

# Tampa–St. Petersburg–Clearwater, FL National Compensation Survey October 2007

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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 [NCSinfo@bls.gov](mailto:NCSinfo@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 Tampa–St. Petersburg–Clearwater, FL, Metropolitan Statistical Area (MSA). Data were collected between March 2007 and April 2008; the average reference month is October 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

## NCS products

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

## Changes to the publications

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

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

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

## About the tables

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

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

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

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

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

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

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

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

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

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

**Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Tampa-St. Petersburg-Clearwater, FL, October 2007**

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> .....	\$16.54	4.0	36.9	\$16.10	4.6	36.8	\$20.32	2.6	38.5
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	27.11	3.8	38.3	27.70	4.4	38.6	25.12	1.5	37.4
Management, business, and financial .....	29.65	6.1	41.1	30.44	5.6	41.4	24.32	25.4	39.4
Professional and related .....	26.21	4.6	37.4	26.55	5.9	37.6	25.26	3.4	37.1
Service .....	10.55	4.8	33.7	9.51	4.9	33.0	17.28	2.2	39.7
Sales and office .....	14.50	3.0	36.2	14.49	3.1	36.1	14.64	5.0	38.9
Sales and related .....	14.39	6.2	33.4	14.39	6.2	33.4	—	—	—
Office and administrative support .....	14.57	2.9	38.4	14.56	3.2	38.3	14.64	5.0	38.9
Natural resources, construction, and maintenance .....	18.13	5.2	40.0	18.19	5.5	40.0	17.34	5.5	40.0
Construction and extraction .....	17.93	4.7	39.9	17.94	4.9	39.9	17.81	11.3	40.0
Installation, maintenance, and repair .....	18.51	7.0	40.3	18.68	7.8	40.3	17.05	1.6	40.0
Production, transportation, and material moving .....	12.99	6.0	39.0	12.98	6.1	39.0	13.72	2.8	39.2
Production .....	13.56	5.1	39.7	13.59	5.1	39.7	—	—	—
Transportation and material moving .....	12.76	8.8	38.7	12.73	9.1	38.7	—	—	—
Full time .....	17.29	4.1	39.7	16.87	4.7	39.8	20.46	2.6	39.3
Part time .....	9.74	8.6	22.4	9.73	8.7	22.6	10.66	16.8	15.4
Union .....	20.81	3.8	38.7	18.81	8.0	38.5	21.73	3.7	38.8
Nonunion .....	16.20	4.4	36.8	16.02	4.7	36.7	18.99	2.7	38.2
Time .....	16.14	4.1	36.7	15.60	4.8	36.5	20.32	2.6	38.5
Incentive .....	21.64	9.8	40.1	21.64	9.8	40.1	—	—	—
<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> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	15.67	8.0	35.7	15.68	8.1	35.7	—	—	—
100-499 workers .....	15.79	6.0	38.2	15.84	6.2	38.2	14.70	6.0	39.1
500 workers or more .....	18.44	2.4	37.7	17.25	2.9	37.5	21.25	3.3	38.3

<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>, Tampa-St. Petersburg-Clearwater, FL, October 2007**

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> .....	\$16.54	4.0	\$17.29	4.1	\$9.74	8.6
<b>Management occupations</b> .....	34.79	6.8	34.84	6.9	—	—
Level 7 .....	27.10	3.0	27.10	3.0	—	—
Level 8 .....	26.29	3.1	26.29	3.1	—	—
Level 9 .....	34.18	12.7	34.18	12.7	—	—
Level 12 .....	43.91	5.3	43.91	5.3	—	—
Not able to be leveled .....	34.41	20.1	34.60	20.8	—	—
General and operations managers .....	43.20	3.5	43.20	3.5	—	—
<b>Business and financial operations occupations</b> .....	22.14	6.8	22.14	6.8	—	—
Level 6 .....	15.36	12.6	15.36	12.6	—	—
Level 7 .....	22.37	7.6	22.37	7.6	—	—
Level 8 .....	22.28	12.2	22.28	12.2	—	—
Level 9 .....	28.31	2.0	28.31	2.0	—	—
Human resources, training, and labor relations specialists .....	20.25	12.9	20.25	12.9	—	—
Accountants and auditors .....	23.48	7.7	23.48	7.7	—	—
Level 7 .....	24.02	9.4	24.02	9.4	—	—
<b>Computer and mathematical science occupations</b> .....	26.49	11.1	26.49	11.1	—	—
Level 9 .....	28.44	8.2	28.44	8.2	—	—
Level 11 .....	42.99	4.8	42.99	4.8	—	—
Computer programmers .....	31.10	5.2	31.10	5.2	—	—
Computer software engineers .....	35.76	7.4	35.76	7.4	—	—
Computer software engineers, systems software .....	37.23	7.6	37.23	7.6	—	—
Computer support specialists .....	18.39	7.9	18.39	7.9	—	—
Computer systems analysts .....	36.53	5.3	36.53	5.3	—	—
<b>Architecture and engineering occupations</b> .....	29.77	9.9	29.77	9.9	—	—
Level 7 .....	24.32	5.2	24.32	5.2	—	—
Engineers .....	31.08	15.3	31.08	15.3	—	—
Engineering technicians, except drafters .....	20.67	4.2	20.67	4.2	—	—
Electrical and electronic engineering technicians .....	21.82	2.6	21.82	2.6	—	—
<b>Life, physical, and social science occupations</b> .....	32.93	3.9	32.93	3.9	—	—
<b>Community and social services occupations</b> .....	19.34	9.5	19.30	9.6	—	—
Social workers .....	18.93	16.5	18.93	16.5	—	—
Miscellaneous community and social service specialists .....	16.88	10.9	—	—	—	—
<b>Legal occupations</b> .....	40.41	29.8	42.32	26.0	—	—
<b>Education, training, and library occupations</b> .....	23.75	6.0	24.90	3.3	10.51	8.1
Level 7 .....	26.71	7.1	26.71	7.1	—	—
Level 9 .....	30.14	1.0	30.14	1.0	—	—
Not able to be leveled .....	24.66	6.3	24.96	5.6	—	—
Postsecondary teachers .....	29.00	30.7	—	—	—	—
Primary, secondary, and special education school teachers .....	27.06	6.9	27.85	4.5	—	—
Level 9 .....	30.28	1.1	30.28	1.1	—	—
Elementary and middle school teachers .....	28.07	3.2	28.07	3.2	—	—
Level 9 .....	28.80	1.7	28.80	1.7	—	—
Elementary school teachers, except special education .....	28.70	2.6	28.70	2.6	—	—
Level 9 .....	28.55	.5	28.55	.5	—	—
Middle school teachers, except special and vocational education .....	26.91	4.9	26.91	4.9	—	—
Teacher assistants .....	11.06	4.1	11.55	1.7	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.46	8.3	23.46	8.3	—	—
<b>Healthcare practitioner and technical occupations</b> .....	23.58	7.2	22.92	6.4	28.73	10.6
Level 4 .....	13.86	4.2	13.95	4.4	—	—
Level 5 .....	16.27	1.8	—	—	—	—
Level 7 .....	22.19	10.9	22.19	10.9	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007** — 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>Healthcare practitioner and technical occupations</b>						
—Continued						
Level 8 .....	\$24.26	2.1	\$24.10	4.1	—	—
Level 9 .....	27.23	4.9	27.09	6.0	\$27.87	5.0
Level 11 .....	44.65	5.2	43.72	5.3	—	—
Not able to be leveled .....	20.11	24.3	—	—	—	—
Pharmacists .....	47.59	2.7	—	—	—	—
Level 11 .....	47.76	3.0	—	—	—	—
Registered nurses .....	26.51	3.9	25.84	4.2	29.70	6.4
Level 7 .....	23.88	4.4	23.88	4.4	—	—
Level 8 .....	26.15	3.3	26.15	3.3	—	—
Level 9 .....	26.23	5.8	25.74	7.2	27.87	5.0
Therapists .....	25.56	10.1	25.31	10.4	—	—
Respiratory therapists .....	22.60	2.4	22.60	2.4	—	—
Clinical laboratory technologists and technicians .....	19.86	4.2	19.85	4.2	—	—
Medical and clinical laboratory technologists .....	23.69	7.1	23.71	7.1	—	—
Medical and clinical laboratory technicians .....	16.70	7.7	16.70	7.7	—	—
Diagnostic related technologists and technicians .....	18.04	7.6	—	—	—	—
Health diagnosing and treating practitioner support technicians .....	15.83	13.8	15.92	13.9	—	—
Licensed practical and licensed vocational nurses .....	16.77	3.0	16.70	2.5	—	—
<b>Healthcare support occupations</b> .....	10.14	3.0	10.29	3.1	9.16	4.2
Level 2 .....	9.74	2.1	9.95	2.1	—	—
Level 3 .....	10.08	3.4	10.43	3.4	9.27	5.3
Nursing, psychiatric, and home health aides .....	10.06	1.7	10.16	1.5	—	—
Level 2 .....	9.69	2.7	—	—	—	—
Level 3 .....	10.36	4.1	10.43	3.4	—	—
Nursing aides, orderlies, and attendants .....	10.13	2.1	10.13	1.7	—	—
Level 3 .....	10.31	4.5	10.37	3.8	—	—
Miscellaneous healthcare support occupations .....	10.55	11.3	11.23	17.0	—	—
<b>Protective service occupations</b> .....	13.77	7.5	13.87	7.7	—	—
Level 2 .....	10.97	11.3	—	—	—	—
Level 6 .....	16.75	4.4	16.75	4.4	—	—
Level 7 .....	23.04	3.7	23.04	3.7	—	—
Fire fighters .....	15.97	5.4	15.97	5.4	—	—
Police officers .....	25.31	1.1	25.31	1.1	—	—
Police and sheriff's patrol officers .....	25.31	1.1	25.31	1.1	—	—
Security guards and gaming surveillance officers .....	10.63	2.1	10.66	2.2	—	—
Security guards .....	10.63	2.1	10.66	2.2	—	—
<b>Food preparation and serving related occupations</b> .....	7.63	3.2	8.72	2.8	5.79	12.2
Level 1 .....	6.51	2.8	7.28	5.7	5.77	7.6
Level 2 .....	6.31	14.7	7.11	9.3	5.60	24.1
Level 3 .....	7.07	15.8	7.30	14.8	—	—
Level 4 .....	11.49	5.8	11.69	4.6	—	—
Cooks .....	10.14	7.8	10.41	8.9	8.47	10.6
Level 2 .....	8.56	7.8	—	—	—	—
Level 4 .....	10.91	2.2	11.14	1.1	—	—
Cooks, institution and cafeteria .....	11.91	5.6	11.96	6.0	—	—
Cooks, restaurant .....	9.63	8.0	9.67	9.2	—	—
Food preparation workers .....	9.52	3.1	9.69	2.7	9.13	6.2
Level 2 .....	8.98	3.5	—	—	—	—
Food service, tipped .....	4.14	12.3	4.69	10.7	3.56	8.2
Level 1 .....	4.26	10.0	—	—	3.59	16.1
Level 2 .....	3.87	19.1	—	—	—	—
Level 3 .....	4.38	2.3	—	—	—	—
Waiters and waitresses .....	3.61	2.1	3.97	3.8	3.30	6.4
Level 1 .....	3.13	11.9	—	—	2.99	9.9
Level 2 .....	3.87	19.1	—	—	—	—
Fast food and counter workers .....	7.54	2.7	—	—	7.21	1.7
Combined food preparation and serving workers, including fast food .....	7.61	3.6	—	—	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Building and grounds cleaning and maintenance occupations</b> .....	\$10.30	5.9	\$10.42	6.3	—	—
Level 1 .....	9.63	10.5	9.81	11.4	—	—
Level 3 .....	10.86	3.4	10.86	3.4	—	—
Level 4 .....	11.62	5.1	11.62	5.1	—	—
Building cleaning workers .....	10.09	6.4	10.19	6.8	—	—
Level 1 .....	9.67	10.6	9.81	11.4	—	—
Level 3 .....	10.97	3.8	10.97	3.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.76	6.1	10.94	6.6	—	—
Level 1 .....	10.56	11.9	10.90	13.0	—	—
Level 3 .....	11.05	3.5	11.05	3.5	—	—
<b>Personal care and service occupations</b> .....	12.67	16.4	11.57	5.2	\$14.03	29.4
Level 1 .....	7.21	2.9	—	—	—	—
Level 6 .....	16.76	12.2	13.44	12.3	—	—
Recreation and fitness workers .....	17.32	23.2	—	—	—	—
<b>Sales and related occupations</b> .....	14.39	6.2	16.26	6.4	8.77	7.3
Level 1 .....	7.92	2.8	8.21	2.3	7.78	4.8
Level 2 .....	8.50	3.9	9.50	6.8	7.77	.8
Level 3 .....	9.43	3.2	9.76	3.2	8.75	5.9
Level 4 .....	15.13	8.1	15.27	8.3	14.25	23.1
Level 5 .....	20.38	9.5	20.38	9.5	—	—
Level 6 .....	24.48	12.4	24.48	12.4	—	—
Level 7 .....	25.94	16.9	25.94	16.9	—	—
Not able to be leveled .....	13.90	.7	14.06	.3	—	—
First-line supervisors/managers, sales workers .....	17.71	7.6	17.96	8.3	—	—
First-line supervisors/managers of retail sales workers .....	16.20	6.9	16.43	8.1	—	—
Retail sales workers .....	10.35	4.4	11.42	5.3	8.77	7.6
Level 1 .....	7.79	3.3	—	—	7.78	4.8
Level 2 .....	8.39	4.2	9.35	7.8	7.77	.8
Level 3 .....	8.82	2.6	—	—	8.75	5.9
Level 4 .....	14.02	10.9	13.50	9.2	16.26	21.9
Cashiers, all workers .....	8.41	1.8	8.99	1.1	7.88	1.2
Level 2 .....	7.72	1.7	—	—	7.78	1.1
Level 3 .....	8.82	2.1	—	—	8.72	4.4
Cashiers .....	8.41	1.8	8.99	1.1	7.88	1.2
Level 2 .....	7.72	1.7	—	—	7.78	1.1
Level 3 .....	8.82	2.1	—	—	8.72	4.4
Retail salespersons .....	10.76	6.4	11.52	8.4	9.51	12.3
Level 1 .....	7.76	4.4	—	—	—	—
Level 2 .....	8.72	4.2	—	—	—	—
Level 4 .....	13.84	10.9	13.26	8.4	16.26	21.9
Sales representatives, wholesale and manufacturing .....	28.52	7.6	28.52	7.6	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	29.21	6.8	29.21	6.8	—	—
Telemarketers .....	18.25	13.9	18.28	13.9	—	—
Level 4 .....	20.06	19.5	—	—	—	—
Miscellaneous sales and related workers .....	11.42	6.7	—	—	—	—
<b>Office and administrative support occupations</b> .....	14.57	2.9	14.74	3.0	11.13	7.0
Level 1 .....	9.13	3.6	—	—	8.52	3.6
Level 2 .....	11.47	2.8	11.65	3.2	9.23	6.4
Level 3 .....	12.18	2.7	12.20	2.9	11.49	9.8
Level 4 .....	14.73	2.6	14.72	2.7	—	—
Level 5 .....	17.23	3.4	17.27	3.5	—	—
Level 6 .....	18.17	4.3	18.13	4.4	—	—
Level 7 .....	18.38	18.7	18.38	18.7	—	—
Not able to be leveled .....	15.35	13.0	15.72	12.9	—	—
First-line supervisors/managers of office and administrative support workers .....	18.50	7.3	18.50	7.3	—	—
Financial clerks .....	15.35	6.2	15.73	6.4	—	—
Level 3 .....	13.30	4.4	13.60	4.6	—	—
Level 4 .....	14.17	2.6	14.17	2.6	—	—
Level 5 .....	16.36	4.5	16.36	4.5	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007** — 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						
Bookkeeping, accounting, and auditing clerks .....	\$17.01	8.3	\$17.21	8.3	—	—
Level 4 .....	14.67	4.7	14.67	4.7	—	—
Level 5 .....	16.11	4.7	16.11	4.7	—	—
Court, municipal, and license clerks .....	17.82	.3	17.82	.3	—	—
Customer service representatives .....	15.50	6.3	15.48	6.5	—	—
Level 3 .....	11.69	4.2	11.69	4.2	—	—
Level 4 .....	15.74	8.4	15.72	9.1	—	—
Interviewers, except eligibility and loan .....	11.98	6.2	12.03	6.4	—	—
Receptionists and information clerks .....	11.58	7.0	12.08	6.5	—	—
Level 2 .....	12.18	7.2	12.33	7.2	—	—
Stock clerks and order fillers .....	9.99	2.9	10.43	2.6	—	—
Secretaries and administrative assistants .....	14.26	8.2	14.23	8.4	—	—
Level 4 .....	15.31	3.5	15.31	3.5	—	—
Level 5 .....	16.52	7.6	16.58	8.2	—	—
Level 6 .....	16.20	4.6	16.20	4.6	—	—
Executive secretaries and administrative assistants ....	17.34	10.1	17.34	10.1	—	—
Medical secretaries .....	12.69	7.4	—	—	—	—
Secretaries, except legal, medical, and executive .....	13.89	11.8	13.89	11.8	—	—
Data entry and information processing workers .....	11.43	5.8	11.43	5.9	—	—
Level 2 .....	10.74	4.7	—	—	—	—
Data entry keyers .....	11.52	6.3	11.52	6.3	—	—
Insurance claims and policy processing clerks .....	15.96	7.9	15.92	6.9	—	—
Level 4 .....	14.97	.1	14.97	.1	—	—
Office clerks, general .....	13.89	6.9	14.11	6.5	—	—
Level 4 .....	16.05	7.4	16.04	7.5	—	—
<b>Construction and extraction occupations</b> .....	17.93	4.7	17.93	4.7	—	—
Level 5 .....	18.34	11.2	18.34	11.2	—	—
Electricians .....	17.81	1.7	17.81	1.7	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.51	7.0	18.51	7.0	—	—
Level 3 .....	13.86	4.6	13.86	4.6	—	—
Level 4 .....	13.08	4.1	13.08	4.1	—	—
Level 5 .....	18.37	6.9	18.37	6.9	—	—
Level 7 .....	21.23	5.7	21.23	5.7	—	—
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	14.40	7.7	14.40	7.7	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.12	4.4	18.12	4.4	—	—
Level 3 .....	14.68	2.1	14.68	2.1	—	—
Maintenance and repair workers, general .....	16.85	5.8	16.85	5.8	—	—
<b>Production occupations</b> .....	13.56	5.1	13.65	5.1	—	—
Level 2 .....	10.73	1.5	10.73	1.5	—	—
Level 3 .....	11.78	6.2	12.18	3.5	—	—
Level 4 .....	12.77	3.6	12.77	3.6	—	—
Level 5 .....	15.96	4.7	15.96	4.7	—	—
Butchers and other meat, poultry, and fish processing workers .....	14.06	2.1	—	—	—	—
Miscellaneous production workers .....	13.35	8.5	13.42	8.6	—	—
<b>Transportation and material moving occupations</b> .....	12.76	8.8	13.16	8.9	\$7.36	1.6
Level 1 .....	8.22	3.1	8.47	3.3	7.24	1.2
Level 2 .....	12.07	8.5	12.11	8.4	—	—
Level 3 .....	12.73	5.5	12.73	5.5	—	—
Level 4 .....	14.69	5.5	14.69	5.5	—	—
Driver/sales workers and truck drivers .....	13.83	16.8	14.17	17.0	—	—
Truck drivers, light or delivery services .....	11.07	10.8	11.12	10.9	—	—
Industrial truck and tractor operators .....	16.68	14.7	16.68	14.7	—	—
Laborers and material movers, hand .....	8.79	3.1	9.06	3.3	7.40	1.0
Level 1 .....	8.26	3.1	8.50	3.6	7.40	1.0
Cleaners of vehicles and equipment .....	7.37	1.5	—	—	—	—
Level 1 .....	6.98	3.0	—	—	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007** — 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>Transportation and material moving occupations</b>						
—Continued						
Laborers and freight, stock, and material movers, hand .....	\$9.70	3.4	\$9.83	3.4	—	—
Level 1 .....	9.16	3.5	9.29	3.2	—	—
Packers and packagers, hand .....	8.62	5.8	—	—	—	—
Level 1 .....	8.62	5.8	—	—	—	—

<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> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$16.10	4.6	\$16.87	4.7	\$9.73	8.7
<b>Management occupations</b> .....	34.40	7.3	34.45	7.3	—	—
Level 7 .....	27.10	3.0	27.10	3.0	—	—
Level 9 .....	34.18	12.7	34.18	12.7	—	—
Level 12 .....	43.91	5.3	43.91	5.3	—	—
Not able to be leveled .....	32.96	19.6	33.12	20.5	—	—
General and operations managers .....	43.20	3.5	43.20	3.5	—	—
<b>Business and financial operations occupations</b> .....	23.53	4.7	23.53	4.7	—	—
Level 7 .....	24.26	5.3	24.26	5.3	—	—
Level 8 .....	22.28	12.2	22.28	12.2	—	—
Level 9 .....	28.47	3.3	28.47	3.3	—	—
Accountants and auditors .....	23.98	8.4	23.98	8.4	—	—
<b>Computer and mathematical science occupations</b> .....	26.49	11.1	26.49	11.1	—	—
Level 9 .....	28.44	8.2	28.44	8.2	—	—
Level 11 .....	42.99	4.8	42.99	4.8	—	—
Computer programmers .....	31.10	5.2	31.10	5.2	—	—
Computer software engineers .....	35.76	7.4	35.76	7.4	—	—
Computer software engineers, systems software .....	37.23	7.6	37.23	7.6	—	—
Computer support specialists .....	18.39	7.9	18.39	7.9	—	—
Computer systems analysts .....	36.53	5.3	36.53	5.3	—	—
<b>Architecture and engineering occupations</b> .....	30.22	11.7	30.22	11.7	—	—
Engineers .....	29.33	16.7	29.33	16.7	—	—
Engineering technicians, except drafters .....	22.37	2.2	22.37	2.2	—	—
Electrical and electronic engineering technicians .....	21.82	2.6	21.82	2.6	—	—
<b>Community and social services occupations</b> .....	14.33	7.8	14.04	7.6	—	—
<b>Legal occupations</b> .....	41.82	33.0	—	—	—	—
<b>Education, training, and library occupations</b> .....	19.71	21.8	22.78	14.5	—	—
Primary, secondary, and special education school teachers .....	18.43	28.3	20.29	25.0	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.46	8.3	23.46	8.3	—	—
<b>Healthcare practitioner and technical occupations</b> .....	23.77	7.3	23.11	6.6	28.73	10.6
Level 4 .....	13.86	4.2	13.95	4.4	—	—
Level 5 .....	16.27	1.8	—	—	—	—
Level 7 .....	22.12	12.6	22.12	12.7	—	—
Level 8 .....	24.26	2.1	24.10	4.1	—	—
Level 9 .....	28.54	2.1	28.71	2.6	27.87	5.0
Level 11 .....	44.65	5.2	43.72	5.3	—	—
Not able to be leveled .....	20.11	24.3	—	—	—	—
Pharmacists .....	47.59	2.7	—	—	—	—
Level 11 .....	47.76	3.0	—	—	—	—
Registered nurses .....	27.75	1.8	27.26	1.2	29.70	6.4
Level 7 .....	25.01	4.1	25.01	4.1	—	—
Level 8 .....	26.15	3.3	26.15	3.3	—	—
Level 9 .....	27.79	2.0	27.76	1.0	27.87	5.0
Therapists .....	25.56	10.1	25.31	10.4	—	—
Respiratory therapists .....	22.60	2.4	22.60	2.4	—	—
Clinical laboratory technologists and technicians .....	19.86	4.2	19.85	4.2	—	—
Medical and clinical laboratory technologists .....	23.69	7.1	23.71	7.1	—	—
Medical and clinical laboratory technicians .....	16.70	7.7	16.70	7.7	—	—
Diagnostic related technologists and technicians .....	18.04	7.6	—	—	—	—
Health diagnosing and treating practitioner support technicians .....	15.83	13.8	15.92	13.9	—	—
Licensed practical and licensed vocational nurses .....	16.77	3.0	16.70	2.5	—	—
<b>Healthcare support occupations</b> .....	10.14	3.0	10.29	3.1	9.16	4.2
Level 2 .....	9.74	2.1	9.95	2.1	—	—
Level 3 .....	10.08	3.4	10.43	3.4	9.27	5.3

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Healthcare support occupations —Continued</b>						
Nursing, psychiatric, and home health aides .....	\$10.06	1.7	\$10.16	1.5	—	—
Level 2 .....	9.69	2.7	—	—	—	—
Level 3 .....	10.36	4.1	10.43	3.4	—	—
Nursing aides, orderlies, and attendants .....	10.13	2.1	10.13	1.7	—	—
Level 3 .....	10.31	4.5	10.37	3.8	—	—
Miscellaneous healthcare support occupations .....	10.55	11.3	11.23	17.0	—	—
<b>Protective service occupations .....</b>						
Level 2 .....	11.05	6.4	11.12	6.7	—	—
Security guards and gaming surveillance officers .....	10.97	11.3	—	—	—	—
Security guards .....	10.63	2.1	10.66	2.2	—	—
Security guards .....	10.63	2.1	10.66	2.2	—	—
<b>Food preparation and serving related occupations .....</b>						
Level 1 .....	7.33	1.5	8.38	3.7	\$5.76	12.2
Level 2 .....	6.51	2.8	7.28	5.7	5.77	7.6
Level 3 .....	6.31	14.7	7.11	9.3	5.60	24.1
Level 4 .....	6.88	17.7	7.09	16.9	—	—
Level 4 .....	11.52	5.9	11.69	4.6	—	—
Cooks .....	9.49	7.4	9.71	8.5	—	—
Level 2 .....	8.56	7.8	—	—	—	—
Level 4 .....	10.95	2.4	11.14	1.1	—	—
Cooks, restaurant .....	9.63	8.0	9.67	9.2	—	—
Food preparation workers .....	9.52	3.1	9.69	2.7	9.13	6.2
Level 2 .....	8.98	3.5	—	—	—	—
Food service, tipped .....	4.14	12.3	4.69	10.7	3.56	8.2
Level 1 .....	4.26	10.0	—	—	3.59	16.1
Level 2 .....	3.87	19.1	—	—	—	—
Level 3 .....	4.38	2.3	—	—	—	—
Waiters and waitresses .....	3.61	2.1	3.97	3.8	3.30	6.4
Level 1 .....	3.13	11.9	—	—	2.99	9.9
Level 2 .....	3.87	19.1	—	—	—	—
Fast food and counter workers .....	7.54	3.0	—	—	7.21	1.7
Combined food preparation and serving workers, including fast food .....	7.61	3.6	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations .....</b>						
Level 1 .....	9.99	7.1	10.09	7.4	—	—
Level 1 .....	9.67	10.6	9.81	11.4	—	—
Building cleaning workers .....	9.95	8.0	10.07	8.5	—	—
Level 1 .....	9.67	10.6	9.81	11.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.76	7.7	11.00	8.2	—	—
Level 1 .....	10.56	11.9	10.90	13.0	—	—
<b>Personal care and service occupations .....</b>						
Level 1 .....	12.51	17.9	11.09	2.5	14.03	29.4
Level 1 .....	7.21	2.9	—	—	—	—
Level 6 .....	16.58	14.0	—	—	—	—
<b>Sales and related occupations .....</b>						
Level 1 .....	14.39	6.2	16.26	6.4	8.77	7.3
Level 2 .....	7.92	2.8	8.21	2.3	7.78	4.8
Level 2 .....	8.50	3.9	9.50	6.8	7.77	.8
Level 3 .....	9.43	3.2	9.76	3.2	8.75	5.9
Level 4 .....	15.13	8.1	15.27	8.3	14.25	23.1
Level 5 .....	20.38	9.5	20.38	9.5	—	—
Level 6 .....	24.48	12.4	24.48	12.4	—	—
Level 7 .....	25.94	16.9	25.94	16.9	—	—
Not able to be leveled .....	13.90	.7	14.06	.3	—	—
First-line supervisors/managers, sales workers .....	17.71	7.6	17.96	8.3	—	—
First-line supervisors/managers of retail sales workers .....	16.20	6.9	16.43	8.1	—	—
Retail sales workers .....	10.35	4.4	11.42	5.3	8.77	7.6
Level 1 .....	7.79	3.3	—	—	7.78	4.8
Level 2 .....	8.39	4.2	9.35	7.8	7.77	.8
Level 3 .....	8.82	2.6	—	—	8.75	5.9
Level 4 .....	14.02	10.9	13.50	9.2	16.26	21.9
Cashiers, all workers .....	8.41	1.8	8.99	1.1	7.88	1.2
Level 2 .....	7.72	1.7	—	—	7.78	1.1

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Sales and related occupations —Continued</b>						
Cashiers, all workers —Continued						
Level 3 .....	\$8.82	2.1	—	—	\$8.72	4.4
Cashiers .....	8.41	1.8	\$8.99	1.1	7.88	1.2
Level 2 .....	7.72	1.7	—	—	7.78	1.1
Level 3 .....	8.82	2.1	—	—	8.72	4.4
Retail salespersons .....	10.76	6.4	11.52	8.4	9.51	12.3
Level 1 .....	7.76	4.4	—	—	—	—
Level 2 .....	8.72	4.2	—	—	—	—
Level 4 .....	13.84	10.9	13.26	8.4	16.26	21.9
Sales representatives, wholesale and manufacturing .....	28.52	7.6	28.52	7.6	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	29.21	6.8	29.21	6.8	—	—
Telemarketers .....	18.25	13.9	18.28	13.9	—	—
Level 4 .....	20.06	19.5	—	—	—	—
Miscellaneous sales and related workers .....	11.42	6.7	—	—	—	—
<b>Office and administrative support occupations .....</b>						
Level 1 .....	14.56	3.2	14.73	3.3	11.19	7.2
Level 2 .....	9.13	3.6	—	—	8.52	3.6
Level 2 .....	11.47	2.9	11.65	3.2	9.03	6.9
Level 3 .....	12.26	3.0	12.27	3.1	11.99	8.2
Level 4 .....	14.88	2.7	14.87	2.7	—	—
Level 5 .....	17.45	3.6	17.50	3.7	—	—
Level 6 .....	18.03	5.5	17.96	5.7	—	—
Level 7 .....	18.38	18.7	18.38	18.7	—	—
Not able to be leveled .....	15.90	15.8	16.43	15.7	—	—
First-line supervisors/managers of office and administrative support workers .....	18.50	7.3	18.50	7.3	—	—
Financial clerks .....	15.40	6.3	15.79	6.5	—	—
Level 3 .....	13.30	4.4	13.60	4.6	—	—
Level 4 .....	14.17	2.6	14.17	2.6	—	—
Level 5 .....	16.88	4.0	16.88	4.0	—	—
Bookkeeping, accounting, and auditing clerks .....	17.16	8.3	17.37	8.3	—	—
Level 4 .....	14.67	4.7	14.67	4.7	—	—
Level 5 .....	16.65	4.3	16.65	4.3	—	—
Customer service representatives .....	15.50	6.3	15.48	6.5	—	—
Level 3 .....	11.69	4.2	11.69	4.2	—	—
Level 4 .....	15.74	8.4	15.72	9.1	—	—
Interviewers, except eligibility and loan .....	11.98	6.2	12.03	6.4	—	—
Receptionists and information clerks .....	11.58	7.0	12.08	6.5	—	—
Level 2 .....	12.18	7.2	12.33	7.2	—	—
Stock clerks and order fillers .....	9.99	2.9	10.43	2.6	—	—
Secretaries and administrative assistants .....	13.79	11.1	13.73	11.4	—	—
Level 4 .....	15.07	3.7	15.07	3.7	—	—
Level 5 .....	17.23	8.9	—	—	—	—
Executive secretaries and administrative assistants .....	18.02	13.6	18.02	13.6	—	—
Medical secretaries .....	12.69	7.4	—	—	—	—
Data entry and information processing workers .....	11.40	6.4	11.40	6.4	—	—
Data entry keyers .....	11.40	6.4	11.40	6.4	—	—
Insurance claims and policy processing clerks .....	15.96	7.9	15.92	6.9	—	—
Level 4 .....	14.97	.1	14.97	.1	—	—
Office clerks, general .....	14.48	7.3	14.78	6.4	—	—
Level 4 .....	17.07	4.3	17.07	4.4	—	—
<b>Construction and extraction occupations .....</b>						
Level 5 .....	17.94	4.9	17.94	4.9	—	—
Level 5 .....	18.47	12.0	18.47	12.0	—	—
Electricians .....	17.76	1.9	17.76	1.9	—	—
<b>Installation, maintenance, and repair occupations .....</b>						
Level 3 .....	18.68	7.8	18.68	7.8	—	—
Level 3 .....	13.86	4.6	13.86	4.6	—	—
Level 5 .....	18.38	8.0	18.38	8.0	—	—
Level 7 .....	21.18	6.1	21.18	6.1	—	—
Industrial machinery installation, repair, and maintenance workers .....	17.99	6.8	17.99	6.8	—	—
Level 3 .....	14.68	2.1	14.68	2.1	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Production occupations</b> .....	\$13.59	5.1	\$13.68	5.2	—	—
Level 2 .....	10.73	1.5	10.73	1.5	—	—
Level 3 .....	11.78	6.2	12.18	3.5	—	—
Level 4 .....	12.91	3.8	12.91	3.8	—	—
Level 5 .....	15.96	4.7	15.96	4.7	—	—
Butchers and other meat, poultry, and fish processing workers .....	14.06	2.1	—	—	—	—
Miscellaneous production workers .....	13.35	8.5	13.42	8.6	—	—
<b>Transportation and material moving occupations</b> .....	12.73	9.1	13.14	9.2	\$7.36	1.6
Level 1 .....	8.22	3.1	8.47	3.3	7.24	1.2
Level 2 .....	12.07	8.6	12.11	8.5	—	—
Level 3 .....	12.73	5.5	12.73	5.5	—	—
Driver/sales workers and truck drivers .....	13.83	16.8	14.17	17.0	—	—
Truck drivers, light or delivery services .....	11.07	10.8	11.12	10.9	—	—
Industrial truck and tractor operators .....	16.68	14.7	16.68	14.7	—	—
Laborers and material movers, hand .....	8.72	3.1	8.99	3.3	7.40	1.0
Level 1 .....	8.26	3.1	8.50	3.6	7.40	1.0
Cleaners of vehicles and equipment .....	7.37	1.5	—	—	—	—
Level 1 .....	6.98	3.0	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	9.56	3.3	9.69	3.3	—	—
Level 1 .....	9.16	3.5	9.29	3.2	—	—
Packers and packagers, hand .....	8.62	5.8	—	—	—	—
Level 1 .....	8.62	5.8	—	—	—	—

<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> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$20.32	2.6	\$20.46	2.6	\$10.66	16.8
<b>Business and financial operations occupations</b> .....	17.23	20.4	17.23	20.4	—	—
<b>Community and social services occupations</b> .....	23.33	5.4	23.32	5.4	—	—
<b>Education, training, and library occupations</b> .....	25.16	2.3	25.47	2.1	—	—
Level 9 .....	30.28	1.1	30.28	1.1	—	—
Not able to be leveled .....	24.90	6.5	—	—	—	—
Primary, secondary, and special education school teachers .....	29.62	1.8	29.62	1.8	—	—
Level 9 .....	30.28	1.1	30.28	1.1	—	—
Elementary and middle school teachers .....	29.02	1.2	29.02	1.2	—	—
Level 9 .....	28.80	1.7	28.80	1.7	—	—
Elementary school teachers, except special education .....	29.24	.4	29.24	.4	—	—
Level 9 .....	28.55	.5	28.55	.5	—	—
Teacher assistants .....	11.55	1.7	11.55	1.7	—	—
<b>Protective service occupations</b> .....	21.13	2.3	21.21	2.2	—	—
Level 6 .....	16.75	4.4	16.75	4.4	—	—
Level 7 .....	23.04	3.7	23.04	3.7	—	—
Fire fighters .....	15.97	5.4	15.97	5.4	—	—
Police officers .....	25.31	1.1	25.31	1.1	—	—
Police and sheriff's patrol officers .....	25.31	1.1	25.31	1.1	—	—
<b>Food preparation and serving related occupations</b> .....	11.48	.8	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.68	11.4	11.88	13.7	—	—
Building cleaning workers .....	10.74	5.3	10.74	5.3	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.74	5.3	10.74	5.3	—	—
<b>Office and administrative support occupations</b> .....	14.64	5.0	14.74	4.7	—	—
Level 4 .....	13.16	5.0	13.16	5.0	—	—
Level 5 .....	15.93	7.6	15.93	7.6	—	—
Level 6 .....	18.59	4.5	18.59	4.5	—	—
Court, municipal, and license clerks .....	17.82	.3	17.82	.3	—	—
Secretaries and administrative assistants .....	15.37	1.9	15.37	1.9	—	—
<b>Construction and extraction occupations</b> .....	17.81	11.3	17.81	11.3	—	—
<b>Installation, maintenance, and repair occupations</b> .....	17.05	1.6	17.05	1.6	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.39	2.7	18.39	2.7	—	—
Maintenance and repair workers, general .....	18.39	2.7	18.39	2.7	—	—

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$16.54	4.0	\$17.29	4.1	\$9.74	8.6
<b>Management occupations</b> .....	34.79	6.8	34.84	6.9	—	—
Group II .....	26.81	2.3	—	—	—	—
Group III .....	37.31	5.8	—	—	—	—
General and operations managers .....	43.20	3.5	43.20	3.5	—	—
<b>Business and financial operations occupations</b> .....	22.14	6.8	22.14	6.8	—	—
Group II .....	20.36	8.5	—	—	—	—
Group III .....	29.76	4.4	—	—	—	—
Human resources, training, and labor relations specialists .....	20.25	12.9	20.25	12.9	—	—
Group II .....	20.25	12.9	—	—	—	—
Accountants and auditors .....	23.48	7.7	23.48	7.7	—	—
Group II .....	22.95	8.0	22.95	8.0	—	—
<b>Computer and mathematical science occupations</b> .....	26.49	11.1	26.49	11.1	—	—
Group III .....	31.97	8.8	—	—	—	—
Computer programmers .....	31.10	5.2	31.10	5.2	—	—
Group III .....	32.65	4.1	32.65	4.1	—	—
Computer software engineers .....	35.76	7.4	35.76	7.4	—	—
Group III .....	39.36	5.5	—	—	—	—
Computer software engineers, systems software .....	37.23	7.6	37.23	7.6	—	—
Computer support specialists .....	18.39	7.9	18.39	7.9	—	—
Group II .....	18.00	9.1	18.00	9.1	—	—
Computer systems analysts .....	36.53	5.3	36.53	5.3	—	—
<b>Architecture and engineering occupations</b> .....	29.77	9.9	29.77	9.9	—	—
Group II .....	22.24	4.4	—	—	—	—
Group III .....	41.60	3.3	—	—	—	—
Engineers .....	31.08	15.3	31.08	15.3	—	—
Group III .....	34.91	9.5	—	—	—	—
Engineering technicians, except drafters .....	20.67	4.2	20.67	4.2	—	—
Group II .....	21.62	2.1	—	—	—	—
Electrical and electronic engineering technicians .....	21.82	2.6	21.82	2.6	—	—
Group II .....	21.82	2.6	21.82	2.6	—	—
<b>Life, physical, and social science occupations</b> .....	32.93	3.9	32.93	3.9	—	—
<b>Community and social services occupations</b> .....	19.34	9.5	19.30	9.6	—	—
Group II .....	14.59	5.5	—	—	—	—
Social workers .....	18.93	16.5	18.93	16.5	—	—
Miscellaneous community and social service specialists .....	16.88	10.9	—	—	—	—
<b>Legal occupations</b> .....	40.41	29.8	42.32	26.0	—	—
<b>Education, training, and library occupations</b> .....	23.75	6.0	24.90	3.3	10.51	8.1
Group I .....	11.22	8.1	—	—	—	—
Group II .....	19.20	18.5	—	—	—	—
Group III .....	31.51	2.4	—	—	—	—
Postsecondary teachers .....	29.00	30.7	—	—	—	—
Primary, secondary, and special education school teachers .....	27.06	6.9	27.85	4.5	—	—
Group II .....	18.43	28.3	—	—	—	—
Group III .....	30.28	1.1	—	—	—	—
Elementary and middle school teachers .....	28.07	3.2	28.07	3.2	—	—
Group III .....	28.80	1.7	—	—	—	—
Elementary school teachers, except special education .....	28.70	2.6	28.70	2.6	—	—
Group III .....	28.55	.5	28.55	.5	—	—
Middle school teachers, except special and vocational education .....	26.91	4.9	26.91	4.9	—	—
Teacher assistants .....	11.06	4.1	11.55	1.7	—	—
Group I .....	11.46	9.7	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.46	8.3	23.46	8.3	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Arts, design, entertainment, sports, and media occupations</b> —Continued						
Group II .....	\$22.63	6.9	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	23.58	7.2	\$22.92	6.4	\$28.73	10.6
Group I .....	13.75	3.1	—	—	—	—
Group II .....	20.33	3.5	—	—	—	—
Group III .....	33.03	9.0	—	—	—	—
Pharmacists .....	47.59	2.7	—	—	—	—
Group III .....	47.59	2.7	—	—	—	—
Registered nurses .....	26.51	3.9	25.84	4.2	29.70	6.4
Group II .....	25.07	4.4	25.07	4.4	—	—
Group III .....	27.11	5.2	26.22	6.3	29.70	6.4
Therapists .....	25.56	10.1	25.31	10.4	—	—
Group II .....	22.58	2.6	—	—	—	—
Group III .....	27.43	14.6	—	—	—	—
Respiratory therapists .....	22.60	2.4	22.60	2.4	—	—
Clinical laboratory technologists and technicians .....	19.86	4.2	19.85	4.2	—	—
Group II .....	22.89	4.8	—	—	—	—
Medical and clinical laboratory technologists .....	23.69	7.1	23.71	7.1	—	—
Group II .....	23.51	7.9	23.53	7.9	—	—
Medical and clinical laboratory technicians .....	16.70	7.7	16.70	7.7	—	—
Diagnostic related technologists and technicians .....	18.04	7.6	—	—	—	—
Health diagnosing and treating practitioner support technicians .....	15.83	13.8	15.92	13.9	—	—
Licensed practical and licensed vocational nurses .....	16.77	3.0	16.70	2.5	—	—
Group II .....	17.24	1.5	—	—	—	—
<b>Healthcare support occupations</b> .....	10.14	3.0	10.29	3.1	9.16	4.2
Group I .....	10.11	3.1	—	—	—	—
Nursing, psychiatric, and home health aides .....	10.06	1.7	10.16	1.5	—	—
Group I .....	10.06	1.7	—	—	—	—
Nursing aides, orderlies, and attendants .....	10.13	2.1	10.13	1.7	—	—
Group I .....	10.13	2.2	10.13	1.8	—	—
Miscellaneous healthcare support occupations .....	10.55	11.3	11.23	17.0	—	—
Group I .....	10.50	12.2	—	—	—	—
<b>Protective service occupations</b> .....	13.77	7.5	13.87	7.7	—	—
Group I .....	11.09	7.8	—	—	—	—
Group II .....	17.21	12.8	—	—	—	—
Fire fighters .....	15.97	5.4	15.97	5.4	—	—
Group II .....	15.97	5.4	15.97	5.4	—	—
Police officers .....	25.31	1.1	25.31	1.1	—	—
Group II .....	25.31	1.1	—	—	—	—
Police and sheriff's patrol officers .....	25.31	1.1	25.31	1.1	—	—
Group II .....	25.31	1.1	25.31	1.1	—	—
Security guards and gaming surveillance officers .....	10.63	2.1	10.66	2.2	—	—
Group I .....	10.51	.8	—	—	—	—
Security guards .....	10.63	2.1	10.66	2.2	—	—
Group I .....	10.51	.8	10.55	.8	—	—
<b>Food preparation and serving related occupations</b> .....	7.63	3.2	8.72	2.8	5.79	12.2
Group I .....	7.13	2.9	—	—	—	—
Cooks .....	10.14	7.8	10.41	8.9	8.47	10.6
Group I .....	9.40	7.1	—	—	—	—
Cooks, institution and cafeteria .....	11.91	5.6	11.96	6.0	—	—
Cooks, restaurant .....	9.63	8.0	9.67	9.2	—	—
Group I .....	9.63	8.0	9.67	9.2	—	—
Food preparation workers .....	9.52	3.1	9.69	2.7	9.13	6.2
Group I .....	9.52	3.1	9.69	2.7	9.13	6.2
Food service, tipped .....	4.14	12.3	4.69	10.7	3.56	8.2
Group I .....	4.14	12.3	—	—	—	—
Waiters and waitresses .....	3.61	2.1	3.97	3.8	3.30	6.4
Group I .....	3.61	2.1	3.97	3.8	3.30	6.4
Fast food and counter workers .....	7.54	2.7	—	—	7.21	1.7
Group I .....	7.57	3.2	—	—	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Food preparation and serving related occupations</b>						
—Continued						
Combined food preparation and serving workers, including fast food .....	\$7.61	3.6	—	—	—	—
Group I .....	7.61	3.6	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b>						
occupations .....	10.30	5.9	\$10.42	6.3	—	—
Group I .....	10.12	6.1	—	—	—	—
Building cleaning workers .....	10.09	6.4	10.19	6.8	—	—
Group I .....	10.14	6.9	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.76	6.1	10.94	6.6	—	—
Group I .....	10.83	6.6	11.03	7.1	—	—
<b>Personal care and service occupations</b>						
Group I .....	12.67	16.4	11.57	5.2	\$14.03	29.4
Group II .....	8.72	6.1	—	—	—	—
Group II .....	16.75	12.2	—	—	—	—
Recreation and fitness workers .....	17.32	23.2	—	—	—	—
<b>Sales and related occupations</b>						
Group I .....	14.39	6.2	16.26	6.4	8.77	7.3
Group II .....	10.96	5.2	—	—	—	—
Group II .....	23.88	6.3	—	—	—	—
First-line supervisors/managers, sales workers .....	17.71	7.6	17.96	8.3	—	—
Group II .....	19.11	9.2	—	—	—	—
First-line supervisors/managers of retail sales workers .....	16.20	6.9	16.43	8.1	—	—
Group II .....	17.40	6.0	17.40	6.0	—	—
Retail sales workers .....	10.35	4.4	11.42	5.3	8.77	7.6
Group I .....	9.71	5.5	—	—	—	—
Cashiers, all workers .....	8.41	1.8	8.99	1.1	7.88	1.2
Group I .....	8.24	2.4	—	—	—	—
Cashiers .....	8.41	1.8	8.99	1.1	7.88	1.2
Group I .....	8.24	2.4	8.72	2.8	7.88	1.2
Retail salespersons .....	10.76	6.4	11.52	8.4	9.51	12.3
Group I .....	10.48	6.1	11.17	7.1	9.53	12.5
Sales representatives, wholesale and manufacturing .....	28.52	7.6	28.52	7.6	—	—
Group II .....	29.20	6.6	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	29.21	6.8	29.21	6.8	—	—
Group II .....	29.21	6.8	29.21	6.8	—	—
Telemarketers .....	18.25	13.9	18.28	13.9	—	—
Group I .....	18.78	17.4	18.81	17.5	—	—
Miscellaneous sales and related workers .....	11.42	6.7	—	—	—	—
Group I .....	11.42	6.7	—	—	—	—
<b>Office and administrative support occupations</b>						
Group I .....	14.57	2.9	14.74	3.0	11.13	7.0
Group II .....	12.84	2.4	—	—	—	—
Group II .....	17.59	3.0	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	18.50	7.3	18.50	7.3	—	—
Group II .....	18.00	6.2	18.00	6.2	—	—
Financial clerks .....	15.35	6.2	15.73	6.4	—	—
Group I .....	13.57	2.5	—	—	—	—
Group II .....	17.65	5.9	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	17.01	8.3	17.21	8.3	—	—
Group I .....	14.10	4.8	14.34	4.7	—	—
Group II .....	17.45	6.5	17.45	6.5	—	—
Court, municipal, and license clerks .....	17.82	.3	17.82	.3	—	—
Group II .....	19.71	2.4	19.71	2.4	—	—
Customer service representatives .....	15.50	6.3	15.48	6.5	—	—
Group I .....	13.81	9.1	13.74	9.4	—	—
Group II .....	17.51	11.2	17.54	11.6	—	—
Interviewers, except eligibility and loan .....	11.98	6.2	12.03	6.4	—	—
Group I .....	11.73	5.3	11.78	5.5	—	—
Receptionists and information clerks .....	11.58	7.0	12.08	6.5	—	—
Group I .....	11.58	7.0	12.08	6.5	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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						
Stock clerks and order fillers .....	\$9.99	2.9	\$10.43	2.6	—	—
Group I .....	9.99	2.9	10.43	2.6	—	—
Secretaries and administrative assistants .....	14.26	8.2	14.23	8.4	—	—
Group I .....	11.79	7.3	—	—	—	—
Group II .....	16.40	4.8	—	—	—	—
Executive secretaries and administrative assistants .....	17.34	10.1	17.34	10.1	—	—
Group II .....	16.28	5.5	16.28	5.5	—	—
Medical secretaries .....	12.69	7.4	—	—	—	—
Secretaries, except legal, medical, and executive .....	13.89	11.8	13.89	11.8	—	—
Group II .....	17.04	7.8	17.04	7.8	—	—
Data entry and information processing workers .....	11.43	5.8	11.43	5.9	—	—
Group I .....	11.43	5.8	—	—	—	—
Data entry keyers .....	11.52	6.3	11.52	6.3	—	—
Group I .....	11.52	6.3	11.52	6.3	—	—
Insurance claims and policy processing clerks .....	15.96	7.9	15.92	6.9	—	—
Group I .....	14.77	2.1	14.97	.1	—	—
Office clerks, general .....	13.89	6.9	14.11	6.5	—	—
Group I .....	14.92	6.2	15.28	5.9	—	—
<b>Construction and extraction occupations</b> .....	17.93	4.7	17.93	4.7	—	—
Group I .....	12.57	9.9	—	—	—	—
Group II .....	20.72	4.6	—	—	—	—
Electricians .....	17.81	1.7	17.81	1.7	—	—
Group II .....	18.15	3.2	18.15	3.2	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.51	7.0	18.51	7.0	—	—
Group I .....	12.61	3.6	—	—	—	—
Group II .....	21.33	7.0	—	—	—	—
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	14.40	7.7	14.40	7.7	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.12	4.4	18.12	4.4	—	—
Group I .....	14.06	3.5	—	—	—	—
Group II .....	19.80	4.1	—	—	—	—
Maintenance and repair workers, general .....	16.85	5.8	16.85	5.8	—	—
Group I .....	14.08	4.0	14.08	4.0	—	—
<b>Production occupations</b> .....	13.56	5.1	13.65	5.1	—	—
Group I .....	11.43	2.2	—	—	—	—
Group II .....	17.93	8.8	—	—	—	—
Butchers and other meat, poultry, and fish processing workers .....	14.06	2.1	—	—	—	—
Miscellaneous production workers .....	13.35	8.5	13.42	8.6	—	—

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>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Transportation and material moving occupations</b> .....	\$12.76	8.8	\$13.16	8.9	\$7.36	1.6
Group I .....	10.77	8.1	—	—	—	—
Group II .....	22.03	7.3	—	—	—	—
Driver/sales workers and truck drivers .....	13.83	16.8	14.17	17.0	—	—
Group I .....	11.18	11.5	—	—	—	—
Truck drivers, light or delivery services .....	11.07	10.8	11.12	10.9	—	—
Group I .....	11.47	13.3	—	—	—	—
Industrial truck and tractor operators .....	16.68	14.7	16.68	14.7	—	—
Group I .....	12.68	4.2	12.68	4.2	—	—
Laborers and material movers, hand .....	8.79	3.1	9.06	3.3	7.40	1.0
Group I .....	8.77	3.2	—	—	—	—
Cleaners of vehicles and equipment .....	7.37	1.5	—	—	—	—
Group I .....	7.37	1.5	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	9.70	3.4	9.83	3.4	—	—
Group I .....	9.69	3.6	9.82	3.5	—	—
Packers and packagers, hand .....	8.62	5.8	—	—	—	—
Group I .....	8.62	5.8	—	—	—	—

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.97	\$10.03	\$13.70	\$20.19	\$28.13
<b>Management occupations</b> .....	21.73	22.60	30.75	40.61	50.15
General and operations managers .....	35.16	43.27	43.27	43.94	48.17
<b>Business and financial operations occupations</b> .....	13.15	17.37	21.88	25.67	30.49
Human resources, training, and labor relations specialists .....	12.89	17.25	17.79	25.29	25.29
Accountants and auditors .....	17.00	18.71	25.00	26.44	30.49
<b>Computer and mathematical science occupations</b> .....	18.74	19.51	23.11	31.21	40.17
Computer programmers .....	24.52	29.23	30.21	34.41	38.36
Computer software engineers .....	21.92	25.25	36.16	47.27	47.35
Computer software engineers, systems software .....	25.00	25.74	38.77	47.27	49.26
Computer support specialists .....	9.84	14.00	16.96	19.51	29.76
Computer systems analysts .....	24.18	30.72	37.02	40.97	46.09
<b>Architecture and engineering occupations</b> .....	18.00	22.00	24.50	39.36	52.45
Engineers .....	24.00	24.50	25.00	39.36	42.62
Engineering technicians, except drafters .....	12.36	18.90	21.27	22.14	25.84
Electrical and electronic engineering technicians .....	19.25	21.27	22.14	22.14	22.14
<b>Life, physical, and social science occupations</b> .....	26.87	32.21	34.52	36.29	36.51
<b>Community and social services occupations</b> .....	12.50	13.82	15.88	25.39	29.93
Social workers .....	11.33	14.60	15.56	25.20	30.28
Miscellaneous community and social service specialists .....	13.22	13.43	16.10	20.19	22.25
<b>Legal occupations</b> .....	20.67	27.00	35.22	57.69	62.50
<b>Education, training, and library occupations</b> .....	9.75	13.60	25.12	29.44	39.64
Postsecondary teachers .....	13.00	14.00	16.00	42.57	54.34
Primary, secondary, and special education school teachers .....	11.50	24.03	26.33	30.40	39.57
Elementary and middle school teachers .....	23.65	24.50	26.07	29.61	38.48
Elementary school teachers, except special education .....	23.56	24.78	26.87	31.15	38.69
Middle school teachers, except special and vocational education .....	23.65	24.03	25.33	27.63	33.52
Teacher assistants .....	8.29	8.50	9.91	12.80	15.32
<b>Arts, design, entertainment, sports, and media occupations</b> .....	20.21	20.21	20.21	28.71	28.71
<b>Healthcare practitioner and technical occupations</b> .....	13.00	16.46	21.84	28.04	39.23
Pharmacists .....	41.58	45.18	49.25	49.25	50.12
Registered nurses .....	20.61	23.74	27.15	30.01	31.59
Therapists .....	15.90	19.84	24.46	32.76	32.76
Respiratory therapists .....	19.84	19.98	21.79	23.51	28.19
Clinical laboratory technologists and technicians .....	13.00	13.00	21.39	23.91	26.08
Medical and clinical laboratory technologists .....	19.50	22.38	24.62	26.08	26.46
Medical and clinical laboratory technicians .....	12.74	13.00	13.13	21.39	22.52
Diagnostic related technologists and technicians .....	9.04	11.25	22.06	24.06	24.87
Health diagnosing and treating practitioner support technicians .....	10.74	12.23	15.83	19.66	19.66
Licensed practical and licensed vocational nurses .....	14.91	16.46	16.46	16.88	19.97
<b>Healthcare support occupations</b> .....	8.40	9.10	10.27	10.32	11.64
Nursing, psychiatric, and home health aides .....	9.00	9.25	10.32	10.32	11.37
Nursing aides, orderlies, and attendants .....	9.00	9.25	10.25	10.56	11.50
Miscellaneous healthcare support occupations .....	7.80	8.65	9.05	11.14	15.44
<b>Protective service occupations</b> .....	9.25	10.48	11.50	12.88	22.88
Fire fighters .....	10.48	12.13	14.83	20.00	21.60
Police officers .....	18.44	21.79	25.58	28.72	31.34
Police and sheriff's patrol officers .....	18.44	21.79	25.58	28.72	31.34
Security guards and gaming surveillance officers .....	9.15	9.74	10.86	11.26	11.99
Security guards .....	9.15	9.74	10.86	11.26	11.99
<b>Food preparation and serving related occupations</b> .....	3.29	3.77	7.50	9.62	11.75

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Food preparation and serving related occupations</b>					
—Continued					
Cooks .....	\$6.62	\$7.22	\$9.85	\$11.50	\$13.00
Cooks, institution and cafeteria .....	8.85	9.62	10.52	12.94	17.69
Cooks, restaurant .....	6.62	6.62	10.00	11.50	12.50
Food preparation workers .....	7.61	8.50	9.68	10.00	11.00
Food service, tipped .....	2.46	3.29	3.65	3.87	6.99
Waiters and waitresses .....	2.46	2.75	3.65	3.65	5.64
Fast food and counter workers .....	6.67	6.96	7.25	7.75	8.50
Combined food preparation and serving workers, including fast food .....	6.67	7.00	7.00	7.90	8.85
<b>Building and grounds cleaning and maintenance occupations</b>					
Building cleaning workers .....	7.32	8.11	9.61	11.69	13.75
Janitors and cleaners, except maids and housekeeping cleaners .....	7.32	8.11	9.50	11.69	13.75
Janitors and cleaners, except maids and housekeeping cleaners .....	7.32	8.88	10.65	13.41	14.00
<b>Personal care and service occupations</b>					
Recreation and fitness workers .....	6.67	7.79	11.66	17.34	19.57
Recreation and fitness workers .....	6.67	16.58	18.61	20.21	23.52
<b>Sales and related occupations</b>					
First-line supervisors/managers, sales workers .....	7.40	8.50	11.50	16.71	28.61
First-line supervisors/managers, sales workers .....	10.70	13.60	15.74	20.66	21.95
First-line supervisors/managers of retail sales workers .....	10.70	13.60	15.16	19.23	20.66
Retail sales workers .....	7.00	7.65	8.75	11.75	15.37
Cashiers, all workers .....	7.19	7.50	8.25	9.00	10.00
Cashiers .....	7.19	7.50	8.25	9.00	10.00
Retail salespersons .....	7.00	7.50	9.00	12.00	16.71
Sales representatives, wholesale and manufacturing .....	19.89	22.08	32.17	32.97	32.97
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	22.08	26.49	32.17	32.97	32.97
Telemarketers .....	11.57	13.39	15.02	21.01	27.84
Miscellaneous sales and related workers .....	8.58	9.40	10.38	14.03	15.98
<b>Office and administrative support occupations</b>					
First-line supervisors/managers of office and administrative support workers .....	9.88	11.39	13.77	17.00	20.28
First-line supervisors/managers of office and administrative support workers .....	14.56	15.20	18.30	19.69	23.29
Financial clerks .....	10.64	12.50	14.43	16.91	23.90
Bookkeeping, accounting, and auditing clerks .....	12.00	13.94	15.50	19.16	25.96
Court, municipal, and license clerks .....	11.61	14.39	16.64	21.31	24.14
Customer service representatives .....	11.50	12.37	13.50	18.20	21.54
Interviewers, except eligibility and loan .....	9.25	10.75	11.80	13.66	13.91
Receptionists and information clerks .....	9.49	10.08	11.81	13.21	14.36
Stock clerks and order fillers .....	8.22	9.00	9.53	11.39	11.85
Secretaries and administrative assistants .....	10.70	10.70	13.29	17.47	20.35
Executive secretaries and administrative assistants .....	13.14	14.75	16.50	18.00	24.18
Medical secretaries .....	9.62	10.00	11.87	14.75	15.94
Secretaries, except legal, medical, and executive .....	10.70	10.70	11.75	17.69	20.35
Data entry and information processing workers .....	9.57	9.57	11.07	13.33	13.33
Data entry keyers .....	9.57	9.57	11.63	13.33	13.33
Insurance claims and policy processing clerks .....	12.49	13.85	15.51	17.40	20.61
Office clerks, general .....	9.66	11.36	14.19	16.21	18.27
<b>Construction and extraction occupations</b>					
Electricians .....	11.00	14.78	16.45	20.00	23.07
Electricians .....	14.13	15.00	19.00	20.00	20.01
<b>Installation, maintenance, and repair occupations</b>					
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	12.00	13.38	17.26	21.24	25.96
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	11.53	12.50	13.77	16.87	17.89
Industrial machinery installation, repair, and maintenance workers .....	12.74	16.08	18.26	20.47	21.83
Maintenance and repair workers, general .....	11.90	13.33	16.91	21.24	21.83
<b>Production occupations</b>					
Butchers and other meat, poultry, and fish processing workers .....	8.75	10.88	12.50	14.62	19.10
Butchers and other meat, poultry, and fish processing workers .....	8.15	12.75	14.50	15.38	17.97
Miscellaneous production workers .....	11.41	12.50	13.00	15.33	16.97
<b>Transportation and material moving occupations</b>					
.....	7.25	8.50	11.22	15.37	21.08

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b>					
-Continued					
Driver/sales workers and truck drivers .....	\$8.00	\$9.25	\$10.00	\$17.56	\$21.48
Truck drivers, light or delivery services .....	8.24	9.11	10.00	13.30	15.11
Industrial truck and tractor operators .....	10.00	12.02	16.25	21.68	23.56
Laborers and material movers, hand .....	6.75	7.25	8.00	9.85	11.84
Cleaners of vehicles and equipment .....	6.40	6.67	7.00	7.50	9.50
Laborers and freight, stock, and material movers, hand .....	7.71	7.71	9.00	11.50	12.66
Packers and packagers, hand .....	7.00	7.97	7.97	9.25	11.22

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.75	\$10.00	\$13.23	\$19.55	\$27.00
<b>Management occupations</b> .....	21.73	22.50	30.75	40.61	50.15
General and operations managers .....	35.16	43.27	43.27	43.94	48.17
<b>Business and financial operations occupations</b> .....	17.21	18.71	23.22	26.18	30.49
Accountants and auditors .....	17.00	18.71	25.21	26.44	30.63
<b>Computer and mathematical science occupations</b> .....	18.74	19.51	23.11	31.21	40.17
Computer programmers .....	24.52	29.23	30.21	34.41	38.36
Computer software engineers .....	21.92	25.25	36.16	47.27	47.35
Computer software engineers, systems software .....	25.00	25.74	38.77	47.27	49.26
Computer support specialists .....	9.84	14.00	16.96	19.51	29.76
Computer systems analysts .....	24.18	30.72	37.02	40.97	46.09
<b>Architecture and engineering occupations</b> .....	19.47	22.14	24.50	39.36	52.45
Engineers .....	24.00	24.50	24.50	36.31	39.36
Engineering technicians, except drafters .....	19.25	21.27	22.14	22.14	27.89
Electrical and electronic engineering technicians .....	19.25	21.27	22.14	22.14	22.14
<b>Community and social services occupations</b> .....	11.00	12.50	13.70	15.00	20.39
<b>Legal occupations</b> .....	27.00	27.00	35.22	60.10	62.50
<b>Education, training, and library occupations</b> .....	9.50	10.50	15.00	25.33	30.40
Primary, secondary, and special education school teachers .....	10.50	10.50	23.65	25.33	30.40
<b>Arts, design, entertainment, sports, and media occupations</b> .....	20.21	20.21	20.21	28.71	28.71
<b>Healthcare practitioner and technical occupations</b> .....	13.00	16.46	22.00	28.41	40.86
Pharmacists .....	41.58	45.18	49.25	49.25	50.12
Registered nurses .....	22.81	25.32	27.59	30.28	32.01
Therapists .....	15.90	19.84	24.46	32.76	32.76
Respiratory therapists .....	19.84	19.98	21.79	23.51	28.19
Clinical laboratory technologists and technicians .....	13.00	13.00	21.39	23.91	26.08
Medical and clinical laboratory technologists .....	19.50	22.38	24.62	26.08	26.46
Medical and clinical laboratory technicians .....	12.74	13.00	13.13	21.39	22.52
Diagnostic related technologists and technicians .....	9.04	11.25	22.06	24.06	24.87
Health diagnosing and treating practitioner support technicians .....	10.74	12.23	15.83	19.66	19.66
Licensed practical and licensed vocational nurses .....	14.91	16.46	16.46	16.88	19.97
<b>Healthcare support occupations</b> .....	8.40	9.10	10.27	10.32	11.64
Nursing, psychiatric, and home health aides .....	9.00	9.25	10.32	10.32	11.37
Nursing aides, orderlies, and attendants .....	9.00	9.25	10.25	10.56	11.50
Miscellaneous healthcare support occupations .....	7.80	8.65	9.05	11.14	15.44
<b>Protective service occupations</b> .....	9.25	10.00	11.10	12.38	12.86
Security guards and gaming surveillance officers .....	9.15	9.74	10.86	11.26	11.99
Security guards .....	9.15	9.74	10.86	11.26	11.99
<b>Food preparation and serving related occupations</b> .....	3.29	3.67	7.22	9.50	11.50
Cooks .....	6.62	7.22	9.62	11.00	12.41
Cooks, restaurant .....	6.62	6.62	10.00	11.50	12.50
Food preparation workers .....	7.61	8.50	9.68	10.00	11.00
Food service, tipped .....	2.46	3.29	3.65	3.87	6.99
Waiters and waitresses .....	2.46	2.75	3.65	3.65	5.64
Fast food and counter workers .....	6.67	6.96	7.00	7.80	8.50
Combined food preparation and serving workers, including fast food .....	6.67	7.00	7.00	7.90	8.85
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.28	8.11	9.50	11.50	13.75
Building cleaning workers .....	7.25	8.11	8.95	11.69	13.75
Janitors and cleaners, except maids and housekeeping cleaners .....	7.24	8.50	11.00	13.50	14.00
<b>Personal care and service occupations</b> .....	6.67	7.50	11.66	14.90	18.61

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Sales and related occupations</b> .....	\$7.40	\$8.50	\$11.50	\$16.71	\$28.61
First-line supervisors/managers, sales workers .....	10.70	13.60	15.74	20.66	21.95
First-line supervisors/managers of retail sales workers .....	10.70	13.60	15.16	19.23	20.66
Retail sales workers .....	7.00	7.65	8.75	11.75	15.37
Cashiers, all workers .....	7.19	7.50	8.25	9.00	10.00
Cashiers .....	7.19	7.50	8.25	9.00	10.00
Retail salespersons .....	7.00	7.50	9.00	12.00	16.71
Sales representatives, wholesale and manufacturing .....	19.89	22.08	32.17	32.97	32.97
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	22.08	26.49	32.17	32.97	32.97
Telemarketers .....	11.57	13.39	15.02	21.01	27.84
Miscellaneous sales and related workers .....	8.58	9.40	10.38	14.03	15.98
<b>Office and administrative support occupations</b> .....	9.90	11.36	13.70	17.00	20.19
First-line supervisors/managers of office and administrative support workers .....	14.56	15.20	18.30	19.69	23.29
Financial clerks .....	10.64	12.50	14.51	16.91	24.00
Bookkeeping, accounting, and auditing clerks .....	12.09	14.12	15.53	19.16	25.96
Customer service representatives .....	11.50	12.37	13.50	18.20	21.54
Interviewers, except eligibility and loan .....	9.25	10.75	11.80	13.66	13.91
Receptionists and information clerks .....	9.49	10.08	11.81	13.21	14.36
Stock clerks and order fillers .....	8.22	9.00	9.53	11.39	11.85
Secretaries and administrative assistants .....	10.50	10.70	11.87	16.50	20.35
Executive secretaries and administrative assistants .....	13.14	15.50	17.48	19.35	26.12
Medical secretaries .....	9.62	10.00	11.87	14.75	15.94
Data entry and information processing workers .....	9.57	9.57	11.63	13.33	13.33
Data entry keyers .....	9.57	9.57	11.63	13.33	13.33
Insurance claims and policy processing clerks .....	12.49	13.85	15.51	17.40	20.61
Office clerks, general .....	11.36	11.36	15.00	16.50	20.19
<b>Construction and extraction occupations</b> .....	11.00	14.78	16.45	20.00	23.07
Electricians .....	14.50	15.00	19.00	20.00	20.00
<b>Installation, maintenance, and repair occupations</b> .....	12.00	12.94	17.28	22.27	25.96
Industrial machinery installation, repair, and maintenance workers .....	12.74	16.50	18.22	19.08	21.24
<b>Production occupations</b> .....	8.75	10.90	12.50	14.62	19.10
Butchers and other meat, poultry, and fish processing workers .....	8.15	12.75	14.50	15.38	17.97
Miscellaneous production workers .....	11.41	12.50	13.00	15.33	16.97
<b>Transportation and material moving occupations</b> .....	7.20	8.25	11.00	15.37	21.16
Driver/sales workers and truck drivers .....	8.00	9.25	10.00	17.56	21.48
Truck drivers, light or delivery services .....	8.24	9.11	10.00	13.30	15.11
Industrial truck and tractor operators .....	10.00	12.02	16.25	21.68	23.56
Laborers and material movers, hand .....	6.75	7.25	8.00	9.83	11.73
Cleaners of vehicles and equipment .....	6.40	6.67	7.00	7.50	9.50
Laborers and freight, stock, and material movers, hand .....	7.71	7.71	9.00	11.34	12.66
Packers and packagers, hand .....	7.00	7.97	7.97	9.25	11.22

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.00	\$12.48	\$17.98	\$26.01	\$34.35
<b>Business and financial operations occupations</b> .....	11.48	12.24	14.54	19.09	28.56
<b>Community and social services occupations</b> .....	15.04	15.88	23.32	27.84	34.20
<b>Education, training, and library occupations</b> .....	10.72	15.32	26.01	30.62	39.82
Primary, secondary, and special education school teachers .....	24.03	25.25	27.61	33.21	40.32
Elementary and middle school teachers .....	23.56	25.25	27.19	31.75	38.69
Elementary school teachers, except special education .....	23.25	25.25	27.56	33.01	39.10
Teacher assistants .....	8.47	8.62	12.32	13.60	15.32
<b>Protective service occupations</b> .....	12.13	14.96	20.00	25.44	31.34
Fire fighters .....	10.48	12.13	14.83	20.00	21.60
Police officers .....	18.44	21.79	25.58	28.72	31.34
Police and sheriff's patrol officers .....	18.44	21.79	25.58	28.72	31.34
<b>Food preparation and serving related occupations</b> .....	7.52	8.47	9.77	15.32	18.26
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.65	9.05	10.05	12.95	16.08
Building cleaning workers .....	8.70	9.05	9.86	11.89	14.15
Janitors and cleaners, except maids and housekeeping cleaners .....	8.70	9.05	9.86	11.89	14.15
<b>Office and administrative support occupations</b> .....	9.66	11.50	13.84	17.01	20.47
Court, municipal, and license clerks .....	11.61	14.39	16.64	21.31	24.14
Secretaries and administrative assistants .....	11.30	12.47	14.91	17.77	20.47
<b>Construction and extraction occupations</b> .....	12.71	13.89	19.32	20.58	22.27
<b>Installation, maintenance, and repair occupations</b> .....	11.90	14.73	17.26	20.59	21.24
Industrial machinery installation, repair, and maintenance workers .....	12.63	14.97	19.94	21.24	21.83
Maintenance and repair workers, general .....	12.63	14.97	19.94	21.24	21.83

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.85	\$10.85	\$14.63	\$20.70	\$29.02
<b>Management occupations</b> .....	21.73	22.60	30.75	40.63	50.15
General and operations managers .....	35.16	43.27	43.27	43.94	48.17
<b>Business and financial operations occupations</b> .....	13.15	17.37	21.88	25.67	30.49
Human resources, training, and labor relations specialists .....	12.89	17.25	17.79	25.29	25.29
Accountants and auditors .....	17.00	18.71	25.00	26.44	30.49
<b>Computer and mathematical science occupations</b> .....	18.74	19.51	23.11	31.21	40.17
Computer programmers .....	24.52	29.23	30.21	34.41	38.36
Computer software engineers .....	21.92	25.25	36.16	47.27	47.35
Computer software engineers, systems software .....	25.00	25.74	38.77	47.27	49.26
Computer support specialists .....	9.84	14.00	16.96	19.51	29.76
Computer systems analysts .....	24.18	30.72	37.02	40.97	46.09
<b>Architecture and engineering occupations</b> .....	18.00	22.00	24.50	39.36	52.45
Engineers .....	24.00	24.50	25.00	39.36	42.62
Engineering technicians, except drafters .....	12.36	18.90	21.27	22.14	25.84
Electrical and electronic engineering technicians .....	19.25	21.27	22.14	22.14	22.14
<b>Life, physical, and social science occupations</b> .....	26.87	32.21	34.52	36.29	36.51
<b>Community and social services occupations</b> .....	12.50	13.77	15.74	25.39	30.00
Social workers .....	11.33	14.60	15.56	25.20	30.28
<b>Legal occupations</b> .....	27.00	27.00	35.22	60.10	62.50
<b>Education, training, and library occupations</b> .....	10.50	15.32	25.49	30.21	39.81
Primary, secondary, and special education school teachers .....	23.25	24.50	26.73	30.68	39.64
Elementary and middle school teachers .....	23.65	24.50	26.07	29.61	38.48
Elementary school teachers, except special education .....	23.56	24.78	26.87	31.15	38.69
Middle school teachers, except special and vocational education .....	23.65	24.03	25.33	27.63	33.52
Teacher assistants .....	8.47	8.62	12.32	13.60	15.32
<b>Arts, design, entertainment, sports, and media occupations</b> .....	20.21	20.21	20.21	28.71	28.71
<b>Healthcare practitioner and technical occupations</b> .....	13.00	16.39	20.95	27.15	32.76
Registered nurses .....	20.12	23.66	25.94	29.66	30.99
Therapists .....	15.90	19.84	23.69	32.76	32.76
Respiratory therapists .....	19.84	19.98	21.79	23.51	28.19
Clinical laboratory technologists and technicians .....	13.00	13.00	21.39	23.91	26.08
Medical and clinical laboratory technologists .....	19.50	22.41	24.62	26.08	26.46
Medical and clinical laboratory technicians .....	12.74	13.00	13.13	21.39	22.52
Health diagnosing and treating practitioner support technicians .....	10.74	12.23	15.83	19.66	19.66
Licensed practical and licensed vocational nurses .....	14.91	16.46	16.46	16.88	19.63
<b>Healthcare support occupations</b> .....	9.00	9.25	10.32	10.32	11.78
Nursing, psychiatric, and home health aides .....	9.10	9.39	10.32	10.32	11.37
Nursing aides, orderlies, and attendants .....	9.00	9.25	10.25	10.35	11.50
Miscellaneous healthcare support occupations .....	7.00	9.00	9.66	13.04	19.20
<b>Protective service occupations</b> .....	9.25	10.50	11.55	12.92	23.07
Fire fighters .....	10.48	12.13	14.83	20.00	21.60
Police officers .....	18.44	21.79	25.58	28.72	31.34
Police and sheriff's patrol officers .....	18.44	21.79	25.58	28.72	31.34
Security guards and gaming surveillance officers .....	9.25	9.75	10.86	11.26	11.99
Security guards .....	9.25	9.75	10.86	11.26	11.99
<b>Food preparation and serving related occupations</b> .....	3.65	6.62	8.57	10.98	12.85
Cooks .....	6.62	8.29	10.00	11.75	13.50
Cooks, institution and cafeteria .....	8.98	9.62	10.58	12.94	17.69

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Food preparation and serving related occupations</b>					
—Continued					
Cooks, restaurant .....	\$6.62	\$6.62	\$10.00	\$11.50	\$12.85
Food preparation workers .....	7.78	9.00	9.59	10.60	11.00
Food service, tipped .....	3.37	3.65	3.67	6.62	6.99
Waiters and waitresses .....	2.50	3.37	3.65	3.77	6.77
<b>Building and grounds cleaning and maintenance occupations</b>					
.....	8.00	8.11	9.99	11.75	13.75
Building cleaning workers .....	7.49	8.11	9.50	12.00	13.75
Janitors and cleaners, except maids and housekeeping cleaners .....	7.25	9.07	10.91	13.50	14.01
<b>Personal care and service occupations</b>					
.....	6.86	10.20	11.45	14.48	14.90
<b>Sales and related occupations</b>					
.....	8.50	9.50	14.06	20.41	30.27
First-line supervisors/managers, sales workers .....	10.70	14.06	16.33	20.66	21.95
First-line supervisors/managers of retail sales workers .....	10.70	13.60	15.16	19.23	20.66
Retail sales workers .....	7.75	8.50	9.61	14.36	15.37
Cashiers, all workers .....	7.75	8.30	8.60	9.00	11.24
Cashiers .....	7.75	8.30	8.60	9.00	11.24
Retail salespersons .....	7.50	8.50	9.65	13.33	16.71
Sales representatives, wholesale and manufacturing .....	19.89	22.08	32.17	32.97	32.97
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	22.08	26.49	32.17	32.97	32.97
Telemarketers .....	11.57	13.39	15.02	21.20	27.84
<b>Office and administrative support occupations</b>					
.....	10.08	11.50	14.05	17.29	20.35
First-line supervisors/managers of office and administrative support workers .....	14.56	15.20	18.30	19.69	23.29
Financial clerks .....	12.00	12.67	14.95	16.91	25.96
Bookkeeping, accounting, and auditing clerks .....	12.09	14.12	15.53	19.16	25.96
Court, municipal, and license clerks .....	11.61	14.39	16.64	21.31	24.14
Customer service representatives .....	11.46	12.37	13.50	18.77	21.54
Interviewers, except eligibility and loan .....	9.25	10.85	12.66	13.66	13.91
Receptionists and information clerks .....	9.49	10.14	11.87	14.36	14.36
Stock clerks and order fillers .....	9.00	9.53	9.94	11.39	12.25
Secretaries and administrative assistants .....	10.70	10.70	13.18	17.48	20.35
Executive secretaries and administrative assistants .....	13.14	14.75	16.50	18.00	24.18
Secretaries, except legal, medical, and executive .....	10.70	10.70	11.75	17.69	20.35
Data entry and information processing workers .....	9.57	9.57	11.24	13.33	13.33
Data entry keyers .....	9.57	9.57	11.63	13.33	13.33
Insurance claims and policy processing clerks .....	12.49	13.85	15.51	17.31	19.48
Office clerks, general .....	10.75	11.36	14.76	16.21	18.71
<b>Construction and extraction occupations</b>					
.....	11.00	14.78	16.45	20.00	23.07
Electricians .....	14.13	15.00	19.00	20.00	20.01
<b>Installation, maintenance, and repair occupations</b>					
.....	12.00	13.38	17.26	21.24	25.96
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	11.53	12.50	13.77	16.87	17.89
Industrial machinery installation, repair, and maintenance workers .....	12.74	16.08	18.26	20.47	21.83
Maintenance and repair workers, general .....	11.90	13.33	16.91	21.24	21.83
<b>Production occupations</b>					
.....	8.75	11.00	12.50	14.62	19.10
Miscellaneous production workers .....	11.41	12.50	13.00	15.33	16.97

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Transportation and material moving occupations .....</b>	<b>\$7.71</b>	<b>\$9.00</b>	<b>\$11.88</b>	<b>\$16.25</b>	<b>\$21.48</b>
Driver/sales workers and truck drivers .....	8.24	10.00	10.50	18.19	21.82
Truck drivers, light or delivery services .....	8.24	9.25	10.00	13.37	15.11
Industrial truck and tractor operators .....	10.00	12.02	16.25	21.68	23.56
Laborers and material movers, hand .....	7.00	7.71	8.84	10.06	12.25
Laborers and freight, stock, and material movers, hand .....	7.71	7.71	9.25	11.75	12.66

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. **Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Tampa-St. Petersburg-Clearwater, FL, October 2007**

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$3.65	\$7.00	\$7.79	\$9.75	\$18.61
<b>Education, training, and library occupations</b> .....	7.50	8.50	9.75	11.50	14.49
<b>Healthcare practitioner and technical occupations</b> .....	14.00	20.69	29.70	36.06	49.25
Registered nurses .....	22.16	27.54	30.00	31.75	36.06
<b>Healthcare support occupations</b> .....	8.00	8.00	8.45	9.53	11.00
<b>Food preparation and serving related occupations</b> .....	2.46	3.65	6.67	7.50	8.75
Cooks .....	6.99	6.99	8.75	9.45	9.45
Food preparation workers .....	7.54	8.01	10.00	10.00	10.00
Food service, tipped .....	2.33	2.46	3.29	3.65	6.00
Waiters and waitresses .....	2.33	2.46	3.29	3.65	3.65
Fast food and counter workers .....	6.67	6.67	7.00	7.65	7.95
<b>Personal care and service occupations</b> .....	6.67	7.25	15.36	18.61	23.52
<b>Sales and related occupations</b> .....	7.00	7.25	7.65	8.87	10.99
Retail sales workers .....	7.00	7.25	7.65	8.83	11.00
Cashiers, all workers .....	7.19	7.25	7.50	8.25	9.14
Cashiers .....	7.19	7.25	7.50	8.25	9.14
Retail salespersons .....	7.00	7.00	7.59	9.87	12.00
<b>Office and administrative support occupations</b> .....	7.67	8.96	10.00	12.80	16.75
<b>Transportation and material moving occupations</b> .....	6.67	6.73	7.25	7.75	8.70
Laborers and material movers, hand .....	6.67	7.00	7.25	7.54	8.50

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$17.29	\$14.63	\$687	\$579	39.7	\$35,232	\$30,035	2,038
<b>Management occupations</b> .....	34.84	30.75	1,462	1,230	42.0	75,922	63,968	2,179
General and operations managers .....	43.20	43.27	1,957	2,164	45.3	101,742	112,502	2,355
<b>Business and financial operations occupations</b> .....	22.14	21.88	891	886	40.2	46,316	46,095	2,092
Human resources, training, and labor relations specialists .....	20.25	17.79	810	712	40.0	42,130	36,999	2,080
Accountants and auditors .....	23.48	25.00	952	1,000	40.6	49,507	52,000	2,109
<b>Computer and mathematical science occupations</b> .....	26.49	23.11	1,056	924	39.9	54,938	48,073	2,074
Computer programmers .....	31.10	30.21	1,203	1,133	38.7	62,534	58,900	2,011
Computer software engineers .....	35.76	36.16	1,431	1,446	40.0	74,389	75,211	2,080
Computer software engineers, systems software .....	37.23	38.77	1,489	1,551	40.0	77,443	80,642	2,080
Computer support specialists .....	18.39	16.96	736	678	40.0	38,249	35,275	2,080
Computer systems analysts .....	36.53	37.02	1,442	1,481	39.5	74,964	77,000	2,052
<b>Architecture and engineering occupations</b> .....	29.77	24.50	1,219	1,103	40.9	63,372	57,330	2,128
Engineers .....	31.08	25.00	1,311	1,143	42.2	68,168	59,444	2,193
Engineering technicians, except drafters .....	20.67	21.27	820	798	39.7	42,617	41,479	2,062
Electrical and electronic engineering technicians .....	21.82	22.14	858	885	39.3	44,604	46,041	2,044
<b>Life, physical, and social science occupations</b> .....	32.93	34.52	1,292	1,369	39.2	67,179	71,200	2,040
<b>Community and social services occupations</b> .....	19.30	15.74	778	630	40.3	37,920	33,621	1,965
Social workers .....	18.93	15.56	757	622	40.0	37,302	32,737	1,971
<b>Legal occupations</b> .....	42.32	35.22	1,693	1,409	40.0	88,025	73,256	2,080
<b>Education, training, and library occupations</b> .....	24.90	25.49	947	974	38.0	39,681	39,117	1,594
Primary, secondary, and special education school teachers .....	27.85	26.73	1,062	1,008	38.1	43,055	40,099	1,546
Elementary and middle school teachers .....	28.07	26.07	1,063	992	37.9	41,980	39,190	1,496
Elementary school teachers, except special education .....	28.70	26.87	1,087	1,016	37.9	42,835	39,868	1,493
Middle school teachers, except special and vocational education .....	26.91	25.33	1,020	950	37.9	40,396	37,771	1,501
Teacher assistants .....	11.55	12.32	437	431	37.8	17,433	16,898	1,509
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.46	20.21	939	808	40.0	48,802	42,031	2,080
<b>Healthcare practitioner and technical occupations</b> .....	22.92	20.95	883	794	38.5	45,520	41,257	1,986
Registered nurses .....	25.84	25.94	982	1,013	38.0	49,358	52,666	1,910
Therapists .....	25.31	23.69	1,012	948	40.0	52,635	49,273	2,080
Respiratory therapists .....	22.60	21.79	904	872	40.0	47,014	45,323	2,080
Clinical laboratory technologists and technicians .....	19.85	21.39	794	856	40.0	41,294	44,491	2,080
Medical and clinical laboratory technologists .....	23.71	24.62	948	985	40.0	49,316	51,210	2,080
Medical and clinical laboratory technicians .....	16.70	13.13	668	525	40.0	34,744	27,310	2,080
Health diagnosing and treating practitioner support technicians .....	15.92	15.83	637	633	40.0	33,107	32,926	2,080

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, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Healthcare practitioner and technical occupations</b> –Continued								
Licensed practical and licensed vocational nurses .....	\$16.70	\$16.46	\$598	\$527	35.8	\$31,088	\$27,381	1,862
<b>Healthcare support occupations</b> .....	10.29	10.32	379	360	36.9	19,720	18,720	1,917
Nursing, psychiatric, and home health aides .....	10.16	10.32	368	360	36.2	19,120	18,720	1,882
Nursing aides, orderlies, and attendants .....	10.13	10.25	384	370	37.9	19,981	19,240	1,972
Miscellaneous healthcare support occupations .....	11.23	9.66	449	386	40.0	23,349	20,093	2,080
<b>Protective service occupations</b> .....	13.87	11.55	551	453	39.7	28,576	23,421	2,060
Fire fighters .....	15.97	14.83	814	742	50.9	42,302	38,587	2,649
Police officers .....	25.31	25.58	1,036	1,038	40.9	53,857	53,988	2,128
Police and sheriff's patrol officers ...	25.31	25.58	1,036	1,038	40.9	53,857	53,988	2,128
Security guards and gaming surveillance officers .....	10.66	10.86	405	420	38.0	21,049	21,840	1,975
Security guards .....	10.66	10.86	405	420	38.0	21,049	21,840	1,975
<b>Food preparation and serving related occupations</b> .....	8.72	8.57	336	332	38.5	16,780	16,640	1,923
Cooks .....	10.41	10.00	399	385	38.3	19,112	19,760	1,836
Cooks, institution and cafeteria .....	11.96	10.58	438	385	36.6	18,861	19,136	1,577
Cooks, restaurant .....	9.67	10.00	382	400	39.5	19,848	20,800	2,052
Food preparation workers .....	9.69	9.59	388	384	40.0	20,157	19,945	2,080
Food service, tipped .....	4.69	3.67	175	146	37.3	9,101	7,592	1,941
Waiters and waitresses .....	3.97	3.65	145	135	36.5	7,539	7,012	1,897
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.42	9.99	411	385	39.5	21,313	19,989	2,045
Building cleaning workers .....	10.19	9.50	402	380	39.4	20,827	19,594	2,043
Janitors and cleaners, except maids and housekeeping cleaners .....	10.94	10.91	429	430	39.2	22,206	22,173	2,030
<b>Personal care and service occupations</b> .....	11.57	11.45	447	443	38.7	23,268	23,026	2,011
<b>Sales and related occupations</b> .....	16.26	14.06	652	578	40.1	33,892	30,035	2,084
First-line supervisors/managers, sales workers .....	17.96	16.33	739	703	41.2	38,449	36,564	2,141
First-line supervisors/managers of retail sales workers .....	16.43	15.16	666	685	40.5	34,617	35,610	2,107
Retail sales workers .....	11.42	9.61	458	380	40.1	23,800	19,760	2,084
Cashiers, all workers .....	8.99	8.60	359	344	40.0	18,689	17,888	2,080
Cashiers .....	8.99	8.60	359	344	40.0	18,689	17,888	2,080
Retail salespersons .....	11.52	9.65	462	380	40.1	24,040	19,760	2,087
Sales representatives, wholesale and manufacturing .....	28.52	32.17	1,141	1,287	40.0	59,313	66,920	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	29.21	32.17	1,168	1,287	40.0	60,753	66,920	2,080
Telemarketers .....	18.28	15.02	731	601	40.0	38,012	31,242	2,080
<b>Office and administrative support occupations</b> .....	14.74	14.05	584	560	39.7	30,334	29,099	2,059
First-line supervisors/managers of office and administrative support workers .....	18.50	18.30	739	732	39.9	38,437	38,054	2,077
Financial clerks .....	15.73	14.95	626	591	39.8	32,562	30,738	2,071
Bookkeeping, accounting, and auditing clerks .....	17.21	15.53	683	620	39.7	35,519	32,240	2,064
Court, municipal, and license clerks ...	17.82	16.64	704	658	39.5	36,621	34,195	2,055

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, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Office and administrative support occupations –Continued</b>								
Customer service representatives .....	\$15.48	\$13.50	\$617	\$540	39.9	\$32,088	\$28,088	2,072
Interviewers, except eligibility and loan .....	12.03	12.66	481	506	40.0	25,013	26,333	2,080
Receptionists and information clerks ..	12.08	11.87	470	475	38.9	24,421	24,690	2,022
Stock clerks and order fillers .....	10.43	9.94	417	398	40.0	21,694	20,675	2,080
Secretaries and administrative assistants .....	14.23	13.18	568	527	40.0	29,550	27,414	2,077
Executive secretaries and administrative assistants .....	17.34	16.50	690	660	39.8	35,887	34,320	2,070
Secretaries, except legal, medical, and executive .....	13.89	11.75	555	470	40.0	28,870	24,440	2,078
Data entry and information processing workers .....	11.43	11.24	448	438	39.2	22,724	21,823	1,988
Data entry keyers .....	11.52	11.63	453	465	39.3	23,563	24,180	2,046
Insurance claims and policy processing clerks .....	15.92	15.51	626	617	39.3	32,551	32,099	2,044
Office clerks, general .....	14.11	14.76	563	584	39.9	29,268	30,368	2,074
<b>Construction and extraction occupations</b>								
Electricians .....	17.93	16.45	715	658	39.9	37,175	34,206	2,073
Electricians .....	17.81	19.00	712	760	40.0	37,045	39,520	2,080
<b>Installation, maintenance, and repair occupations</b>								
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	18.51	17.26	746	690	40.3	38,710	35,443	2,091
Industrial machinery installation, repair, and maintenance workers	14.40	13.77	576	551	40.0	29,928	28,642	2,078
Maintenance and repair workers, general .....	18.12	18.26	725	730	40.0	37,690	37,981	2,080
Maintenance and repair workers, general .....	16.85	16.91	674	676	40.0	35,039	35,173	2,080
<b>Production occupations</b>								
Miscellaneous production workers .....	13.65	12.50	549	500	40.2	28,529	26,000	2,090
Miscellaneous production workers .....	13.42	13.00	537	520	40.0	27,905	27,040	2,080
<b>Transportation and material moving occupations</b>								
Driver/sales workers and truck drivers	13.16	11.88	532	471	40.4	27,594	23,920	2,096
Truck drivers, light or delivery services .....	14.17	10.50	587	400	41.4	30,498	20,800	2,153
Truck drivers, light or delivery services .....	11.12	10.00	445	400	40.0	23,130	20,800	2,080
Industrial truck and tractor operators ..	16.68	16.25	667	650	40.0	34,696	33,800	2,080
Laborers and material movers, hand ..	9.06	8.84	363	354	40.0	18,851	18,387	2,080
Laborers and freight, stock, and material movers, hand .....	9.83	9.25	393	370	40.0	20,453	19,240	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$16.87	\$14.12	\$672	\$555	39.8	\$34,873	\$28,916	2,067
<b>Management occupations</b> .....	34.45	30.75	1,456	1,230	42.3	75,690	63,968	2,197
General and operations managers .....	43.20	43.27	1,957	2,164	45.3	101,742	112,502	2,355
<b>Business and financial operations occupations</b> .....	23.53	23.22	950	929	40.4	49,376	48,291	2,099
Accountants and auditors .....	23.98	25.21	975	1,025	40.6	50,679	53,304	2,113
<b>Computer and mathematical science occupations</b> .....	26.49	23.11	1,056	924	39.9	54,938	48,073	2,074
Computer programmers .....	31.10	30.21	1,203	1,133	38.7	62,534	58,900	2,011
Computer software engineers .....	35.76	36.16	1,431	1,446	40.0	74,389	75,211	2,080
Computer software engineers, systems software .....	37.23	38.77	1,489	1,551	40.0	77,443	80,642	2,080
Computer support specialists .....	18.39	16.96	736	678	40.0	38,249	35,275	2,080
Computer systems analysts .....	36.53	37.02	1,442	1,481	39.5	74,964	77,000	2,052
<b>Architecture and engineering occupations</b> .....	30.22	24.50	1,243	1,103	41.1	64,635	57,330	2,139
Engineers .....	29.33	24.50	1,249	1,103	42.6	64,932	57,330	2,214
Engineering technicians, except drafters .....	22.37	22.14	881	885	39.4	45,795	46,041	2,047
Electrical and electronic engineering technicians .....	21.82	22.14	858	885	39.3	44,604	46,041	2,044
<b>Community and social services occupations</b> .....	14.04	13.23	572	563	40.7	29,756	29,250	2,119
<b>Education, training, and library occupations</b> .....	22.78	23.68	887	888	39.0	40,540	34,802	1,780
Primary, secondary, and special education school teachers .....	20.29	23.65	788	887	38.8	33,744	34,802	1,663
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.46	20.21	939	808	40.0	48,802	42,031	2,080
<b>Healthcare practitioner and technical occupations</b> .....	23.11	21.11	895	815	38.7	46,540	42,328	2,014
Registered nurses .....	27.26	27.18	1,057	1,069	38.8	54,888	55,561	2,014
Therapists .....	25.31	23.69	1,012	948	40.0	52,635	49,273	2,080
Respiratory therapists .....	22.60	21.79	904	872	40.0	47,014	45,323	2,080
Clinical laboratory technologists and technicians .....	19.85	21.39	794	856	40.0	41,294	44,491	2,080
Medical and clinical laboratory technologists .....	23.71	24.62	948	985	40.0	49,316	51,210	2,080
Medical and clinical laboratory technicians .....	16.70	13.13	668	525	40.0	34,744	27,310	2,080
Health diagnosing and treating practitioner support technicians .....	15.92	15.83	637	633	40.0	33,107	32,926	2,080
Licensed practical and licensed vocational nurses .....	16.70	16.46	598	527	35.8	31,088	27,381	1,862
<b>Healthcare support occupations</b> .....	10.29	10.32	379	360	36.9	19,720	18,720	1,917
Nursing, psychiatric, and home health aides .....	10.16	10.32	368	360	36.2	19,120	18,720	1,882
Nursing aides, orderlies, and attendants .....	10.13	10.25	384	370	37.9	19,981	19,240	1,972
Miscellaneous healthcare support occupations .....	11.23	9.66	449	386	40.0	23,349	20,093	2,080
<b>Protective service occupations</b> .....	11.12	11.17	427	440	38.4	22,181	22,880	1,996
Security guards and gaming surveillance officers .....	10.66	10.86	405	420	38.0	21,049	21,840	1,975
Security guards .....	10.66	10.86	405	420	38.0	21,049	21,840	1,975

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, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Food preparation and serving related occupations</b> .....	\$8.38	\$8.37	\$326	\$332	38.9	\$16,959	\$17,274	2,024
Cooks .....	9.71	10.00	383	396	39.4	19,900	20,592	2,050
Cooks, restaurant .....	9.67	10.00	382	400	39.5	19,848	20,800	2,052
Food preparation workers .....	9.69	9.59	388	384	40.0	20,157	19,945	2,080
Food service, tipped .....	4.69	3.67	175	146	37.3	9,101	7,592	1,941
Waiters and waitresses .....	3.97	3.65	145	135	36.5	7,539	7,012	1,897
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.09	9.75	397	380	39.4	20,632	19,760	2,044
Building cleaning workers .....	10.07	9.50	396	358	39.3	20,569	18,616	2,043
Janitors and cleaners, except maids and housekeeping cleaners .....	11.00	11.13	429	440	39.0	22,285	22,880	2,025
<b>Personal care and service occupations</b> .....	11.09	11.08	438	449	39.5	22,792	23,358	2,056
<b>Sales and related occupations</b> .....	16.26	14.06	652	578	40.1	33,892	30,035	2,084
First-line supervisors/managers, sales workers .....	17.96	16.33	739	703	41.2	38,449	36,564	2,141
First-line supervisors/managers of retail sales workers .....	16.43	15.16	666	685	40.5	34,617	35,610	2,107
Retail sales workers .....	11.42	9.61	458	380	40.1	23,800	19,760	2,084
Cashiers, all workers .....	8.99	8.60	359	344	40.0	18,689	17,888	2,080
Cashiers .....	8.99	8.60	359	344	40.0	18,689	17,888	2,080
Retail salespersons .....	11.52	9.65	462	380	40.1	24,040	19,760	2,087
Sales representatives, wholesale and manufacturing .....	28.52	32.17	1,141	1,287	40.0	59,313	66,920	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	29.21	32.17	1,168	1,287	40.0	60,753	66,920	2,080
Telemarketers .....	18.28	15.02	731	601	40.0	38,012	31,242	2,080
<b>Office and administrative support occupations</b> .....	14.73	14.05	584	561	39.7	30,390	29,182	2,063
First-line supervisors/managers of office and administrative support workers .....	18.50	18.30	739	732	39.9	38,437	38,054	2,077
Financial clerks .....	15.79	15.03	629	597	39.8	32,710	31,044	2,072
Bookkeeping, accounting, and auditing clerks .....	17.37	15.81	690	621	39.7	35,890	32,302	2,067
Customer service representatives .....	15.48	13.50	617	540	39.9	32,088	28,088	2,072
Interviewers, except eligibility and loan .....	12.03	12.66	481	506	40.0	25,013	26,333	2,080
Receptionists and information clerks ..	12.08	11.87	470	475	38.9	24,421	24,690	2,022
Stock clerks and order fillers .....	10.43	9.94	417	398	40.0	21,694	20,675	2,080
Secretaries and administrative assistants .....	13.73	11.00	549	440	39.9	28,510	22,880	2,076
Executive secretaries and administrative assistants .....	18.02	17.48	716	699	39.7	37,219	36,365	2,065
Data entry and information processing workers .....	11.40	11.63	448	465	39.3	23,318	24,180	2,045
Data entry keyers .....	11.40	11.63	448	465	39.3	23,318	24,180	2,045
Insurance claims and policy processing clerks .....	15.92	15.51	626	617	39.3	32,551	32,099	2,044
Office clerks, general .....	14.78	15.00	589	600	39.9	30,629	31,200	2,073
<b>Construction and extraction occupations</b> .....	17.94	16.45	715	658	39.9	37,182	34,206	2,073
Electricians .....	17.76	19.00	710	760	40.0	36,932	39,520	2,080
<b>Installation, maintenance, and repair occupations</b> .....	18.68	17.28	753	686	40.3	39,155	35,651	2,096

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, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Installation, maintenance, and repair occupations</b> –Continued								
Industrial machinery installation, repair, and maintenance workers	\$17.99	\$18.22	\$720	\$729	40.0	\$37,427	\$37,898	2,080
<b>Production occupations</b> .....	13.68	12.50	550	500	40.2	28,601	26,000	2,091
Miscellaneous production workers .....	13.42	13.00	537	520	40.0	27,905	27,040	2,080
<b>Transportation and material moving occupations</b> .....	13.14	11.75	532	462	40.5	27,648	24,045	2,104
Driver/sales workers and truck drivers	14.17	10.50	587	400	41.4	30,498	20,800	2,153
Truck drivers, light or delivery services .....	11.12	10.00	445	400	40.0	23,130	20,800	2,080
Industrial truck and tractor operators ..	16.68	16.25	667	650	40.0	34,696	33,800	2,080
Laborers and material movers, hand ..	8.99	8.80	360	352	40.0	18,694	18,304	2,080
Laborers and freight, stock, and material movers, hand .....	9.69	9.25	387	370	40.0	20,145	19,240	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$20.46	\$18.19	\$804	\$726	39.3	\$37,699	\$36,150	1,842
<b>Business and financial operations occupations</b> .....	17.23	14.54	686	582	39.8	35,686	30,243	2,071
<b>Community and social services occupations</b> .....	23.32	23.32	932	916	39.9	43,407	43,060	1,861
<b>Education, training, and library occupations</b> .....	25.47	26.07	962	997	37.8	39,478	39,822	1,550
Primary, secondary, and special education school teachers .....	29.62	27.61	1,125	1,046	38.0	45,055	41,557	1,521
Elementary and middle school teachers .....	29.02	27.19	1,101	1,036	38.0	43,541	40,704	1,501
Elementary school teachers, except special education .....	29.24	27.56	1,109	1,038	37.9	43,718	40,969	1,495
Teacher assistants .....	11.55	12.32	437	431	37.8	17,433	16,898	1,509
<b>Protective service occupations</b> .....	21.21	20.05	927	893	43.7	47,790	46,322	2,253
Fire fighters .....	15.97	14.83	814	742	50.9	42,302	38,587	2,649
Police officers .....	25.31	25.58	1,036	1,038	40.9	53,857	53,988	2,128
Police and sheriff's patrol officers .....	25.31	25.58	1,036	1,038	40.9	53,857	53,988	2,128
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.88	10.20	475	408	40.0	24,340	21,011	2,048
Building cleaning workers .....	10.74	9.86	430	395	40.0	21,967	20,384	2,045
Janitors and cleaners, except maids and housekeeping cleaners .....	10.74	9.86	430	395	40.0	21,967	20,384	2,045
<b>Office and administrative support occupations</b> .....	14.74	13.94	584	554	39.6	29,868	28,787	2,026
Court, municipal, and license clerks .....	17.82	16.64	704	658	39.5	36,621	34,195	2,055
Secretaries and administrative assistants .....	15.37	14.91	615	596	40.0	31,980	31,013	2,080
<b>Construction and extraction occupations</b> .....	17.81	19.32	712	773	40.0	37,035	40,194	2,080
<b>Installation, maintenance, and repair occupations</b> .....	17.05	17.26	682	690	40.0	34,944	34,106	2,049
Industrial machinery installation, repair, and maintenance workers .....	18.39	19.94	735	798	40.0	38,242	41,475	2,080
Maintenance and repair workers, general .....	18.39	19.94	735	798	40.0	38,242	41,475	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Tampa-St. Petersburg-Clearwater, FL, October 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$16.10	\$15.68	\$15.84	\$17.25
Management, professional, and related .....	27.70	26.62	28.02	28.56
Management, business, and financial .....	30.44	27.18	36.35	26.76
Professional and related .....	26.55	26.46	23.25	29.40
Service .....	9.51	9.05	9.87	10.00
Sales and office .....	14.49	14.56	14.69	14.22
Sales and related .....	14.39	14.12	16.80	12.69
Office and administrative support .....	14.56	15.13	13.53	14.80
Natural resources, construction, and maintenance ....	18.19	19.28	15.85	15.63
Construction and extraction .....	17.94	18.82	—	—
Installation, maintenance, and repair .....	18.68	20.12	—	16.18
Production, transportation, and material moving .....	12.98	13.42	12.72	11.06
Production .....	13.59	14.14	13.40	11.97
Transportation and material moving .....	12.73	13.17	12.42	—
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	4.6	8.1	6.2	2.9
Management, professional, and related .....	4.4	12.4	4.3	3.3
Management, business, and financial .....	5.6	9.5	4.8	7.8
Professional and related .....	5.9	15.5	5.5	5.4
Service .....	4.9	11.1	2.7	3.5
Sales and office .....	3.1	4.9	5.5	5.2
Sales and related .....	6.2	9.9	8.4	8.9
Office and administrative support .....	3.2	5.1	4.9	4.7
Natural resources, construction, and maintenance ....	5.5	6.8	7.0	13.4
Construction and extraction .....	4.9	6.5	—	—
Installation, maintenance, and repair .....	7.8	9.1	—	15.8
Production, transportation, and material moving .....	6.1	7.7	10.8	4.8
Production .....	5.1	5.7	7.4	8.5
Transportation and material moving .....	9.1	11.0	16.4	—

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$16.92	\$15.00	\$677	\$600	40.0	\$35,214	\$31,200	2,081
<b>Management occupations</b> .....	28.95	28.78	1,214	1,151	42.0	63,148	59,871	2,181
<b>Healthcare practitioner and technical occupations</b> .....	20.99	17.25	840	690	40.0	43,656	35,880	2,080
<b>Food preparation and serving related occupations</b> .....	8.00	7.22	308	289	38.4	15,996	15,026	1,999
Cooks .....	9.27	9.50	364	360	39.2	18,920	18,720	2,040
Cooks, restaurant .....	9.40	9.50	370	360	39.4	19,234	18,720	2,047
Food service, tipped .....	3.91	3.65	143	135	36.5	7,414	7,012	1,897
<b>Sales and related occupations</b> .....	16.25	13.60	648	544	39.9	33,697	28,282	2,073
First-line supervisors/managers, sales workers .....	16.90	15.16	694	703	41.1	36,093	36,564	2,135
First-line supervisors/managers of retail sales workers .....	16.30	15.16	663	703	40.7	34,466	36,564	2,114
Retail sales workers .....	9.82	9.00	388	350	39.6	20,195	18,200	2,057
Retail salespersons .....	9.56	8.75	375	350	39.2	19,477	18,200	2,037
<b>Office and administrative support occupations</b> .....	15.52	15.00	610	587	39.3	31,728	30,528	2,044
Financial clerks .....	17.45	15.50	698	620	40.0	36,287	32,240	2,080
Bookkeeping, accounting, and auditing clerks .....	19.68	16.50	787	660	40.0	40,928	34,320	2,080
<b>Construction and extraction occupations</b> .....	18.82	19.00	753	760	40.0	39,145	39,520	2,080
<b>Installation, maintenance, and repair occupations</b> .....	20.12	17.96	815	718	40.5	42,398	37,357	2,107
<b>Production occupations</b> .....	14.28	13.00	577	520	40.4	30,013	27,040	2,102
Miscellaneous production workers .....	13.97	13.00	559	520	40.0	29,054	27,040	2,080
<b>Transportation and material moving occupations</b> .....	13.67	11.88	557	475	40.8	28,990	24,715	2,120
Driver/sales workers and truck drivers .....	14.52	10.00	609	400	42.0	31,687	20,800	2,183
Industrial truck and tractor operators .....	16.78	16.25	671	650	40.0	34,897	33,800	2,080
Laborers and material movers, hand .....	7.51	7.00	300	280	40.0	15,625	14,560	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$16.83	\$13.50	\$667	\$527	39.6	\$34,579	\$27,414	2,054
<b>Management occupations</b> .....	37.21	36.00	1,578	1,486	42.4	82,061	77,251	2,205
<b>Business and financial operations occupations</b> ...	24.08	25.00	973	1,000	40.4	50,618	52,000	2,102
Accountants and auditors .....	25.65	25.24	1,047	1,047	40.8	54,427	54,463	2,122
<b>Computer and mathematical science occupations</b>	30.57	31.21	1,217	1,248	39.8	63,263	64,911	2,070
Computer programmers .....	31.10	30.21	1,203	1,133	38.7	62,534	58,900	2,011
Computer software engineers .....	35.76	36.16	1,431	1,446	40.0	74,389	75,211	2,080
Computer software engineers, systems software	37.23	38.77	1,489	1,551	40.0	77,443	80,642	2,080
Computer support specialists .....	18.57	16.96	743	678	40.0	38,619	35,275	2,080
Computer systems analysts .....	36.53	37.02	1,442	1,481	39.5	74,964	77,000	2,052
<b>Architecture and engineering occupations</b> .....	26.23	22.86	1,055	920	40.2	54,880	47,840	2,092
Engineers .....	33.06	36.31	1,351	1,452	40.9	70,271	75,525	2,126
Engineering technicians, except drafters .....	22.37	22.14	881	885	39.4	45,795	46,041	2,047
Electrical and electronic engineering technicians	21.82	22.14	858	885	39.3	44,604	46,041	2,044
<b>Community and social services occupations</b> .....	14.35	13.94	574	558	40.0	29,846	28,995	2,080
<b>Education, training, and library occupations</b> .....	28.87	25.33	1,108	950	38.4	47,410	46,859	1,642
<b>Arts, design, entertainment, sports, and media occupations</b> .....	27.00	28.71	1,080	1,149	40.0	56,152	59,723	2,080
<b>Healthcare practitioner and technical occupations</b>	23.84	22.31	914	872	38.3	47,501	45,323	1,992
Registered nurses .....	27.26	27.18	1,057	1,069	38.8	54,886	55,561	2,014
Therapists .....	25.31	23.69	1,012	948	40.0	52,635	49,273	2,080
Respiratory therapists .....	22.60	21.79	904	872	40.0	47,014	45,323	2,080
Clinical laboratory technologists and technicians ...	19.38	20.19	775	808	40.0	40,310	41,995	2,080
Medical and clinical laboratory technologists .....	22.13	22.57	885	903	40.0	46,038	46,946	2,080
Health diagnosing and treating practitioner support technicians .....	13.06	12.23	522	489	40.0	27,160	25,438	2,080
Licensed practical and licensed vocational nurses	16.70	16.46	598	527	35.8	31,088	27,381	1,862
<b>Healthcare support occupations</b> .....	10.18	10.32	373	360	36.6	19,397	18,720	1,906
Nursing, psychiatric, and home health aides .....	10.24	10.32	368	330	35.9	19,118	17,177	1,867
Nursing aides, orderlies, and attendants .....	10.16	10.25	387	375	38.1	20,135	19,500	1,981
Miscellaneous healthcare support occupations .....	10.22	9.18	409	367	40.0	21,266	19,094	2,080
<b>Protective service occupations</b> .....	10.57	10.50	397	403	37.6	20,653	20,930	1,954
Security guards and gaming surveillance officers ..	10.55	10.50	396	403	37.5	20,596	20,930	1,953
Security guards .....	10.55	10.50	396	403	37.5	20,596	20,930	1,953
<b>Food preparation and serving related occupations</b> .....	9.04	8.90	360	343	39.8	18,708	17,826	2,069
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.36	8.52	374	341	40.0	19,474	17,722	2,080
Building cleaning workers .....	9.29	8.52	372	341	40.0	19,318	17,722	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	10.73	11.13	429	445	40.0	22,319	23,150	2,080
<b>Personal care and service occupations</b> .....	11.09	11.08	438	449	39.5	22,792	23,358	2,056
<b>Sales and related occupations</b> .....	16.28	14.74	657	584	40.3	34,149	30,368	2,098
First-line supervisors/managers, sales workers .....	21.57	17.12	896	681	41.5	46,585	35,422	2,159
Retail sales workers .....	13.18	12.00	536	480	40.7	27,866	24,960	2,114
Retail salespersons .....	13.25	11.58	544	460	41.0	28,269	23,920	2,133
Telemarketers .....	18.88	15.53	755	621	40.0	39,267	32,307	2,080
<b>Office and administrative support occupations</b> .....	14.36	13.50	572	538	39.8	29,740	27,997	2,072

See footnotes at end of table.

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, Tampa-St. Petersburg-Clearwater, FL, October 2007 — 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>Office and administrative support occupations</b> —Continued								
First-line supervisors/managers of office and administrative support workers .....	\$22.61	\$22.17	\$900	\$887	39.8	\$46,798	\$46,109	2,069
Financial clerks .....	14.83	14.47	590	575	39.8	30,668	29,890	2,067
Bookkeeping, accounting, and auditing clerks ...	15.52	15.53	614	621	39.5	31,915	32,302	2,056
Customer service representatives .....	14.37	13.50	572	540	39.8	29,756	28,088	2,071
Interviewers, except eligibility and loan .....	12.32	12.77	493	511	40.0	25,617	26,568	2,080
Stock clerks and order fillers .....	10.51	10.50	420	420	40.0	21,851	21,840	2,080
Secretaries and administrative assistants .....	14.07	10.70	562	428	39.9	29,184	22,246	2,075
Executive secretaries and administrative assistants .....	18.22	17.48	723	699	39.7	37,593	36,365	2,064
Insurance claims and policy processing clerks .....	15.82	15.08	621	600	39.3	32,290	31,219	2,042
Office clerks, general .....	14.55	13.27	579	531	39.8	30,123	27,600	2,070
<b>Construction and extraction occupations</b> .....	15.02	15.57	592	623	39.4	30,762	32,394	2,049
<b>Installation, maintenance, and repair occupations</b>	16.51	14.63	660	585	40.0	34,335	30,424	2,079
<b>Production occupations</b> .....	12.98	12.07	519	483	40.0	26,977	25,106	2,078
<b>Transportation and material moving occupations</b>	12.24	10.07	489	401	40.0	25,449	20,842	2,079
Laborers and material movers, hand .....	9.73	9.40	389	376	40.0	20,245	19,552	2,080
Laborers and freight, stock, and material movers, hand .....	9.84	9.50	393	380	40.0	20,458	19,760	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	\$20.81	\$18.81	\$21.73	\$16.20	\$16.02	\$18.99
Management, professional, and related .....	25.64	—	25.63	27.34	27.71	24.43
Management, business, and financial .....	—	—	—	29.65	30.44	24.32
Professional and related .....	25.64	—	25.63	26.33	26.55	24.48
Service .....	16.36	—	17.82	9.98	9.50	16.66
Sales and office .....	17.78	—	—	14.32	14.31	14.63
Sales and related .....	—	—	—	14.39	14.39	—
Office and administrative support .....	17.78	—	—	14.28	14.25	14.63
Natural resources, construction, and maintenance ....	22.22	23.76	—	17.79	17.84	16.93
Construction and extraction .....	—	—	—	17.93	17.94	17.81
Installation, maintenance, and repair .....	22.22	23.76	—	17.69	17.81	15.82
Production, transportation, and material moving .....	15.37	—	—	12.92	12.93	—
Production .....	—	—	—	13.45	13.49	—
Transportation and material moving .....	15.38	—	—	12.71	12.71	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	3.8	8.0	3.7	4.4	4.7	2.7
Management, professional, and related .....	1.6	—	1.6	4.2	4.5	4.7
Management, business, and financial .....	—	—	—	6.1	5.6	25.4
Professional and related .....	1.6	—	1.6	5.6	5.9	11.5
Service .....	8.0	—	3.6	5.5	4.9	7.0
Sales and office .....	5.9	—	—	3.0	3.1	7.3
Sales and related .....	—	—	—	6.2	6.2	—
Office and administrative support .....	5.9	—	—	2.8	3.0	7.3
Natural resources, construction, and maintenance ....	7.4	7.2	—	6.0	6.3	9.8
Construction and extraction .....	—	—	—	4.7	4.9	11.3
Installation, maintenance, and repair .....	7.4	7.2	—	9.7	10.2	7.3
Production, transportation, and material moving .....	10.2	—	—	6.3	6.3	—
Production .....	—	—	—	5.2	5.2	—
Transportation and material moving .....	7.7	—	—	9.2	9.2	—

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Tampa-St. Petersburg-Clearwater, FL, October 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$16.14	\$15.60	\$21.64	\$21.64
Management, professional, and related .....	26.81	27.33	39.37	39.37
Management, business, and financial .....	28.68	29.41	39.37	39.37
Professional and related .....	26.21	26.55	—	—
Service .....	10.55	9.51	—	—
Sales and office .....	13.52	13.43	19.87	19.87
Sales and related .....	11.76	11.76	23.10	23.10
Office and administrative support .....	14.52	14.51	14.96	14.96
Natural resources, construction, and maintenance .....	17.57	17.59	—	—
Construction and extraction .....	—	16.93	—	—
Installation, maintenance, and repair .....	18.52	18.70	—	—
Production, transportation, and material moving .....	12.46	12.43	18.69	18.69
Production .....	13.54	13.58	—	—
Transportation and material moving .....	11.98	11.92	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	4.1	4.8	9.8	9.8
Management, professional, and related .....	3.6	4.3	7.1	7.1
Management, business, and financial .....	6.3	5.8	7.1	7.1
Professional and related .....	4.6	5.9	—	—
Service .....	4.8	4.9	—	—
Sales and office .....	2.9	3.1	9.2	9.2
Sales and related .....	4.7	4.7	10.1	10.1
Office and administrative support .....	3.4	3.8	3.6	3.6
Natural resources, construction, and maintenance .....	3.7	3.9	—	—
Construction and extraction .....	—	4.3	—	—
Installation, maintenance, and repair .....	7.4	8.4	—	—
Production, transportation, and material moving .....	5.6	5.7	18.4	18.4
Production .....	5.2	5.2	—	—
Transportation and material moving .....	9.3	9.6	—	—

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Tampa-St. Petersburg-Clearwater, FL, October 2007

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> .....	-	-	-	-	-	-	\$16.59	-	-
Management, professional, and related	-	-	-	-	-	-	21.69	-	-
Management, business, and financial	-	-	-	-	-	-	30.10	-	-
Professional and related .....	-	-	-	-	-	-	20.55	-	-
Service .....	-	-	-	-	-	-	10.24	-	-
Sales and office .....	-	-	-	-	-	-	14.20	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	-	-	13.79	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	-	-	-	-	-	-	5.2	-	-
Management, professional, and related	-	-	-	-	-	-	4.9	-	-
Management, business, and financial	-	-	-	-	-	-	10.8	-	-
Professional and related .....	-	-	-	-	-	-	4.2	-	-
Service .....	-	-	-	-	-	-	1.7	-	-
Sales and office .....	-	-	-	-	-	-	5.1	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	-	-	3.5	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

# Appendix A: Technical Note

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

## Planning for the survey

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

### Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Tampa–St. Petersburg–Clearwater, FL, Metropolitan Statistical Area (MSA) includes Hernando, Hillsborough, Pasco, and Pinellas Counties, FL.

### Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

### Sample design

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

## Data collection

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

### Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

### **Occupational leveling**

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

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

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

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

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

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

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

### **Combined work levels**

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

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

## Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small 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, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

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

### **Percentiles**

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

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

each published occupation. At the 50th percentile, the 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, Tampa-St. Petersburg-Clearwater, FL, October 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	1,128,500	1,001,200	127,300
Management, professional, and related .....	240,600	174,800	65,800
Management, business, and financial .....	55,500	47,900	7,600
Professional and related .....	185,100	126,900	58,200
Service .....	234,600	205,900	28,600
Sales and office .....	371,200	349,500	21,700
Sales and related .....	160,100	160,100	–
Office and administrative support .....	211,100	189,400	21,700
Natural resources, construction, and maintenance ....	105,100	97,600	7,600
Construction and extraction .....	60,700	57,800	2,900
Installation, maintenance, and repair .....	43,900	39,300	4,600
Production, transportation, and material moving .....	177,000	173,400	3,600
Production .....	49,500	48,700	–
Transportation and material moving .....	127,500	124,700	–

<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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Tampa-St. Petersburg-Clearwater, FL, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	50,859	50,486	372
Total in sample .....	475	450	25
Responding .....	229	206	23
Refused or unable to provide data .....	173	172	1
Out of business or not in survey scope .....	73	72	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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