,683	2,080

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$26.84	\$21.24	\$1,007	\$861	37.5	\$45,880	\$42,962	1,709
<b>Management occupations</b> .....	38.59	38.00	1,526	1,520	39.5	79,333	79,040	2,056
<b>Education, training, and library occupations</b> .....	40.75	43.55	1,405	1,446	34.5	52,490	52,651	1,288
Primary, secondary, and special education school teachers .....	41.14	43.39	1,400	1,446	34.0	51,878	52,651	1,261
Elementary and middle school teachers .....	41.76	43.97	1,406	1,446	33.7	52,045	52,651	1,246
Elementary school teachers, except special education .....	41.66	43.97	1,402	1,446	33.7	51,931	52,651	1,247
Secondary school teachers .....	40.55	41.94	1,393	1,422	34.4	51,811	53,070	1,278
Secondary school teachers, except special and vocational education .....	40.55	41.94	1,393	1,422	34.4	51,811	53,070	1,278
Teacher assistants .....	13.76	12.55	428	411	31.1	16,077	14,909	1,168
<b>Healthcare practitioner and technical occupations</b> .....	26.82	28.89	1,023	987	38.2	50,952	46,060	1,900
Registered nurses .....	31.05	31.27	1,194	1,251	38.5	58,132	65,042	1,872
<b>Healthcare support occupations</b> .....	14.15	13.98	557	559	39.4	28,485	28,600	2,013
Nursing, psychiatric, and home health aides .....	14.19	14.28	566	571	39.9	29,424	29,707	2,073
<b>Protective service occupations</b> .....	22.47	22.87	895	901	39.8	46,528	46,851	2,071
Police officers .....	21.81	23.20	840	901	38.5	43,662	46,853	2,002
Police and sheriff's patrol officers .....	21.81	23.20	840	901	38.5	43,662	46,853	2,002
<b>Building and grounds cleaning and maintenance occupations</b> .....	14.95	14.77	598	591	40.0	31,087	30,722	2,080
Building cleaning workers .....	14.95	14.77	598	591	40.0	31,087	30,722	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	15.11	14.77	604	591	40.0	31,425	30,722	2,080
<b>Office and administrative support occupations</b> .....	17.18	17.18	647	644	37.6	32,788	33,507	1,908
Office clerks, general .....	16.34	16.08	606	574	37.1	30,673	29,849	1,877
<b>Installation, maintenance, and repair occupations</b> .....	21.77	17.70	871	708	40.0	45,278	36,816	2,080

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Springfield, MA, September 2006**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$19.99	\$18.25	\$19.24	\$27.02
Management, professional, and related .....	37.24	42.75	30.68	39.56
Management, business, and financial .....	37.82	34.15	36.01	43.23
Professional and related .....	36.84	50.91	26.60	37.73
Service .....	11.51	11.61	9.69	14.20
Sales and office .....	16.07	16.75	12.93	17.24
Sales and related .....	16.45	17.87	9.21	—
Office and administrative support .....	15.74	15.58	16.39	15.69
Natural resources, construction, and maintenance .....	21.83	—	—	—
Construction and extraction .....	23.23	—	—	—
Installation, maintenance, and repair .....	18.70	—	—	—
Production, transportation, and material moving .....	16.81	17.66	15.58	15.72
Production .....	15.32	14.81	15.85	15.63
Transportation and material moving .....	18.75	19.93	14.95	16.02
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	4.1	8.8	7.0	5.7
Management, professional, and related .....	7.2	16.8	12.8	5.6
Management, business, and financial .....	10.4	18.0	20.4	15.4
Professional and related .....	9.6	22.0	7.8	4.8
Service .....	18.5	26.8	4.0	2.6
Sales and office .....	8.6	14.6	12.1	3.3
Sales and related .....	18.5	32.1	3.7	—
Office and administrative support .....	3.9	5.0	6.4	4.9
Natural resources, construction, and maintenance .....	1.8	—	—	—
Construction and extraction .....	2.9	—	—	—
Installation, maintenance, and repair .....	5.2	—	—	—
Production, transportation, and material moving .....	8.2	11.3	9.1	1.6
Production .....	10.3	18.4	8.6	.9
Transportation and material moving .....	11.2	12.0	22.8	5.5

<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. See appendix A for more information.

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

<sup>3</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. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Springfield, MA, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$21.32	\$17.50	\$857	\$700	40.2	\$44,555	\$36,400	2,090
<b>Management occupations</b> .....	35.08	27.56	1,384	1,102	39.5	71,971	57,325	2,052
<b>Sales and related occupations</b> .....	20.86	15.00	832	600	39.9	43,269	31,200	2,074
<b>Office and administrative support occupations</b> ....	16.44	16.00	653	627	39.7	33,973	32,610	2,066
<b>Production occupations</b> .....	15.17	13.25	607	530	40.0	31,553	27,560	2,080
<b>Transportation and material moving occupations</b> .....	20.29	21.55	864	862	42.6	44,929	44,820	2,214

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Springfield, MA, September 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$24.40	\$20.10	\$948	\$772	38.8	\$48,601	\$39,892	1,991
<b>Management occupations</b> .....	36.08	28.30	1,367	1,115	37.9	71,100	57,990	1,971
Education administrators .....	32.11	29.23	1,207	1,250	37.6	62,788	65,000	1,956
Education administrators, postsecondary .....	32.11	29.23	1,207	1,250	37.6	62,788	65,000	1,956
<b>Business and financial operations occupations</b> .....	44.63	43.75	1,794	1,750	40.2	93,279	91,000	2,090
<b>Computer and mathematical science occupations</b> .....	34.69	36.20	1,375	1,448	39.6	71,524	75,286	2,062
<b>Architecture and engineering occupations</b> .....	31.67	29.73	1,331	1,189	42.0	69,234	61,830	2,186
Engineers .....	32.24	31.83	1,371	1,273	42.5	71,305	66,213	2,212
<b>Education, training, and library occupations</b> .....	56.12	41.14	1,909	1,909	34.0	79,047	76,239	1,409
Postsecondary teachers .....	72.04	75.31	2,364	2,698	32.8	93,627	107,317	1,300
Social sciences teachers, postsecondary .....	61.78	55.85	2,102	1,955	34.0	82,073	76,260	1,328
<b>Healthcare practitioner and technical occupations</b> .....	27.60	25.44	1,037	896	37.6	53,924	46,613	1,954
Registered nurses .....	27.41	25.74	1,024	901	37.4	53,242	46,837	1,942
<b>Healthcare support occupations</b> .....	12.40	12.47	447	438	36.1	23,260	22,764	1,876
Nursing, psychiatric, and home health aides .....	12.40	12.47	447	438	36.1	23,260	22,764	1,876
<b>Protective service occupations</b> .....	13.70	13.03	545	521	39.8	28,358	27,109	2,070
Security guards and gaming surveillance officers ..	13.70	13.03	545	521	39.8	28,358	27,109	2,070
Security guards .....	13.70	13.03	545	521	39.8	28,358	27,109	2,070
<b>Food preparation and serving related occupations</b> .....	11.80	13.50	464	540	39.3	22,874	26,790	1,938
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.59	8.74	418	350	39.4	21,712	18,179	2,051
Building cleaning workers .....	9.57	8.27	377	328	39.4	19,598	17,056	2,048
Janitors and cleaners, except maids and housekeeping cleaners .....	9.95	9.65	398	386	40.0	20,691	20,072	2,080
<b>Office and administrative support occupations</b> .....	17.64	17.00	690	660	39.1	35,743	34,362	2,026
Secretaries and administrative assistants .....	17.19	16.83	671	673	39.0	34,456	35,006	2,004
<b>Installation, maintenance, and repair occupations</b> .....	23.34	21.41	926	856	39.7	48,165	44,537	2,063
<b>Production occupations</b> .....	15.78	15.31	623	602	39.5	32,395	31,283	2,053
Miscellaneous production workers .....	16.94	17.70	604	584	35.7	31,433	30,372	1,855
<b>Transportation and material moving occupations</b> .....	18.07	17.28	722	690	39.9	37,538	35,880	2,077

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Springfield, MA, September 2006

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$23.06	\$19.62	\$26.64	\$20.14	\$20.08	\$22.86
Management, professional, and related .....	37.30	30.76	37.81	37.14	37.43	31.16
Management, business, and financial .....	—	—	—	37.79	37.82	36.86
Professional and related .....	37.87	30.76	38.46	36.69	37.16	28.19
Service .....	17.73	11.18	18.38	11.55	11.52	12.59
Sales and office .....	14.34	12.24	17.12	16.54	16.54	—
Sales and related .....	—	—	—	17.46	17.46	—
Office and administrative support .....	16.62	15.82	17.12	15.75	15.74	—
Natural resources, construction, and maintenance ....	22.21	22.85	19.86	18.83	18.83	—
Construction and extraction .....	22.69	—	—	—	—	—
Installation, maintenance, and repair .....	20.31	—	21.77	18.27	18.27	—
Production, transportation, and material moving .....	19.94	19.79	—	14.99	14.99	—
Production .....	16.17	15.03	—	15.38	15.38	—
Transportation and material moving .....	21.14	21.20	—	13.67	13.68	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	1.5	4.3	1.6	4.8	4.9	15.7
Management, professional, and related .....	5.8	2.0	6.2	7.1	7.3	10.7
Management, business, and financial .....	—	—	—	10.0	10.4	7.1
Professional and related .....	4.8	2.0	5.2	9.7	10.0	11.7
Service .....	9.9	6.7	9.7	18.4	19.1	5.0
Sales and office .....	8.4	16.7	3.5	10.5	10.7	—
Sales and related .....	—	—	—	23.8	23.8	—
Office and administrative support .....	5.6	14.9	3.5	4.1	4.2	—
Natural resources, construction, and maintenance ....	2.7	3.6	7.7	7.0	7.0	—
Construction and extraction .....	2.3	—	—	—	—	—
Installation, maintenance, and repair .....	9.9	—	16.2	6.7	6.7	—
Production, transportation, and material moving .....	8.5	9.4	—	9.0	9.0	—
Production .....	9.3	8.6	—	10.8	10.8	—
Transportation and material moving .....	7.5	7.7	—	10.9	10.9	—

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</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. See appendix A for more information.

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

information.

<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. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Springfield, MA, September 2006

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$20.86	\$19.77	\$28.17	\$28.17
Management, professional, and related .....	37.14	37.18	—	—
Management, business, and financial .....	37.26	37.82	—	—
Professional and related .....	37.09	36.73	—	—
Service .....	12.97	11.51	—	—
Sales and office .....	15.57	15.43	29.30	29.30
Sales and related .....	15.03	15.03	29.30	29.30
Office and administrative support .....	15.94	15.74	—	—
Natural resources, construction, and maintenance .....	21.49	21.83	—	—
Construction and extraction .....	—	23.23	—	—
Installation, maintenance, and repair .....	19.30	18.70	—	—
Production, transportation, and material moving .....	16.46	16.32	—	—
Production .....	15.51	15.32	—	—
Transportation and material moving .....	17.87	17.82	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	3.4	4.2	14.1	14.1
Management, professional, and related .....	5.3	7.2	—	—
Management, business, and financial .....	9.9	10.4	—	—
Professional and related .....	6.0	9.8	—	—
Service .....	12.4	18.5	—	—
Sales and office .....	9.3	10.2	22.9	22.9
Sales and related .....	24.4	24.4	22.9	22.9
Office and administrative support .....	3.2	3.9	—	—
Natural resources, construction, and maintenance .....	1.9	1.8	—	—
Construction and extraction .....	—	2.9	—	—
Installation, maintenance, and repair .....	5.7	5.2	—	—
Production, transportation, and material moving .....	7.0	7.3	—	—
Production .....	9.9	10.3	—	—
Transportation and material moving .....	10.1	10.6	—	—

<sup>1</sup> Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>2</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. See appendix A for more information.

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

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

<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. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Springfield, MA, September 2006

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	-	-	-	-	\$30.61	-	\$24.65	\$12.16	-
Management, professional, and related .....	-	-	-	-	37.97	-	36.35	-	-
Management, business, and financial .....	-	-	-	-	39.89	-	31.90	-	-
Professional and related .....	-	-	-	-	-	-	38.09	-	-
Service .....	-	-	-	-	-	-	11.91	12.04	-
Sales and office .....	-	-	-	-	25.22	-	15.01	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	15.33	-	14.46	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving .....	-	-	-	-	-	-	-	-	-
Relative error <sup>4</sup> (percent)									
<b>All workers</b> .....	-	-	-	-	5.0	-	2.9	34.5	-
Management, professional, and related .....	-	-	-	-	8.5	-	11.3	-	-
Management, business, and financial .....	-	-	-	-	15.8	-	16.0	-	-
Professional and related .....	-	-	-	-	-	-	12.4	-	-
Service .....	-	-	-	-	-	-	5.2	36.0	-
Sales and office .....	-	-	-	-	13.5	-	4.0	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	8.2	-	3.9	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving .....	-	-	-	-	-	-	-	-	-

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

<sup>2</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. See appendix A for more information.

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

<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. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# Appendix A: Technical Note

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

## Planning for the survey

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

### Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The Springfield, MA, Metropolitan Statistical Area includes:

- One town in Franklin County
- The cities of Agawam, Chicopee, Holyoke, Springfield, and Westfield, and 11 towns in Hampden County
- The city of Northampton, and 11 towns in Hampshire County

### Sampling frame

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

able at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

### Sample design

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

## Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

### Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time or part-time, union or nonunion, and time or incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

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

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

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

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

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

### **Occupational leveling**

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

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

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

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

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

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

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

### **Combined work levels**

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

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

## Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

## Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

## Definition of terms

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

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

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

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

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

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

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

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

## Processing and analyzing the data

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

## Weighting and nonresponse

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

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

tics is used to derive the rate of change in the average hourly earnings.

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

### **Estimation**

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, poststratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

### **Percentiles**

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

### **Data reliability**

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

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

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

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

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

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Springfield, MA, September 2006**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	243,500	202,300	41,200
Management, professional, and related .....	58,200	37,100	21,100
Management, business, and financial .....	14,900	13,500	1,400
Professional and related .....	43,300	23,600	19,700
Service .....	68,700	57,000	11,700
Sales and office .....	63,900	59,200	4,700
Sales and related .....	29,300	29,300	–
Office and administrative support .....	34,600	29,900	4,700
Natural resources, construction, and maintenance ....	16,600	13,800	2,800
Construction and extraction .....	11,400	9,600	–
Installation, maintenance, and repair .....	5,200	4,200	1,000
Production, transportation, and material moving .....	36,200	35,200	1,000
Production .....	19,900	19,500	–
Transportation and material moving .....	16,300	15,600	–

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

<sup>2</sup> Workers are classified by occupation using the

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Springfield, MA, September 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	18,256	18,175	81
Total in sample .....	153	136	17
Responding .....	109	93	16
Refused or unable to provide data .....	31	31	0
Out of business or not in survey scope .....	13	12	1

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.