

Charlotte–Gastonia–Rock Hill, NC–SC National Compensation Survey June 2002



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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 firms and government jurisdictions 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, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

Results of earlier surveys of this area are also 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 Charlotte–Gastonia–Rock Hill, NC–SC, metropolitan area. Data were collected between December 2001 and January 2003; the average reference month is June 2002. 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 several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

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 480 detailed occupations 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 1–1 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 major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay.

Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6–1 through 6–5 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. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$17.66	2.9	36.5	\$17.67	3.5	36.6	\$17.62	3.8	36.3
Worker characteristics:⁴									
White-collar occupations ⁵	21.59	3.1	36.3	22.39	3.7	36.2	19.40	4.5	36.5
Professional specialty and technical	27.18	3.2	34.8	30.63	4.6	33.6	22.85	4.2	36.4
Executive, administrative, and managerial	29.79	5.5	40.6	29.96	6.5	40.6	28.87	6.7	40.1
Sales	17.51	25.3	29.4	17.67	25.5	29.8	-	-	-
Administrative support	14.19	1.7	37.2	14.98	2.1	37.5	11.56	.7	36.2
Blue-collar occupations ⁵	14.27	3.3	38.6	14.33	3.4	38.9	13.07	3.2	34.3
Precision production, craft, and repair	17.65	3.6	39.8	17.85	3.7	39.7	14.93	9.9	40.0
Machine operators, assemblers, and inspectors	12.97	6.3	39.7	12.94	6.4	39.7	-	-	-
Transportation and material moving	14.63	5.5	37.7	15.09	6.1	39.8	11.45	2.1	28.0
Handlers, equipment cleaners, helpers, and laborers	11.14	2.2	36.6	11.15	2.2	36.6	10.90	6.5	36.0
Service occupations ⁵	11.78	7.7	31.5	10.93	11.2	29.4	13.52	4.1	36.8
Full time	18.24	2.7	39.5	18.31	3.2	39.5	17.95	3.6	39.4
Part time	11.08	7.7	19.7	10.28	8.0	19.6	14.18	20.0	20.0
Union	23.95	6.6	36.6	23.95	6.6	36.6	-	-	-
Nonunion	17.03	3.3	36.5	16.88	4.1	36.6	17.62	3.8	36.3
Time	17.61	3.3	36.4	17.61	4.0	36.4	17.62	3.8	36.3
Incentive	18.78	19.1	39.4	18.78	19.1	39.4	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	16.43	5.4	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.78	8.4	34.0	12.75	8.5	33.9	14.53	4.9	40.0
100-499 workers	16.11	4.8	36.5	16.13	4.8	36.5	14.78	3.6	37.1
500 workers or more	20.28	3.0	37.4	21.77	3.6	38.1	17.75	4.0	36.3

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

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

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

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.66	2.9	\$17.67	3.5	\$17.62	3.8
All excluding sales	17.67	3.1	17.67	3.7	17.65	3.8
White collar	21.59	3.1	22.39	3.7	19.40	4.5
White collar excluding sales	21.92	3.0	22.91	3.7	19.45	4.4
Professional specialty and technical	27.18	3.2	30.63	4.6	22.85	4.2
Professional specialty	26.28	3.9	28.60	6.1	23.89	3.8
Engineers, architects, and surveyors	32.60	4.4	32.67	4.4	—	—
Engineers, n.e.c.	37.30	7.4	37.30	7.4	—	—
Mathematical and computer scientists	34.66	9.8	34.75	9.8	—	—
Computer systems analysts and scientists	34.66	9.8	34.75	9.8	—	—
Natural scientists	23.21	23.6	—	—	—	—
Health related	26.88	13.5	29.50	16.6	24.31	17.1
Registered nurses	25.16	13.3	29.31	16.7	20.66	.5
Teachers, college and university	31.63	4.9	24.59	3.7	—	—
Teachers, except college and university	23.97	2.9	—	—	24.30	2.7
Prekindergarten and kindergarten	21.74	9.2	—	—	—	—
Elementary school teachers	23.74	.7	25.88	5.3	23.65	.6
Secondary school teachers	24.00	3.7	—	—	23.59	4.0
Teachers, special education	28.06	9.6	—	—	28.06	9.6
Vocational and educational counselors	28.64	7.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.82	4.0	—	—	17.71	4.2
Social workers	17.82	4.0	—	—	17.71	4.2
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.62	7.0	15.63	7.0	—	—
Technical	30.68	6.8	36.03	8.7	14.96	9.1
Licensed practical nurses	16.27	1.1	16.27	1.1	—	—
Health technologists and technicians, n.e.c.	14.14	10.4	—	—	12.14	4.4
Engineering technicians, n.e.c.	25.64	7.8	27.66	3.7	—	—
Executive, administrative, and managerial	29.79	5.5	29.96	6.5	28.87	6.7
Executives, administrators, and managers	33.65	8.2	33.82	10.0	32.89	5.4
Administrators and officials, public administration	35.69	14.8	—	—	35.69	14.8
Financial managers	35.04	7.6	35.01	7.8	—	—
Administrators, education and related fields	32.01	2.2	—	—	31.69	1.0
Managers and administrators, n.e.c.	34.80	11.5	34.80	11.5	—	—
Management related	24.47	2.4	25.02	2.7	20.25	8.0
Accountants and auditors	21.93	4.8	22.66	3.8	—	—
Management analysts	30.03	12.7	30.03	12.7	—	—
Personnel, training, and labor relations specialists	24.39	9.8	—	—	—	—
Sales	17.51	25.3	17.67	25.5	—	—
Sales workers, other commodities	9.27	3.8	9.27	3.8	—	—
Cashiers	7.55	3.6	7.51	3.8	—	—
Administrative support, including clerical	14.19	1.7	14.98	2.1	11.56	.7
Secretaries	17.57	3.7	18.72	1.8	12.96	5.7
Receptionists	11.00	9.6	10.95	10.8	—	—
Order clerks	13.70	6.4	13.70	6.4	—	—
Library clerks	11.07	2.0	—	—	11.07	2.0
Records clerks, n.e.c.	13.88	7.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.07	2.9	13.14	3.0	—	—
Payroll and timekeeping clerks	12.64	9.5	12.64	9.5	—	—
Dispatchers	15.40	9.0	—	—	12.74	6.4
Traffic, shipping and receiving clerks	13.01	5.4	13.01	5.4	—	—
Stock and inventory clerks	12.62	6.7	13.36	4.4	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	14.68	13.2	14.68	13.2	—	—
General office clerks	11.82	3.6	11.74	6.4	11.91	2.0
Teachers' aides	9.80	1.0	—	—	9.75	.8
Administrative support, n.e.c.	12.57	9.7	—	—	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar	\$14.27	3.3	\$14.33	3.4	\$13.07	3.2
Precision production, craft, and repair	17.65	3.6	17.85	3.7	14.93	9.9
Supervisors, mechanics and repairers	23.48	8.4	—	—	—	—
Bus, truck, and stationary engine mechanics	17.20	6.8	—	—	—	—
Industrial machinery repairers	17.18	5.5	17.18	5.5	—	—
Mechanics and repairers, n.e.c.	17.82	8.3	17.95	8.7	—	—
Electrical power installers and repairers	20.30	8.9	—	—	—	—
Construction trades, n.e.c.	—	—	—	—	11.75	4.4
Supervisors, production	19.76	3.1	19.76	3.2	—	—
Inspectors, testers, and graders	15.47	10.7	15.47	10.7	—	—
Machine operators, assemblers, and inspectors	12.97	6.3	12.94	6.4	—	—
Winding and twisting machine operators	8.71	5.2	8.71	5.2	—	—
Mixing and blending machine operators	11.50	1.0	11.50	1.0	—	—
Miscellaneous machine operators, n.e.c.	16.84	8.9	16.84	8.9	—	—
Assemblers	11.59	8.6	11.59	8.6	—	—
Production inspectors, checkers and examiners ..	12.75	5.6	12.75	5.6	—	—
Transportation and material moving	14.63	5.5	15.09	6.1	11.45	2.1
Truck drivers	15.25	6.2	16.14	7.7	—	—
Bus drivers	—	—	—	—	9.85	.3
Industrial truck and tractor equipment operators ..	11.68	6.3	11.68	6.3	—	—
Handlers, equipment cleaners, helpers, and laborers	11.14	2.2	11.15	2.2	10.90	6.5
Groundskeepers and gardeners, except farm	10.25	4.1	—	—	—	—
Production helpers	14.71	5.0	14.71	5.0	—	—
Stock handlers and baggers	10.91	7.1	10.91	7.1	—	—
Machine feeders and offbearers	10.02	11.2	10.02	11.2	—	—
Freight, stock, and material handlers, n.e.c.	11.73	3.5	11.77	3.6	—	—
Hand packers and packagers	10.74	11.9	10.74	11.9	—	—
Laborers, except construction, n.e.c.	10.10	2.1	10.10	2.2	10.05	.0
Service	11.78	7.7	10.93	11.2	13.52	4.1
Protective service	16.72	5.3	—	—	16.89	1.3
Supervisors, police and detectives	24.36	8.7	—	—	24.36	8.7
Police and detectives, public service	17.77	2.3	—	—	17.77	2.3
Correctional institution officers	13.09	2.7	—	—	13.09	2.7
Food service	7.79	10.4	7.70	11.7	8.55	1.8
Waiters, waitresses, and bartenders	5.50	14.5	5.50	14.5	—	—
Waiters and waitresses	5.44	15.3	5.44	15.3	—	—
Other food service	8.81	12.3	8.86	14.6	8.55	1.8
Cooks	8.42	3.3	8.51	4.2	—	—
Food preparation, n.e.c.	7.55	9.6	—	—	—	—
Health service	9.60	2.1	9.65	1.7	9.40	7.6
Health aides, except nursing	9.73	5.0	10.15	5.6	9.40	7.6
Nursing aides, orderlies and attendants	9.50	2.4	9.50	2.4	—	—
Cleaning and building service	8.49	4.7	8.29	5.8	9.11	2.7
Maids and housemen	7.99	3.8	7.99	3.8	—	—
Janitors and cleaners	8.34	5.2	8.00	6.5	8.95	2.4
Personal service	—	—	—	—	9.64	1.5

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.24	2.7	\$18.31	3.2	\$17.95	3.6
All excluding sales	18.11	2.9	18.15	3.5	17.95	3.6
White collar	22.32	3.0	23.41	3.9	19.42	3.6
White collar excluding sales	22.29	2.9	23.45	3.8	19.42	3.6
Professional specialty and technical	27.57	3.0	31.46	5.6	22.68	2.1
Professional specialty	26.35	3.9	29.46	7.1	23.28	2.2
Engineers, architects, and surveyors	32.60	4.4	32.67	4.4	—	—
Engineers, n.e.c.	37.30	7.4	37.30	7.4	—	—
Mathematical and computer scientists	34.66	9.8	34.75	9.8	—	—
Computer systems analysts and scientists	34.66	9.8	34.75	9.8	—	—
Natural scientists	23.21	23.6	—	—	—	—
Health related	26.11	14.9	32.28	16.1	20.63	.8
Registered nurses	25.74	15.8	—	—	20.59	.9
Teachers, college and university	31.90	4.9	25.16	5.5	—	—
Teachers, except college and university	24.43	2.6	26.55	3.4	24.32	2.8
Elementary school teachers	23.74	.7	25.88	5.3	23.65	.6
Secondary school teachers	24.00	3.7	—	—	23.59	4.0
Teachers, special education	28.06	9.6	—	—	28.06	9.6
Vocational and educational counselors	28.64	7.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.54	4.0	—	—	17.54	4.0
Social workers	17.54	4.0	—	—	17.54	4.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.62	7.0	15.63	7.0	—	—
Technical	32.46	7.1	36.42	9.0	16.60	7.2
Licensed practical nurses	16.52	2.8	16.52	2.8	—	—
Health technologists and technicians, n.e.c.	16.29	12.6	—	—	—	—
Engineering technicians, n.e.c.	25.64	7.8	27.66	3.7	—	—
Executive, administrative, and managerial	29.79	5.5	29.96	6.5	28.87	6.7
Executives, administrators, and managers	33.65	8.2	33.82	10.0	32.89	5.4
Administrators and officials, public administration	35.69	14.8	—	—	35.69	14.8
Financial managers	35.04	7.6	35.01	7.8	—	—
Administrators, education and related fields	32.01	2.2	—	—	31.69	1.0
Managers and administrators, n.e.c.	34.80	11.5	34.80	11.5	—	—
Management related	24.47	2.4	25.02	2.7	20.25	8.0
Accountants and auditors	21.93	4.8	22.66	3.8	—	—
Management analysts	30.03	12.7	30.03	12.7	—	—
Personnel, training, and labor relations specialists	24.39	9.8	—	—	—	—
Sales	22.82	30.3	22.82	30.3	—	—
Administrative support, including clerical	14.26	1.5	15.09	1.9	11.60	.7
Secretaries	17.81	3.0	18.74	1.7	13.22	5.2
Receptionists	11.00	10.7	10.94	12.2	—	—
Order clerks	13.70	6.4	13.70	6.4	—	—
Library clerks	11.55	4.6	—	—	11.55	4.6
Records clerks, n.e.c.	13.88	7.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.07	2.9	13.14	3.0	—	—
Dispatchers	15.40	9.0	—	—	12.74	6.4
Traffic, shipping and receiving clerks	13.01	5.4	13.01	5.4	—	—
Stock and inventory clerks	12.62	6.7	13.36	4.4	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	14.68	13.2	14.68	13.2	—	—
General office clerks	12.27	2.7	12.58	4.5	11.98	2.3
Teachers' aides	9.81	1.1	—	—	9.76	1.0
Administrative support, n.e.c.	12.95	8.6	12.72	13.6	—	—
Blue collar	14.48	3.3	14.52	3.4	13.56	3.4
Precision production, craft, and repair	17.63	3.6	17.83	3.7	14.93	9.9

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Supervisors, mechanics and repairers	\$23.48	8.4	–	–	–	–
Industrial machinery repairers	17.18	5.5	\$17.18	5.5	–	–
Mechanics and repairers, n.e.c.	17.82	8.3	17.95	8.7	–	–
Electrical power installers and repairers	20.30	8.9	–	–	–	–
Construction trades, n.e.c.	–	–	–	–	\$11.75	4.4
Supervisors, production	19.76	3.1	19.76	3.2	–	–
Inspectors, testers, and graders	15.47	10.7	15.47	10.7	–	–
Machine operators, assemblers, and inspectors						
Winding and twisting machine operators	12.99	6.2	12.96	6.3	–	–
Mixing and blending machine operators	8.71	5.2	8.71	5.2	–	–
Miscellaneous machine operators, n.e.c.	11.50	1.0	11.50	1.0	–	–
Assemblers	16.84	8.9	16.84	8.9	–	–
Production inspectors, checkers and examiners ..	11.59	8.6	11.59	8.6	–	–
Production inspectors, checkers and examiners ..	12.75	5.6	12.75	5.6	–	–
Transportation and material moving						
Truck drivers	14.90	5.7	15.17	6.1	12.22	2.8
Industrial truck and tractor equipment operators ..	15.38	6.4	16.35	8.1	–	–
Industrial truck and tractor equipment operators ..	11.68	6.3	11.68	6.3	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.53	2.0	11.54	2.1	11.13	6.2
Production helpers	10.30	4.1	–	–	–	–
Machine feeders and offbearers	14.71	5.0	14.71	5.0	–	–
Freight, stock, and material handlers, n.e.c.	10.02	11.2	10.02	11.2	–	–
Hand packers and packagers	11.84	6.5	11.89	6.6	–	–
Laborers, except construction, n.e.c.	10.74	11.9	10.74	11.9	–	–
Laborers, except construction, n.e.c.	10.23	1.7	10.23	1.8	–	–
Service						
Protective service	12.93	7.4	12.14	11.1	14.41	5.0
Supervisors, police and detectives	16.88	5.8	–	–	16.99	2.1
Police and detectives, public service	24.36	8.7	–	–	24.36	8.7
Correctional institution officers	17.75	2.5	–	–	17.75	2.5
Food service	13.09	2.7	–	–	13.09	2.7
Waiters, waitresses, and bartenders	8.42	11.1	8.41	11.9	–	–
Waiters and waitresses	5.78	15.1	5.78	15.1	–	–
Other food service	5.78	15.1	5.78	15.1	–	–
Cooks	9.71	10.9	9.83	11.5	–	–
Health service	8.46	3.5	8.51	4.2	–	–
Health aides, except nursing	9.60	2.4	9.65	2.0	9.47	7.5
Nursing aides, orderlies and attendants	9.89	4.9	–	–	9.47	7.5
Cleaning and building service	9.39	2.2	9.39	2.2	–	–
Maids and housemen	8.90	4.9	8.72	6.4	9.35	2.4
Janitors and cleaners	8.00	4.1	8.00	4.1	–	–
Personal service	8.95	2.9	8.76	5.1	9.16	1.9
Personal service	–	–	–	–	11.68	4.5

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$11.08	7.7	\$10.28	8.0	\$14.18	20.0
All excluding sales	11.79	8.8	10.99	9.6	14.41	19.7
White collar	13.76	9.9	12.44	7.0	19.11	40.2
White collar excluding sales	16.50	12.2	15.28	7.3	19.98	40.1
Professional specialty and technical	21.77	21.9	—	—	25.06	39.9
Professional specialty	25.28	19.7	—	—	36.62	30.6
Health related	29.35	21.6	22.04	2.6	—	—
Registered nurses	22.58	1.5	22.98	2.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	10.92	2.6	—	—	—	—
Sales	7.26	2.6	7.20	2.7	—	—
Cashiers	7.11	1.7	7.02	1.6	—	—
Administrative support, including clerical	13.53	9.3	14.00	10.2	10.77	5.1
General office clerks	9.79	6.2	9.59	6.5	—	—
Blue collar	9.06	8.6	8.96	10.4	9.60	1.0
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.13	2.1	—	—	9.76	.4
Bus drivers	9.84	.3	—	—	9.85	.3
Handlers, equipment cleaners, helpers, and laborers	7.97	6.3	7.94	6.6	—	—
Stock handlers and baggers	7.57	4.9	7.57	4.9	—	—
Service	7.36	5.6	6.89	6.1	8.74	2.7
Protective service	—	—	—	—	—	—
Food service	6.32	5.3	—	—	—	—
Waiters, waitresses, and bartenders	4.70	9.3	4.70	9.3	—	—
Waiters and waitresses	4.03	10.5	4.03	10.5	—	—
Other food service	—	—	—	—	—	—
Food preparation, n.e.c.	7.29	12.5	—	—	—	—
Health service	9.57	3.5	9.67	3.2	—	—
Cleaning and building service	7.29	2.2	—	—	—	—
Personal service	8.10	3.4	—	—	8.38	1.8

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$720	2.8	39.5	\$723	3.3	39.5	\$708	3.8	39.4
All excluding sales	716	3.0	39.5	717	3.5	39.5	708	3.8	39.4
White collar	881	3.1	39.5	930	4.0	39.7	754	3.8	38.8
White collar excluding sales	881	3.0	39.5	933	3.8	39.8	754	3.8	38.8
Professional specialty and technical	1,073	2.9	38.9	1,241	4.9	39.5	867	2.3	38.2
Professional specialty	1,040	3.8	39.5	1,208	6.3	41.0	886	2.4	38.0
Engineers, architects, and surveyors	1,319	4.5	40.5	1,323	4.5	40.5	-	-	-
Engineers, n.e.c.	1,602	9.1	42.9	1,602	9.1	42.9	-	-	-
Mathematical and computer scientists	1,397	9.6	40.3	1,401	9.6	40.3	-	-	-
Computer systems analysts and scientists	1,397	9.6	40.3	1,401	9.6	40.3	-	-	-
Natural scientists	1,000	29.1	43.1	-	-	-	-	-	-
Health related	1,017	16.2	38.9	1,297	16.0	40.2	782	2.9	37.9
Registered nurses	995	17.2	38.7	-	-	-	776	3.0	37.7
Teachers, college and university	1,235	4.5	38.7	847	13.6	33.7	-	-	-
Teachers, except college and university	918	2.7	37.6	1,056	3.7	39.8	912	2.8	37.5
Elementary school teachers ...	891	.6	37.5	1,035	5.3	40.0	885	.5	37.4
Secondary school teachers ...	906	3.3	37.8	-	-	-	887	3.5	37.6
Teachers, special education ...	1,043	9.9	37.2	-	-	-	1,043	9.9	37.2
Vocational and educational counselors	1,076	6.3	37.6	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	701	4.0	40.0	-	-	-	701	4.0	40.0
Social workers	701	4.0	40.0	-	-	-	701	4.0	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	624	6.9	40.0	625	7.0	40.0	-	-	-
Technical	1,197	7.0	36.9	1,314	8.5	36.1	672	6.5	40.5
Licensed practical nurses	623	2.1	37.7	623	2.1	37.7	-	-	-
Health technologists and technicians, n.e.c.	664	12.1	40.7	-	-	-	-	-	-
Engineering technicians, n.e.c.	1,025	7.8	40.0	1,106	3.7	40.0	-	-	-
Executive, administrative, and managerial	1,208	5.3	40.6	1,218	6.1	40.6	1,156	6.7	40.1
Executives, administrators, and managers	1,373	7.5	40.8	1,385	9.1	40.9	1,318	5.3	40.1
Administrators and officials, public administration	1,424	14.8	39.9	-	-	-	1,424	14.8	39.9
Financial managers	1,433	6.5	40.9	1,432	6.6	40.9	-	-	-
Administrators, education and related fields	1,281	2.2	40.0	-	-	-	1,267	1.0	40.0
Managers and administrators, n.e.c.	1,434	10.5	41.2	1,434	10.5	41.2	-	-	-
Management related	984	2.6	40.2	1,007	3.0	40.3	810	8.0	40.0
Accountants and auditors	880	4.7	40.1	910	3.7	40.2	-	-	-
Management analysts	1,223	12.2	40.7	1,223	12.2	40.7	-	-	-
Personnel, training, and labor relations specialists	976	9.8	40.0	-	-	-	-	-	-
Sales	895	31.8	39.2	895	31.8	39.2	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical									
Secretaries	\$562	1.7	39.4	\$596	2.2	39.5	\$456	0.8	39.3
Receptionists	710	3.0	39.9	747	1.8	39.8	527	5.2	39.9
Order clerks	440	10.7	40.0	438	12.2	40.0	—	—	—
Library clerks	519	4.1	37.9	519	4.1	37.9	—	—	—
Records clerks, n.e.c.	454	3.5	39.3	—	—	—	454	3.5	39.3
Bookkeepers, accounting and auditing clerks	533	9.3	38.4	—	—	—	—	—	—
Dispatchers	510	3.0	39.0	510	3.2	38.8	—	—	—
Traffic, shipping and receiving clerks	636	11.0	41.3	—	—	—	510	6.4	40.0
Stock and inventory clerks	520	5.4	40.0	520	5.4	40.0	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	505	6.7	40.0	534	4.4	40.0	—	—	—
General office clerks	587	13.2	40.0	587	13.2	40.0	—	—	—
Teachers' aides	489	2.7	39.9	500	4.6	39.8	479	2.3	40.0
Administrative support, n.e.c.	370	1.5	37.8	—	—	—	368	1.4	37.7
	513	8.0	39.6	502	12.2	39.4	—	—	—
Blue collar	578	3.2	39.9	580	3.4	39.9	542	3.4	40.0
Precision production, craft, and repair									
Supervisors, mechanics and repairers	703	3.7	39.8	710	3.8	39.8	597	9.9	40.0
Industrial machinery repairers	961	7.3	40.9	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	680	5.9	39.6	680	5.9	39.6	—	—	—
Electrical power installers and repairers	709	8.4	39.8	714	8.7	39.8	—	—	—
Construction trades, n.e.c.	812	8.9	40.0	—	—	—	—	—	—
Supervisors, production	—	—	—	—	—	—	470	4.4	40.0
Inspectors, testers, and graders	793	3.1	40.1	793	3.2	40.1	—	—	—
	619	10.7	40.0	619	10.7	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Winding and twisting machine operators	517	6.0	39.8	516	6.0	39.8	—	—	—
Mixing and blending machine operators	349	5.2	40.0	349	5.2	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	460	1.0	40.0	460	1.0	40.0	—	—	—
Assemblers	667	8.7	39.6	667	8.7	39.6	—	—	—
Production inspectors, checkers and examiners ...	463	8.4	39.9	463	8.4	39.9	—	—	—
	507	4.8	39.7	507	4.8	39.7	—	—	—
Transportation and material moving									
Truck drivers	602	6.2	40.4	614	6.5	40.5	489	2.8	40.0
Industrial truck and tractor equipment operators	635	9.7	41.3	683	12.9	41.8	—	—	—
	467	6.3	40.0	467	6.3	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Groundskeepers and gardeners, except farm	460	2.0	39.9	460	2.1	39.9	445	6.2	40.0
Production helpers	412	4.1	40.0	—	—	—	—	—	—
Machine feeders and offbearers	581	4.9	39.5	581	4.9	39.5	—	—	—
	401	11.2	40.0	401	11.2	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Freight, stock, and material handlers, n.e.c.	\$474	6.5	40.0	\$476	6.6	40.0	—	—	—
Hand packers and packagers	429	11.6	39.9	429	11.6	39.9	—	—	—
Laborers, except construction, n.e.c.	407	1.5	39.7	407	1.5	39.7	—	—	—
Service	489	6.9	37.8	437	9.6	36.0	\$601	5.9	41.7
Protective service	710	6.1	42.0	—	—	—	727	3.1	42.8
Supervisors, police and detectives	988	9.2	40.6	—	—	—	988	9.2	40.6
Police and detectives, public service	727	2.3	41.0	—	—	—	727	2.3	41.0
Correctional institution officers	530	3.5	40.4	—	—	—	530	3.5	40.4
Food service	312	11.9	37.0	311	12.7	36.9	—	—	—
Waiters, waitresses, and bartenders	188	21.4	32.6	188	21.4	32.6	—	—	—
Waiters and waitresses	188	21.4	32.6	188	21.4	32.6	—	—	—
Other food service	386	11.6	39.7	392	12.3	39.8	—	—	—
Cooks	335	2.8	39.6	337	3.3	39.5	—	—	—
Health service	383	2.4	39.8	384	2.0	39.8	379	7.5	40.0
Health aides, except nursing ..	396	4.9	40.0	—	—	—	379	7.5	40.0
Nursing aides, orderlies and attendants	373	1.7	39.7	373	1.7	39.7	—	—	—
Cleaning and building service	349	4.9	39.2	339	6.2	38.9	374	2.4	40.0
Maids and housemen	304	5.1	38.0	304	5.1	38.0	—	—	—
Janitors and cleaners	358	2.9	40.0	350	5.1	40.0	366	1.9	40.0
Personal service	—	—	—	—	—	—	467	4.5	40.0

¹ Earnings are the straight-time weekly 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.

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$36,649	2.8	2,009	\$37,200	3.3	2,032	\$34,404	3.8	1,917
All excluding sales	36,384	3.0	2,009	36,886	3.5	2,032	34,404	3.8	1,917
White collar	44,557	3.1	1,996	48,197	4.0	2,059	35,861	3.8	1,846
White collar excluding sales	44,449	3.0	1,994	48,330	3.8	2,061	35,861	3.8	1,846
Professional specialty and technical	52,213	2.9	1,894	63,691	4.9	2,024	39,706	2.3	1,751
Professional specialty	49,763	3.8	1,889	61,676	6.3	2,094	40,095	2.4	1,722
Engineers, architects, and surveyors	68,613	4.5	2,105	68,777	4.5	2,105	-	-	-
Engineers, n.e.c.	83,286	9.1	2,233	83,286	9.1	2,233	-	-	-
Mathematical and computer scientists	72,650	9.6	2,096	72,856	9.6	2,096	-	-	-
Computer systems analysts and scientists	72,650	9.6	2,096	72,856	9.6	2,096	-	-	-
Natural scientists	52,016	29.1	2,241	-	-	-	-	-	-
Health related	52,681	16.2	2,017	67,200	16.0	2,082	40,506	2.9	1,964
Registered nurses	51,560	17.2	2,003	-	-	-	40,204	3.0	1,953
Teachers, college and university	47,450	4.5	1,488	30,819	13.6	1,225	-	-	-
Teachers, except college and university	39,457	2.7	1,615	41,695	3.7	1,570	39,337	2.8	1,617
Elementary school teachers ...	37,906	.6	1,597	38,523	5.3	1,489	37,878	.5	1,602
Secondary school teachers ...	38,622	3.3	1,609	-	-	-	38,165	3.5	1,618
Teachers, special education ...	44,281	9.9	1,578	-	-	-	44,281	9.9	1,578
Vocational and educational counselors	48,088	6.3	1,679	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	36,474	4.0	2,080	-	-	-	36,474	4.0	2,080
Social workers	36,474	4.0	2,080	-	-	-	36,474	4.0	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	32,139	6.9	2,058	32,160	7.0	2,058	-	-	-
Technical	62,104	7.0	1,913	68,148	8.5	1,871	34,938	6.5	2,104
Licensed practical nurses	32,388	2.1	1,961	32,388	2.1	1,961	-	-	-
Health technologists and technicians, n.e.c.	34,505	12.1	2,118	-	-	-	-	-	-
Engineering technicians, n.e.c.	53,324	7.8	2,080	57,529	3.7	2,080	-	-	-
Executive, administrative, and managerial	62,640	5.3	2,103	63,316	6.1	2,113	58,996	6.7	2,044
Executives, administrators, and managers	71,017	7.5	2,110	72,014	9.1	2,129	66,664	5.3	2,027
Administrators and officials, public administration	74,032	14.8	2,074	-	-	-	74,032	14.8	2,074
Financial managers	74,521	6.5	2,127	74,484	6.6	2,127	-	-	-
Administrators, education and related fields	63,997	2.2	1,999	-	-	-	63,285	1.0	1,997
Managers and administrators, n.e.c.	74,593	10.5	2,143	74,593	10.5	2,143	-	-	-
Management related	51,187	2.6	2,092	52,373	3.0	2,094	42,130	8.0	2,080
Accountants and auditors	45,783	4.7	2,087	47,308	3.7	2,088	-	-	-
Management analysts	63,618	12.2	2,118	63,618	12.2	2,118	-	-	-
Personnel, training, and labor relations specialists	50,741	9.8	2,080	-	-	-	-	-	-
Sales	46,532	31.8	2,039	46,532	31.8	2,039	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical									
Secretaries	\$28,841	1.7	2,023	\$30,969	2.2	2,052	\$22,465	0.8	1,936
Receptionists	36,766	3.0	2,064	38,826	1.8	2,072	26,752	5.2	2,024
Order clerks	22,882	10.7	2,080	22,753	12.2	2,080	—	—	—
Library clerks	26,998	4.1	1,970	26,998	4.1	1,970	—	—	—
Records clerks, n.e.c.	22,234	3.5	1,924	—	—	—	22,234	3.5	1,924
Bookkeepers, accounting and auditing clerks	27,706	9.3	1,996	—	—	—	—	—	—
Dispatchers	26,500	3.0	2,027	26,520	3.2	2,019	—	—	—
Traffic, shipping and receiving clerks	33,083	11.0	2,148	—	—	—	26,508	6.4	2,080
Stock and inventory clerks	27,064	5.4	2,080	27,064	5.4	2,080	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	26,242	6.7	2,080	27,787	4.4	2,080	—	—	—
General office clerks	30,538	13.2	2,080	30,538	13.2	2,080	—	—	—
Teachers' aides	25,454	2.7	2,074	26,009	4.6	2,068	24,919	2.3	2,080
Administrative support, n.e.c.	16,202	1.5	1,651	—	—	—	16,155	1.4	1,654
	26,700	8.0	2,061	26,093	12.2	2,051	—	—	—
Blue collar	29,497	3.2	2,037	29,560	3.4	2,035	28,181	3.4	2,079
Precision production, craft, and repair									
Supervisors, mechanics and repairers	36,526	3.7	2,071	36,925	3.8	2,071	31,011	9.9	2,077
Industrial machinery repairers	49,990	7.3	2,129	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	35,347	5.9	2,058	35,347	5.9	2,058	—	—	—
Electrical power installers and repairers	36,818	8.4	2,066	37,104	8.7	2,067	—	—	—
Construction trades, n.e.c.	42,218	8.9	2,080	—	—	—	—	—	—
Supervisors, production	—	—	—	—	—	—	24,445	4.4	2,080
Inspectors, testers, and graders	41,241	3.1	2,088	41,248	3.2	2,088	—	—	—
	32,171	10.7	2,080	32,171	10.7	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Winding and twisting machine operators	26,705	6.0	2,056	26,644	6.0	2,056	—	—	—
Mixing and blending machine operators	18,126	5.2	2,080	18,126	5.2	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	23,920	1.0	2,080	23,920	1.0	2,080	—	—	—
Assemblers	34,684	8.7	2,059	34,684	8.7	2,059	—	—	—
Production inspectors, checkers and examiners ...	24,063	8.4	2,077	24,063	8.4	2,077	—	—	—
	26,339	4.8	2,066	26,339	4.8	2,066	—	—	—
Transportation and material moving									
Truck drivers	31,329	6.2	2,102	31,939	6.5	2,105	25,422	2.8	2,080
Industrial truck and tractor equipment operators	33,041	9.7	2,149	35,503	12.9	2,171	—	—	—
	24,294	6.3	2,080	24,294	6.3	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Groundskeepers and gardeners, except farm	22,344	2.0	1,939	22,315	2.1	1,933	23,148	6.2	2,080
Production helpers	21,432	4.1	2,080	—	—	—	—	—	—
Machine feeders and offbearers	30,161	4.9	2,050	30,161	4.9	2,050	—	—	—
	20,840	11.2	2,080	20,840	11.2	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Freight, stock, and material handlers, n.e.c.	\$24,635	6.5	2,080	\$24,733	6.6	2,080	—	—	—
Hand packers and packagers	16,476	11.6	1,533	16,476	11.6	1,533	—	—	—
Laborers, except construction, n.e.c.	20,718	1.5	2,025	20,714	1.5	2,024	—	—	—
Service	25,362	6.9	1,961	22,695	9.6	1,870	\$31,102	5.9	2,159
Protective service	36,905	6.1	2,186	—	—	—	37,809	3.1	2,225
Supervisors, police and detectives	51,394	9.2	2,109	—	—	—	51,394	9.2	2,109
Police and detectives, public service	37,809	2.3	2,130	—	—	—	37,809	2.3	2,130
Correctional institution officers	27,536	3.5	2,103	—	—	—	27,536	3.5	2,103
Food service	16,127	11.9	1,916	16,154	12.7	1,921	—	—	—
Waiters, waitresses, and bartenders	9,778	21.4	1,693	9,778	21.4	1,693	—	—	—
Waiters and waitresses	9,778	21.4	1,693	9,778	21.4	1,693	—	—	—
Other food service	19,898	11.6	2,049	20,358	12.3	2,071	—	—	—
Cooks	17,419	2.8	2,059	17,506	3.3	2,056	—	—	—
Health service	19,894	2.4	2,072	19,965	2.0	2,069	19,698	7.5	2,080
Health aides, except nursing ..	20,582	4.9	2,080	—	—	—	19,698	7.5	2,080
Nursing aides, orderlies and attendants	19,405	1.7	2,066	19,405	1.7	2,066	—	—	—
Cleaning and building service	18,143	4.9	2,039	17,654	6.2	2,024	19,438	2.4	2,080
Maids and housemen	15,804	5.1	1,975	15,804	5.1	1,975	—	—	—
Janitors and cleaners	18,626	2.9	2,080	18,222	5.1	2,080	19,058	1.9	2,080
Personal service	—	—	—	—	—	—	24,294	4.5	2,080

¹ Earnings are the straight-time annual 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.

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.66	2.9	\$17.67	3.5	\$17.62	3.8
All excluding sales	17.67	3.1	17.67	3.7	17.65	3.8
White collar	21.59	3.1	22.39	3.7	19.40	4.5
1	7.56	6.6	7.54	6.8	—	—
2	8.96	2.9	8.87	3.6	9.52	.8
3	10.73	2.1	10.93	2.8	10.18	2.2
4	13.39	2.6	14.10	3.4	11.35	1.3
5	14.98	2.6	15.51	3.2	13.49	2.0
6	16.55	4.4	16.59	5.9	16.48	4.9
7	20.43	1.9	20.76	2.1	19.75	4.0
8	21.85	2.8	21.81	4.8	21.90	1.5
9	27.47	9.1	32.61	15.7	23.40	3.7
10	40.01	9.7	41.41	9.8	—	—
11	46.42	16.7	51.49	19.4	34.77	13.4
12	40.38	4.2	40.95	4.3	35.33	3.7
13	50.18	13.2	62.67	19.3	38.91	6.9
White collar excluding sales	21.92	3.0	22.91	3.7	19.45	4.4
2	9.71	2.8	9.76	3.6	9.49	.7
3	11.15	2.1	11.59	2.7	10.24	2.6
4	13.71	1.7	14.61	2.1	11.35	1.3
5	14.98	2.6	15.51	3.2	13.49	2.0
6	16.64	4.6	16.71	6.4	16.48	4.9
7	20.43	1.9	20.76	2.1	19.75	4.0
8	21.86	2.4	21.83	4.1	21.90	1.5
9	27.58	9.2	33.09	16.0	23.40	3.7
10	38.44	11.2	39.94	11.0	—	—
11	44.67	20.6	50.58	26.5	34.77	13.4
12	40.38	4.2	40.95	4.3	35.33	3.7
13	50.18	13.2	62.67	19.3	38.91	6.9
Professional specialty and technical	27.18	3.2	30.63	4.6	22.85	4.2
Professional specialty	26.28	3.9	28.60	6.1	23.89	3.8
5	15.29	9.9	16.06	14.8	13.07	7.6
6	17.24	14.7	14.73	20.0	—	—
7	21.13	2.7	22.02	2.7	20.50	3.4
8	23.18	3.2	23.34	6.7	23.07	2.3
9	24.24	3.1	27.02	3.5	23.49	3.8
10	40.26	11.2	42.08	10.8	—	—
11	40.19	11.3	37.18	3.1	—	—
12	40.71	3.7	40.94	3.5	—	—
13	43.93	7.6	—	—	40.95	10.9
Engineers, architects, and surveyors	32.60	4.4	32.67	4.4	—	—
9	25.15	1.5	25.15	1.5	—	—
Engineers, n.e.c.	37.30	7.4	37.30	7.4	—	—
Mathematical and computer scientists	34.66	9.8	34.75	9.8	—	—
Computer systems analysts and scientists	34.66	9.8	34.75	9.8	—	—
Natural scientists	23.21	23.6	—	—	—	—
Health related	26.88	13.5	29.50	16.6	24.31	17.1
5	20.94	6.2	20.94	6.2	—	—
7	20.73	2.5	21.24	1.9	—	—
8	24.50	12.2	24.50	12.2	—	—
9	21.95	5.0	—	—	20.73	.2
Registered nurses	25.16	13.3	29.31	16.7	20.66	.5
7	21.12	1.7	21.44	.6	—	—
9	21.30	2.3	—	—	20.73	.2
Teachers, college and university	31.63	4.9	24.59	3.7	—	—
Teachers, except college and university	23.97	2.9	—	—	24.30	2.7
7	22.90	2.4	—	—	—	—
8	25.14	2.3	—	—	24.77	1.8
Prekindergarten and kindergarten	21.74	9.2	—	—	—	—
Elementary school teachers	23.74	.7	25.88	5.3	23.65	.6
8	24.51	1.5	—	—	—	—
Secondary school teachers	24.00	3.7	—	—	23.59	4.0
8	25.58	6.7	—	—	—	—
Teachers, special education	28.06	9.6	—	—	28.06	9.6

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Vocational and educational counselors	\$28.64	7.0	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	17.82	4.0	–	–	\$17.71	4.2
7	16.63	4.7	–	–	16.63	4.7
8	18.91	3.3	–	–	–	–
Social workers	17.82	4.0	–	–	17.71	4.2
7	16.63	4.7	–	–	16.63	4.7
8	18.91	3.3	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.62	7.0	\$15.63	7.0	–	–
Technical	30.68	6.8	36.03	8.7	14.96	9.1
4	12.38	4.5	14.18	10.9	–	–
5	15.12	2.2	15.07	2.9	–	–
6	15.90	4.4	16.02	5.1	–	–
7	18.12	5.9	18.78	7.6	–	–
8	19.49	5.9	–	–	17.80	7.4
9	48.49	34.3	48.69	34.3	–	–
Licensed practical nurses	16.27	1.1	16.27	1.1	–	–
Health technologists and technicians, n.e.c.	14.14	10.4	–	–	12.14	4.4
4	10.75	2.0	–	–	–	–
Engineering technicians, n.e.c.	25.64	7.8	27.66	3.7	–	–
Executive, administrative, and managerial	29.79	5.5	29.96	6.5	28.87	6.7
7	21.47	4.7	21.46	4.9	–	–
8	20.11	7.2	20.23	8.0	–	–
9	26.25	5.5	27.47	6.1	22.77	3.3
11	33.84	3.7	35.62	3.8	31.80	.4
12	39.87	8.7	40.97	11.0	–	–
Executives, administrators, and managers	33.65	8.2	33.82	10.0	32.89	5.4
9	26.29	4.8	26.72	5.1	–	–
11	33.53	3.9	35.48	4.2	31.80	.4
12	39.90	8.8	41.02	11.2	–	–
Not able to be leveled	36.59	3.6	36.59	3.6	–	–
Administrators and officials, public administration	35.69	14.8	–	–	35.69	14.8
Financial managers	35.04	7.6	35.01	7.8	–	–
Administrators, education and related fields	32.01	2.2	–	–	31.69	1.0
Managers and administrators, n.e.c.	34.80	11.5	34.80	11.5	–	–
9	24.53	6.9	24.53	6.9	–	–
Not able to be leveled	35.25	12.7	35.25	12.7	–	–
Management related	24.47	2.4	25.02	2.7	20.25	8.0
7	22.33	3.0	22.47	3.1	–	–
8	23.03	13.7	–	–	–	–
9	26.21	8.5	28.32	9.7	–	–
Accountants and auditors	21.93	4.8	22.66	3.8	–	–
Management analysts	30.03	12.7	30.03	12.7	–	–
Personnel, training, and labor relations specialists	24.39	9.8	–	–	–	–
Sales	17.51	25.3	17.67	25.5	–	–
2	7.57	5.2	7.52	5.4	–	–
3	8.59	7.3	8.61	7.6	–	–
4	8.87	12.5	8.87	12.5	–	–
Sales workers, other commodities	9.27	3.8	9.27	3.8	–	–
Cashiers	7.55	3.6	7.51	3.8	–	–
2	7.56	5.6	7.50	5.8	–	–
Administrative support, including clerical	14.19	1.7	14.98	2.1	11.56	.7
2	9.71	2.8	9.76	3.6	9.49	.7

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
3	\$11.07	2.4	\$11.49	3.0	\$10.24	2.6
4	13.82	1.8	14.64	2.1	11.48	1.7
5	14.96	2.9	15.58	2.9	13.12	1.7
6	16.53	7.6	18.59	8.9	13.67	.9
7	19.21	3.9	19.71	3.8	–	–
Secretaries	17.57	3.7	18.72	1.8	12.96	5.7
3	11.78	3.7	12.52	2.3	–	–
4	13.49	8.0	–	–	–	–
5	17.08	3.3	–	–	–	–
7	18.48	5.1	–	–	–	–
Receptionists	11.00	9.6	10.95	10.8	–	–
Order clerks	13.70	6.4	13.70	6.4	–	–
Library clerks	11.07	2.0	–	–	11.07	2.0
4	11.10	4.7	–	–	11.10	4.7
Records clerks, n.e.c.	13.88	7.9	–	–	–	–
Bookkeepers, accounting and auditing clerks	13.07	2.9	13.14	3.0	–	–
4	11.91	9.0	–	–	–	–
5	13.63	.7	–	–	–	–
Payroll and timekeeping clerks	12.64	9.5	12.64	9.5	–	–
Dispatchers	15.40	9.0	–	–	12.74	6.4
4	12.11	4.8	–	–	–	–
Traffic, shipping and receiving clerks	13.01	5.4	13.01	5.4	–	–
Stock and inventory clerks	12.62	6.7	13.36	4.4	–	–
4	12.03	8.6	–	–	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	14.68	13.2	14.68	13.2	–	–
General office clerks	11.82	3.6	11.74	6.4	11.91	2.0
2	9.71	3.3	–	–	–	–
3	10.89	8.0	10.91	8.7	–	–
4	11.38	2.2	–	–	11.26	1.7
5	13.07	2.3	–	–	–	–
Teachers' aides	9.80	1.0	–	–	9.75	.8
4	10.23	1.7	–	–	–	–
Administrative support, n.e.c.	12.57	9.7	–	–	–	–
4	15.38	8.0	–	–	–	–
Blue collar	14.27	3.3	14.33	3.4	13.07	3.2
1	8.64	2.8	8.61	2.9	9.53	3.0
2	10.39	3.9	10.40	4.0	9.94	1.4
3	12.50	4.5	12.52	4.6	11.85	3.3
4	14.21	1.8	14.37	1.9	11.78	1.2
5	15.37	3.3	15.64	3.2	12.87	3.9
6	19.52	3.8	19.74	3.7	13.61	4.7
7	20.96	4.3	21.33	4.5	16.77	2.5
8	23.28	3.0	23.28	3.0	–	–
9	23.46	7.8	23.50	8.7	–	–
Precision production, craft, and repair	17.65	3.6	17.85	3.7	14.93	9.9
2	9.85	2.8	–	–	–	–
4	13.28	5.6	13.31	5.7	–	–
5	13.62	2.4	13.79	2.2	12.67	3.9
6	18.43	6.0	18.61	5.9	–	–
7	21.14	4.7	21.43	4.9	16.79	4.1
8	22.97	2.2	22.97	2.2	–	–
9	23.46	7.8	23.50	8.7	–	–
Supervisors, mechanics and repairers	23.48	8.4	–	–	–	–
Bus, truck, and stationary engine mechanics	17.20	6.8	–	–	–	–
Industrial machinery repairers	17.18	5.5	17.18	5.5	–	–
5	14.53	3.4	14.53	3.4	–	–
6	19.16	10.4	19.16	10.4	–	–
7	19.34	6.1	19.34	6.1	–	–
Mechanics and repairers, n.e.c.	17.82	8.3	17.95	8.7	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Electrical power installers and repairers	\$20.30	8.9	–	–	–	–
Construction trades, n.e.c.	–	–	–	–	\$11.75	4.4
Supervisors, production	19.76	3.1	\$19.76	3.2	–	–
7	19.93	4.9	19.93	4.9	–	–
Inspectors, testers, and graders	15.47	10.7	15.47	10.7	–	–
Machine operators, assemblers, and inspectors						
1	12.97	6.3	12.94	6.4	–	–
2	8.92	6.9	8.92	6.9	–	–
3	10.36	8.2	10.36	8.2	–	–
4	12.84	3.9	12.84	3.9	–	–
5	14.10	3.2	14.10	3.2	–	–
6	16.82	1.4	16.82	1.4	–	–
7	22.23	1.1	22.23	1.1	–	–
Winding and twisting machine operators	8.71	5.2	8.71	5.2	–	–
2	9.18	.6	9.18	.6	–	–
Mixing and blending machine operators	11.50	1.0	11.50	1.0	–	–
Miscellaneous machine operators, n.e.c.	16.84	8.9	16.84	8.9	–	–
2	11.03	12.7	11.03	12.7	–	–
4	15.69	9.6	15.69	9.6	–	–
5	17.73	3.5	17.73	3.5	–	–
Assemblers	11.59	8.6	11.59	8.6	–	–
3	14.12	14.5	14.12	14.5	–	–
4	12.48	4.4	12.48	4.4	–	–
Production inspectors, checkers and examiners ..	12.75	5.6	12.75	5.6	–	–
4	14.58	10.0	14.58	10.0	–	–
Transportation and material moving						
2	14.63	5.5	15.09	6.1	11.45	2.1
3	10.62	2.9	10.94	2.8	9.78	.4
4	11.65	10.6	11.71	11.0	–	–
5	14.53	2.7	14.92	2.6	–	–
6	15.21	7.0	15.52	8.0	–	–
Truck drivers	15.25	6.2	16.14	7.7	–	–
4	14.00	7.4	–	–	–	–
Bus drivers	–	–	–	–	9.85	.3
2	9.78	.3	–	–	9.78	.4
Industrial truck and tractor equipment operators ..	11.68	6.3	11.68	6.3	–	–
3	10.72	5.0	10.72	5.0	–	–
4	14.99	3.6	14.99	3.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
1	11.14	2.2	11.15	2.2	10.90	6.5
2	8.47	2.3	8.41	2.4	9.61	3.1
3	10.43	4.2	10.43	4.2	–	–
4	13.43	5.4	13.47	5.7	–	–
5	14.41	3.7	14.58	4.1	–	–
Groundskeepers and gardeners, except farm	10.25	4.1	–	–	–	–
Production helpers	14.71	5.0	14.71	5.0	–	–
Stock handlers and baggers	10.91	7.1	10.91	7.1	–	–
1	7.56	5.4	7.56	5.4	–	–
Machine feeders and offbearers	10.02	11.2	10.02	11.2	–	–
Freight, stock, and material handlers, n.e.c.	11.73	3.5	11.77	3.6	–	–
Hand packers and packagers	10.74	11.9	10.74	11.9	–	–
Laborers, except construction, n.e.c.	10.10	2.1	10.10	2.2	10.05	.0
1	8.94	2.8	8.94	2.9	–	–
Service						
1	11.78	7.7	10.93	11.2	13.52	4.1
2	6.86	5.0	6.74	5.7	8.01	4.3
3	8.18	3.9	8.09	4.7	8.55	2.3
4	8.61	5.5	8.47	7.3	8.97	2.8
5	10.83	4.5	10.26	7.6	11.58	2.7
6	–	–	–	–	12.83	4.2
7	14.15	2.1	–	–	–	–
8	–	–	–	–	13.87	.8

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
8	\$18.90	4.1	—	—	\$18.12	2.2
9	17.65	11.1	—	—	17.65	11.1
10	24.24	4.9	—	—	24.24	4.9
Protective service	16.72	5.3	—	—	16.89	1.3
4	11.75	1.4	—	—	—	—
5	12.97	3.3	—	—	12.79	3.8
7	—	—	—	—	13.87	.8
8	18.12	2.2	—	—	18.12	2.2
9	17.65	11.1	—	—	17.65	11.1
10	24.24	4.9	—	—	24.24	4.9
Supervisors, police and detectives	24.36	8.7	—	—	24.36	8.7
Police and detectives, public service	17.77	2.3	—	—	17.77	2.3
8	18.70	.4	—	—	18.70	.4
Correctional institution officers	13.09	2.7	—	—	13.09	2.7
Food service	7.79	10.4	\$7.70	11.7	8.55	1.8
2	7.44	7.4	7.37	8.8	—	—
3	7.95	7.8	7.84	9.1	—	—
Waiters, waitresses, and bartenders	5.50	14.5	5.50	14.5	—	—
1	3.67	20.8	3.67	20.8	—	—
2	5.74	29.9	5.74	29.9	—	—
Waiters and waitresses	5.44	15.3	5.44	15.3	—	—
2	5.74	29.9	5.74	29.9	—	—
Other food service	8.81	12.3	8.86	14.6	8.55	1.8
2	8.39	3.7	—	—	—	—
3	8.58	4.0	8.60	5.4	—	—
Cooks	8.42	3.3	8.51	4.2	—	—
3	8.28	6.1	—	—	—	—
Food preparation, n.e.c.	7.55	9.6	—	—	—	—
Health service	9.60	2.1	9.65	1.7	9.40	7.6
2	9.42	2.9	9.64	4.1	—	—
3	9.29	3.8	9.52	3.4	—	—
4	10.43	3.0	—	—	—	—
Health aides, except nursing	9.73	5.0	10.15	5.6	9.40	7.6
3	9.68	10.7	—	—	—	—
Nursing aides, orderlies and attendants	9.50	2.4	9.50	2.4	—	—
2	9.67	5.3	9.67	5.3	—	—
Cleaning and building service	8.49	4.7	8.29	5.8	9.11	2.7
1	7.79	3.7	7.72	4.2	—	—
Maids and housemen	7.99	3.8	7.99	3.8	—	—
1	8.27	3.5	8.27	3.5	—	—
Janitors and cleaners	8.34	5.2	8.00	6.5	8.95	2.4
1	7.58	3.7	7.43	3.7	—	—
Personal service	—	—	—	—	9.64	1.5

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

³ All workers include full-time and part-time workers.

⁴ 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.24	2.7	\$18.31	3.2	\$17.95	3.6
All excluding sales	18.11	2.9	18.15	3.5	17.95	3.6
White collar	22.32	3.0	23.41	3.9	19.42	3.6
2	9.58	3.2	9.58	4.0	—	—
3	10.90	2.9	11.22	4.1	10.08	1.7
4	13.45	3.5	14.04	4.3	11.54	2.1
5	14.85	2.6	15.36	3.2	13.49	2.0
6	16.53	4.4	16.56	6.0	16.48	4.9
7	20.39	2.0	20.66	2.1	19.82	4.2
8	21.86	2.9	21.81	5.1	21.94	1.4
9	27.58	9.2	32.61	15.7	23.46	3.8
10	40.01	9.7	41.41	9.8	—	—
11	45.78	17.4	51.49	19.4	31.34	1.5
12	40.38	4.2	40.95	4.3	35.33	3.7
13	49.35	14.2	62.67	19.3	36.14	3.4
White collar excluding sales	22.29	2.9	23.45	3.8	19.42	3.6
2	9.85	2.8	9.94	3.5	—	—
3	11.17	2.4	11.70	2.9	10.08	1.7
4	13.78	2.8	14.53	3.1	11.54	2.1
5	14.85	2.6	15.36	3.2	13.49	2.0
6	16.62	4.7	16.68	6.5	16.48	4.9
7	20.39	2.0	20.66	2.1	19.82	4.2
8	21.88	2.5	21.84	4.4	21.94	1.4
9	27.70	9.4	33.09	16.0	23.46	3.8
10	38.44	11.2	39.94	11.0	—	—
11	43.81	21.7	50.58	26.5	31.34	1.5
12	40.38	4.2	40.95	4.3	35.33	3.7
13	49.35	14.2	62.67	19.3	36.14	3.4
Professional specialty and technical	27.57	3.0	31.46	5.6	22.68	2.1
Professional specialty	26.35	3.9	29.46	7.1	23.28	2.2
5	14.19	8.7	—	—	13.07	7.6
6	17.17	15.0	14.57	20.6	—	—
7	21.12	2.9	21.89	3.9	20.65	3.7
8	23.30	3.4	23.59	8.2	23.12	2.2
9	24.31	3.2	27.02	3.5	23.55	3.9
10	40.26	11.2	42.08	10.8	—	—
11	35.75	3.9	37.18	3.1	—	—
12	40.71	3.7	40.94	3.5	—	—
13	42.06	7.5	—	—	—	—
Engineers, architects, and surveyors	32.60	4.4	32.67	4.4	—	—
9	25.15	1.5	25.15	1.5	—	—
Engineers, n.e.c.	37.30	7.4	37.30	7.4	—	—
Mathematical and computer scientists	34.66	9.8	34.75	9.8	—	—
Computer systems analysts and scientists	34.66	9.8	34.75	9.8	—	—
Natural scientists	23.21	23.6	—	—	—	—
Health related	26.11	14.9	32.28	16.1	20.63	.8
7	20.53	1.4	—	—	—	—
9	22.00	5.4	—	—	—	—
Registered nurses	25.74	15.8	—	—	20.59	.9
9	21.29	2.4	—	—	—	—
Teachers, college and university	31.90	4.9	25.16	5.5	—	—
Teachers, except college and university	24.43	2.6	26.55	3.4	24.32	2.8
7	22.90	2.4	—	—	—	—
8	25.25	2.1	—	—	24.87	1.5
Elementary school teachers	23.74	.7	25.88	5.3	23.65	.6
8	24.51	1.5	—	—	—	—
Secondary school teachers	24.00	3.7	—	—	23.59	4.0
8	25.58	6.7	—	—	—	—
Teachers, special education	28.06	9.6	—	—	28.06	9.6
Vocational and educational counselors	28.64	7.0	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.54	4.0	—	—	17.54	4.0

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Social, recreation, and religious workers –Continued						
7	\$16.63	4.7	–	–	\$16.63	4.7
Social workers	17.54	4.0	–	–	17.54	4.0
7	16.63	4.7	–	–	16.63	4.7
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.62	7.0	\$15.63	7.0	–	–
Technical	32.46	7.1	36.42	9.0	16.60	7.2
4	13.66	10.1	–	–	–	–
5	15.12	2.2	15.07	2.9	–	–
6	15.90	4.4	16.02	5.1	–	–
7	18.12	5.9	18.78	7.6	–	–
8	19.49	5.9	–	–	17.80	7.4
9	48.49	34.3	48.69	34.3	–	–
Licensed practical nurses	16.52	2.8	16.52	2.8	–	–
Health technologists and technicians, n.e.c.	16.29	12.6	–	–	–	–
Engineering technicians, n.e.c.	25.64	7.8	27.66	3.7	–	–
Executive, administrative, and managerial	29.79	5.5	29.96	6.5	28.87	6.7
7	21.47	4.7	21.46	4.9	–	–
8	20.11	7.2	20.23	8.0	–	–
9	26.25	5.5	27.47	6.1	22.77	3.3
11	33.84	3.7	35.62	3.8	31.80	.4
12	39.87	8.7	40.97	11.0	–	–
Executives, administrators, and managers	33.65	8.2	33.82	10.0	32.89	5.4
9	26.29	4.8	26.72	5.1	–	–
11	33.53	3.9	35.48	4.2	31.80	.4
12	39.90	8.8	41.02	11.2	–	–
Not able to be leveled	36.59	3.6	36.59	3.6	–	–
Administrators and officials, public administration	35.69	14.8	–	–	35.69	14.8
Financial managers	35.04	7.6	35.01	7.8	–	–
Administrators, education and related fields	32.01	2.2	–	–	31.69	1.0
Managers and administrators, n.e.c.	34.80	11.5	34.80	11.5	–	–
9	24.53	6.9	24.53	6.9	–	–
Not able to be leveled	35.25	12.7	35.25	12.7	–	–
Management related	24.47	2.4	25.02	2.7	20.25	8.0
7	22.33	3.0	22.47	3.1	–	–
8	23.03	13.7	–	–	–	–
9	26.21	8.5	28.32	9.7	–	–
Accountants and auditors	21.93	4.8	22.66	3.8	–	–
Management analysts	30.03	12.7	30.03	12.7	–	–
Personnel, training, and labor relations specialists	24.39	9.8	–	–	–	–
Sales	22.82	30.3	22.82	30.3	–	–
Administrative support, including clerical	14.26	1.5	15.09	1.9	11.60	.7
2	9.85	2.8	9.94	3.5	–	–
3	11.17	2.4	11.70	2.9	10.08	1.7
4	13.78	2.9	14.56	3.2	11.57	2.0
5	14.96	2.9	15.58	2.9	13.12	1.7
6	16.53	7.7	18.61	8.9	13.67	.9
7	19.21	3.9	19.71	3.8	–	–
Secretaries	17.81	3.0	18.74	1.7	13.22	5.2
3	11.74	5.7	–	–	–	–
4	13.49	8.0	–	–	–	–
5	17.08	3.3	–	–	–	–
7	18.48	5.1	–	–	–	–
Receptionists	11.00	10.7	10.94	12.2	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Order clerks	\$13.70	6.4	\$13.70	6.4	—	—
Library clerks	11.55	4.6	—	—	\$11.55	4.6
Records clerks, n.e.c.	13.88	7.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.07	2.9	13.14	3.0	—	—
4	11.91	9.0	—	—	—	—
5	13.63	.7	—	—	—	—
Dispatchers	15.40	9.0	—	—	12.74	6.4
4	12.11	4.8	—	—	—	—
Traffic, shipping and receiving clerks	13.01	5.4	13.01	5.4	—	—
Stock and inventory clerks	12.62	6.7	13.36	4.4	—	—
4	12.03	8.6	—	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	14.68	13.2	14.68	13.2	—	—
General office clerks	12.27	2.7	12.58	4.5	11.98	2.3
3	11.66	5.8	—	—	—	—
4	11.44	3.2	—	—	11.32	2.6
5	13.07	2.3	—	—	—	—
Teachers' aides	9.81	1.1	—	—	9.76	1.0
4	10.23	1.7	—	—	—	—
Administrative support, n.e.c.	12.95	8.6	12.72	13.6	—	—
4	15.60	7.5	—	—	—	—
Blue collar						
1	14.48	3.3	14.52	3.4	13.56	3.4
2	8.89	3.5	8.86	3.5	—	—
3	10.40	4.1	10.40	4.2	—	—
4	12.55	4.5	12.57	4.7	—	—
5	14.23	1.7	14.39	1.8	11.80	1.0
6	15.37	3.3	15.64	3.2	12.87	3.9
7	19.49	3.9	19.71	3.8	13.61	4.7
8	20.96	4.3	21.33	4.5	16.77	2.5
9	23.28	3.0	23.28	3.0	—	—
9	23.46	7.8	23.50	8.7	—	—
Precision production, craft, and repair						
2	17.63	3.6	17.83	3.7	14.93	9.9
4	9.85	2.8	—	—	—	—
5	13.28	5.6	13.31	5.7	—	—
6	13.62	2.4	13.79	2.2	12.67	3.9
7	18.36	6.1	18.54	6.0	—	—
8	21.14	4.7	21.43	4.9	16.79	4.1
9	22.97	2.2	22.97	2.2	—	—
9	23.46	7.8	23.50	8.7	—	—
Supervisors, mechanics and repairers	23.48	8.4	—	—	—	—
Industrial machinery repairers	17.18	5.5	17.18	5.5	—	—
5	14.53	3.4	14.53	3.4	—	—
6	19.16	10.4	19.16	10.4	—	—
7	19.34	6.1	19.34	6.1	—	—
Mechanics and repairers, n.e.c.	17.82	8.3	17.95	8.7	—	—
Electrical power installers and repairers	20.30	8.9	—	—	—	—
Construction trades, n.e.c.	—	—	—	—	11.75	4.4
Supervisors, production	19.76	3.1	19.76	3.2	—	—
7	19.93	4.9	19.93	4.9	—	—
Inspectors, testers, and graders	15.47	10.7	15.47	10.7	—	—
Machine operators, assemblers, and inspectors						
1	12.99	6.2	12.96	6.3	—	—
2	8.92	7.0	8.92	7.0	—	—
3	10.36	8.2	10.36	8.2	—	—
4	12.84	3.9	12.84	3.9	—	—
5	14.10	3.2	14.10	3.2	—	—
6	16.82	1.4	16.82	1.4	—	—
6	22.23	1.1	22.23	1.1	—	—
Winding and twisting machine operators	8.71	5.2	8.71	5.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Winding and twisting machine operators						
—Continued						
2	\$9.18	0.6	\$9.18	0.6	—	—
Mixing and blending machine operators	11.50	1.0	11.50	1.0	—	—
Miscellaneous machine operators, n.e.c.	16.84	8.9	16.84	8.9	—	—
2	11.03	12.7	11.03	12.7	—	—
4	15.69	9.6	15.69	9.6	—	—
5	17.73	3.5	17.73	3.5	—	—
Assemblers	11.59	8.6	11.59	8.6	—	—
3	14.12	14.5	14.12	14.5	—	—
4	12.48	4.4	12.48	4.4	—	—
Production inspectors, checkers and examiners ..	12.75	5.6	12.75	5.6	—	—
4	14.58	10.0	14.58	10.0	—	—
Transportation and material moving	14.90	5.7	15.17	6.1	\$12.22	2.8
3	11.67	10.8	11.72	11.1	—	—
4	14.59	2.7	15.00	2.6	—	—
5	15.21	7.0	15.52	8.0	—	—
Truck drivers	15.38	6.4	16.35	8.1	—	—
4	14.12	7.5	—	—	—	—
Industrial truck and tractor equipment operators ..	11.68	6.3	11.68	6.3	—	—
3	10.72	5.0	10.72	5.0	—	—
4	14.99	3.6	14.99	3.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.53	2.0	11.54	2.1	11.13	6.2
1	8.88	2.6	8.82	2.8	—	—
2	10.43	4.9	10.44	4.9	—	—
3	13.64	5.4	13.69	5.8	—	—
4	14.43	3.8	14.58	4.1	—	—
Groundskeepers and gardeners, except farm	10.30	4.1	—	—	—	—
Production helpers	14.71	5.0	14.71	5.0	—	—
Machine feeders and offbearers	10.02	11.2	10.02	11.2	—	—
Freight, stock, and material handlers, n.e.c.	11.84	6.5	11.89	6.6	—	—
Hand packers and packagers	10.74	11.9	10.74	11.9	—	—
Laborers, except construction, n.e.c.	10.23	1.7	10.23	1.8	—	—
1	9.05	2.6	9.05	2.7	—	—
Service	12.93	7.4	12.14	11.1	14.41	5.0
1	7.23	4.6	7.07	5.8	—	—
2	8.54	2.6	8.46	3.0	—	—
3	8.56	6.4	8.47	7.7	8.92	4.2
4	11.13	3.7	10.51	8.6	11.74	2.5
5	—	—	—	—	12.83	4.2
6	14.15	2.1	—	—	—	—
7	—	—	—	—	13.91	.7
8	18.90	4.1	—	—	18.12	2.2
10	24.24	4.9	—	—	24.24	4.9
Protective service	16.88	5.8	—	—	16.99	2.1
5	12.97	3.3	—	—	12.79	3.8
7	—	—	—	—	13.91	.7
8	18.12	2.2	—	—	18.12	2.2
10	24.24	4.9	—	—	24.24	4.9
Supervisors, police and detectives	24.36	8.7	—	—	24.36	8.7
Police and detectives, public service	17.75	2.5	—	—	17.75	2.5
8	18.70	.4	—	—	18.70	.4
Correctional institution officers	13.09	2.7	—	—	13.09	2.7
Food service	8.42	11.1	8.41	11.9	—	—
1	4.70	8.0	4.70	8.0	—	—
2	8.25	4.1	8.27	4.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
3	\$7.84	8.4	\$7.82	9.2	—	—
Waiters, waitresses, and bartenders	5.78	15.1	5.78	15.1	—	—
Waiters and waitresses	5.78	15.1	5.78	15.1	—	—
Other food service	9.71	10.9	9.83	11.5	—	—
3	8.53	4.9	8.60	5.5	—	—
Cooks	8.46	3.5	8.51	4.2	—	—
3	8.28	6.1	—	—	—	—
Health service	9.60	2.4	9.65	2.0	\$9.47	7.5
3	9.19	2.9	—	—	—	—
Health aides, except nursing	9.89	4.9	—	—	9.47	7.5
Nursing aides, orderlies and attendants	9.39	2.2	9.39	2.2	—	—
Cleaning and building service	8.90	4.9	8.72	6.4	9.35	2.4
1	8.18	2.9	8.12	3.3	—	—
Maids and housemen	8.00	4.1	8.00	4.1	—	—
Janitors and cleaners	8.95	2.9	8.76	5.1	9.16	1.9
1	8.06	3.5	—	—	—	—
Personal service	—	—	—	—	11.68	4.5

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$11.08	7.7	\$10.28	8.0	\$14.18	20.0
All excluding sales	11.79	8.8	10.99	9.6	14.41	19.7
White collar	13.76	9.9	12.44	7.0	19.11	40.2
1	7.56	6.6	7.54	6.8	—	—
2	7.91	3.8	7.84	4.0	—	—
3	9.67	9.8	9.26	12.0	—	—
4	12.83	12.3	—	—	10.49	1.3
5	19.99	14.5	19.99	14.5	—	—
White collar excluding sales	16.50	12.2	15.28	7.3	19.98	40.1
2	9.15	2.9	9.20	3.6	—	—
3	10.94	10.1	—	—	—	—
4	13.09	12.3	—	—	10.49	1.3
5	19.99	14.5	19.99	14.5	—	—
Professional specialty and technical	21.77	21.9	—	—	25.06	39.9
Professional specialty	25.28	19.7	—	—	36.62	30.6
5	19.99	14.5	19.99	14.5	—	—
Health related	29.35	21.6	22.04	2.6	—	—
Registered nurses	22.58	1.5	22.98	2.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	10.92	2.6	—	—	—	—
Sales	7.26	2.6	7.20	2.7	—	—
2	7.19	4.0	—	—	—	—
Cashiers	7.11	1.7	7.02	1.6	—	—
Administrative support, including clerical	13.53	9.3	14.00	10.2	10.77	5.1
2	9.15	2.9	9.20	3.6	—	—
3	10.07	8.5	—	—	—	—
4	14.43	18.6	—	—	—	—
General office clerks	9.79	6.2	9.59	6.5	—	—
Blue collar	9.06	8.6	8.96	10.4	9.60	1.0
1	7.57	4.2	7.51	4.6	—	—
2	10.15	11.8	10.46	22.6	9.78	.4
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.13	2.1	—	—	9.76	.4
2	9.93	1.4	—	—	9.78	.4
Bus drivers	9.84	.3	—	—	9.85	.3
2	9.78	.3	—	—	9.78	.4
Handlers, equipment cleaners, helpers, and laborers	7.97	6.3	7.94	6.6	—	—
1	7.48	4.7	7.44	5.1	—	—
Stock handlers and baggers	7.57	4.9	7.57	4.9	—	—
1	7.56	5.4	7.56	5.4	—	—
Service	7.36	5.6	6.89	6.1	8.74	2.7
1	6.55	5.6	6.47	6.2	—	—
2	6.73	14.3	6.27	19.5	—	—
3	8.88	4.2	—	—	9.06	2.7
Protective service	—	—	—	—	—	—
Food service	6.32	5.3	—	—	—	—
2	5.80	23.5	—	—	—	—
Waiters, waitresses, and bartenders	4.70	9.3	4.70	9.3	—	—
Waiters and waitresses	4.03	10.5	4.03	10.5	—	—
Other food service	—	—	—	—	—	—
Food preparation, n.e.c.	7.29	12.5	—	—	—	—
Health service	9.57	3.5	9.67	3.2	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Cleaning and building service	\$7.29	2.2	—	—	—	—
1	7.29	2.2	—	—	—	—
Personal service	8.10	3.4	—	—	\$8.38	1.8

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$18.24	\$11.08	\$23.95	\$17.03	\$17.61	\$18.78
All excluding sales	18.11	11.79	23.95	17.01	17.85	12.77
White collar	22.32	13.76	–	20.89	21.26	33.18
White-collar excluding sales	22.29	16.50	–	21.17	21.99	–
Professional specialty and technical	27.57	21.77	–	24.88	27.18	–
Professional specialty	26.35	25.28	–	26.28	26.28	–
Technical	32.46	10.92	–	18.68	30.68	–
Executive, administrative, and managerial	29.79	–	–	29.79	29.71	–
Sales	22.82	7.26	–	17.51	9.94	–
Administrative support, including clerical	14.26	13.53	18.32	13.98	14.27	–
Blue collar	14.48	9.06	19.02	13.21	14.45	11.99
Precision production, craft, and repair	17.63	–	22.59	16.60	17.68	–
Machine operators, assemblers, and inspectors	12.99	–	18.87	11.73	13.40	11.14
Transportation and material moving	14.90	10.13	–	13.57	14.48	–
Handlers, equipment cleaners, helpers, and laborers	11.53	7.97	15.80	10.47	11.16	–
Service	12.93	7.36	–	10.61	11.78	–
	Relative error ⁶ (percent)					
All occupations	2.7	7.7	6.6	3.3	3.3	19.1
All excluding sales	2.9	8.8	6.6	3.5	3.2	7.3
White collar	3.0	9.9	–	3.2	3.3	30.3
White-collar excluding sales	2.9	12.2	–	3.2	3.1	–
Professional specialty and technical	3.0	21.9	–	3.4	3.2	–
Professional specialty	3.9	19.7	–	3.9	3.9	–
Technical	7.1	2.6	–	4.9	6.8	–
Executive, administrative, and managerial	5.5	–	–	5.5	5.5	–
Sales	30.3	2.6	–	25.3	8.6	–
Administrative support, including clerical	1.5	9.3	5.1	1.8	1.5	–
Blue collar	3.3	8.6	4.9	3.8	3.5	9.4
Precision production, craft, and repair	3.6	–	5.8	3.3	3.7	–
Machine operators, assemblers, and inspectors	6.2	–	1.2	7.9	6.8	13.1
Transportation and material moving	5.7	2.1	–	7.2	5.6	–
Handlers, equipment cleaners, helpers, and laborers	2.0	6.3	3.7	3.9	2.1	–
Service	7.4	5.6	–	6.7	7.7	–

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an 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.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.67	\$16.43	–	\$15.71	\$16.51	–	–	–	–	\$14.87
All excluding sales	17.67	16.30	–	15.71	16.36	–	–	–	–	14.90
White collar	22.39	22.20	–	17.88	22.79	–	–	–	–	20.86
White-collar excluding sales	22.91	22.12	–	18.17	22.63	–	–	–	–	20.98
Professional specialty and technical	30.63	27.79	–	–	27.82	–	–	–	–	23.71
Professional specialty	28.60	30.16	–	–	30.26	–	–	–	–	25.54
Technical	36.03	18.96	–	–	18.96	–	–	–	–	18.33
Executive, administrative, and managerial	29.96	26.19	–	–	29.34	–	–	–	–	29.35
Sales	17.67	–	–	–	–	–	–	–	–	–
Administrative support, including clerical	14.98	14.41	–	–	14.62	–	–	–	–	13.11
Blue collar	14.33	14.00	–	14.55	13.94	–	–	–	–	11.44
Precision production, craft, and repair	17.85	16.45	–	17.24	16.27	–	–	–	–	13.33
Machine operators, assemblers, and inspectors	12.94	13.04	–	–	13.04	–	–	–	–	10.50
Transportation and material moving	15.09	14.01	–	–	14.47	–	–	–	–	11.30
Handlers, equipment cleaners, helpers, and laborers	11.15	11.83	–	–	12.10	–	–	–	–	10.79
Service	10.93	–	–	–	–	–	–	–	–	8.77
	Relative error ⁵ (percent)									
All occupations	3.5	5.4	–	6.4	5.9	–	–	–	–	8.5
All excluding sales	3.7	5.8	–	7.0	6.4	–	–	–	–	8.7
White collar	3.7	9.9	–	.3	11.0	–	–	–	–	8.0
White-collar excluding sales	3.7	10.2	–	1.9	11.1	–	–	–	–	8.1
Professional specialty and technical	4.6	9.5	–	–	9.7	–	–	–	–	6.8
Professional specialty	6.1	10.5	–	–	10.8	–	–	–	–	9.2
Technical	8.7	5.4	–	–	5.4	–	–	–	–	8.7
Executive, administrative, and managerial	6.5	18.5	–	–	22.6	–	–	–	–	18.3
Sales	25.5	–	–	–	–	–	–	–	–	–
Administrative support, including clerical	2.1	4.2	–	–	4.3	–	–	–	–	5.6
Blue collar	3.4	2.7	–	.0	3.0	–	–	–	–	4.0
Precision production, craft, and repair	3.7	2.8	–	.0	3.2	–	–	–	–	8.9
Machine operators, assemblers, and inspectors	6.4	6.7	–	–	6.7	–	–	–	–	5.0
Transportation and material moving	6.1	12.0	–	–	12.8	–	–	–	–	1.8
Handlers, equipment cleaners, helpers, and laborers	2.2	2.1	–	–	1.1	–	–	–	–	7.0
Service	11.2	–	–	–	–	–	–	–	–	4.2

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$17.67	\$12.75	\$18.73	\$16.13	\$21.77
All excluding sales	17.67	13.31	18.51	15.60	21.79
White collar	22.39	13.89	24.04	21.35	26.47
White-collar excluding sales	22.91	16.13	23.85	20.55	26.58
Professional specialty and technical	30.63	23.71	31.28	23.29	39.58
Professional specialty	28.60	24.58	29.09	24.55	34.47
Technical	36.03	–	36.58	19.42	49.54
Executive, administrative, and managerial	29.96	20.62	31.19	31.14	31.22
Sales	17.67	9.13	27.13	28.40	–
Administrative support, including clerical	14.98	11.86	15.52	14.71	16.26
Blue collar	14.33	13.57	14.47	13.39	15.92
Precision production, craft, and repair	17.85	18.09	17.78	16.84	19.04
Machine operators, assemblers, and inspectors	12.94	9.64	13.53	12.22	14.97
Transportation and material moving	15.09	–	15.02	14.05	15.88
Handlers, equipment cleaners, helpers, and laborers	11.15	9.36	11.45	10.86	12.73
Service	10.93	8.42	12.36	8.10	–
	Relative error ⁴ (percent)				
All occupations	3.5	8.5	3.1	4.8	3.6
All excluding sales	3.7	8.2	3.5	5.5	3.5
White collar	3.7	7.2	3.4	4.3	5.7
White-collar excluding sales	3.7	5.8	3.6	4.3	5.7
Professional specialty and technical	4.6	20.7	4.7	6.0	3.7
Professional specialty	6.1	18.2	6.8	6.5	5.7
Technical	8.7	–	8.3	4.0	10.3
Executive, administrative, and managerial	6.5	6.1	6.3	8.2	7.4
Sales	25.5	8.5	27.1	30.5	–
Administrative support, including clerical	2.1	5.9	2.5	3.8	2.6
Blue collar	3.4	7.7	3.3	4.7	3.2
Precision production, craft, and repair	3.7	5.2	4.4	6.9	5.6
Machine operators, assemblers, and inspectors	6.4	8.8	5.1	6.7	3.6
Transportation and material moving	6.1	–	6.0	11.3	4.3
Handlers, equipment cleaners, helpers, and laborers	2.2	10.2	2.4	4.9	.9
Service	11.2	15.6	14.7	4.1	–

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$10.40	\$14.80	\$20.94	\$29.75
All excluding sales	8.65	10.70	15.01	21.00	29.01
White collar	9.75	12.84	17.69	25.73	37.08
White collar excluding sales	10.65	13.47	18.04	25.96	36.27
Professional specialty and technical	14.33	17.30	23.03	30.49	42.93
Professional specialty	15.36	18.30	24.00	31.35	42.93
Engineers, architects, and surveyors	23.45	25.36	32.25	39.65	43.34
Engineers, n.e.c.	25.41	37.83	37.83	41.83	43.34
Mathematical and computer scientists	21.26	28.76	34.22	42.93	42.93
Computer systems analysts and scientists	21.26	28.76	34.22	42.93	42.93
Natural scientists	12.02	12.02	26.08	32.28	37.50
Health related	17.08	19.05	22.00	24.84	53.59
Registered nurses	17.00	19.00	21.96	24.52	30.49
Teachers, college and university	22.00	26.53	30.81	35.83	44.48
Teachers, except college and university	16.85	18.93	23.37	28.43	33.11
Prekindergarten and kindergarten	10.90	17.29	21.62	26.49	31.35
Elementary school teachers	17.29	18.93	22.98	27.62	31.63
Secondary school teachers	17.29	18.93	23.08	27.85	32.10
Teachers, special education	19.58	23.81	28.44	32.95	34.70
Vocational and educational counselors	21.15	24.70	28.83	33.63	35.25
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.58	15.17	17.30	20.79	23.03
Social workers	13.58	15.17	17.30	20.79	23.03
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.56	14.43	15.65	15.65	21.64
Technical	11.19	14.43	17.94	25.96	102.39
Licensed practical nurses	14.00	15.00	16.48	17.94	18.11
Health technologists and technicians, n.e.c.	9.92	10.01	12.63	16.21	25.96
Engineering technicians, n.e.c.	15.99	19.28	28.32	30.36	32.65
Executive, administrative, and managerial	17.30	20.80	27.40	33.56	41.80
Executives, administrators, and managers	18.26	22.66	31.33	38.19	50.48
Administrators and officials, public administration	20.43	27.89	30.96	41.80	63.46
Financial managers	18.26	24.15	31.73	40.18	55.77
Administrators, education and related fields	26.27	30.08	31.33	34.20	37.16
Managers and administrators, n.e.c.	18.54	20.75	30.75	38.19	55.57
Management related	15.87	19.23	24.17	28.85	32.69
Accountants and auditors	17.26	17.69	21.80	25.96	26.48
Management analysts	17.56	24.52	26.51	40.70	40.70
Personnel, training, and labor relations specialists	17.75	22.69	22.69	24.18	32.63
Sales	6.80	7.05	8.75	17.50	57.06
Sales workers, other commodities	7.50	8.25	9.18	10.30	12.10
Cashiers	6.50	6.95	7.00	8.00	9.25
Administrative support, including clerical	9.26	11.15	13.64	16.83	19.62
Secretaries	11.85	14.86	17.87	20.40	22.12
Receptionists	6.83	10.76	11.15	13.00	14.16
Order clerks	10.85	11.52	13.75	15.27	16.67
Library clerks	8.00	9.33	10.53	12.83	13.94
Records clerks, n.e.c.	11.11	11.97	12.87	16.30	18.35
Bookkeepers, accounting and auditing clerks	11.75	12.50	13.23	13.72	14.42
Payroll and timekeeping clerks	8.40	11.68	11.68	14.05	19.05
Dispatchers	11.00	12.24	15.95	17.29	22.04
Traffic, shipping and receiving clerks	10.50	11.26	12.80	14.05	17.63
Stock and inventory clerks	9.00	10.50	12.35	14.41	16.09
Material recording, scheduling, and distribution clerks, n.e.c.	9.20	9.25	17.16	18.00	20.00
General office clerks	8.75	10.00	11.50	13.25	14.83
Teachers' aides	8.58	8.83	9.26	10.54	12.19
Administrative support, n.e.c.	8.93	10.80	11.43	14.36	17.69
Blue collar	8.65	10.00	12.75	17.63	22.19
Precision production, craft, and repair	10.90	13.00	17.25	21.79	25.52

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Supervisors, mechanics and repairers	\$18.93	\$18.93	\$24.04	\$28.47	\$30.72
Bus, truck, and stationary engine mechanics	13.00	14.85	17.38	19.96	21.22
Industrial machinery repairers	12.05	14.16	15.94	19.57	22.70
Mechanics and repairers, n.e.c.	10.75	11.05	16.80	25.52	25.52
Electrical power installers and repairers	13.73	17.58	20.37	23.79	23.79
Supervisors, production	16.28	18.00	19.83	20.06	23.86
Inspectors, testers, and graders	9.75	14.85	17.25	17.25	17.87
Machine operators, assemblers, and inspectors					
Winding and twisting machine operators	5.36	8.65	8.65	9.19	10.71
Mixing and blending machine operators	8.87	10.03	10.03	12.20	14.66
Miscellaneous machine operators, n.e.c.	8.65	12.00	17.27	19.58	26.64
Assemblers	7.68	9.04	10.94	12.88	17.95
Production inspectors, checkers and examiners ..	8.00	9.92	11.75	16.54	17.87
Transportation and material moving					
Truck drivers	11.07	11.60	15.35	16.80	22.03
Industrial truck and tractor equipment operators ..	9.25	10.25	10.35	13.23	15.05
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.50	9.25	9.50	11.36	11.72
Production helpers	9.52	11.00	14.35	17.23	22.19
Stock handlers and baggers	6.55	7.00	8.25	15.01	22.19
Machine feeders and offbearers	7.50	8.85	9.22	12.76	14.02
Freight, stock, and material handlers, n.e.c.	7.00	9.55	10.70	13.23	19.86
Hand packers and packagers	6.50	9.00	10.25	13.30	13.30
Laborers, except construction, n.e.c.	7.55	8.50	9.20	10.85	13.78
Service					
Protective service	10.83	12.14	15.78	21.07	23.31
Supervisors, police and detectives	17.78	19.61	23.51	30.46	30.46
Police and detectives, public service	13.61	14.80	16.68	20.00	24.01
Correctional institution officers	11.54	11.75	12.85	13.98	15.38
Food service	4.75	6.50	7.33	8.65	10.00
Waiters, waitresses, and bartenders	2.13	3.00	6.50	6.75	7.35
Waiters and waitresses	2.13	2.75	6.50	6.75	7.35
Other food service	5.85	7.00	8.25	9.00	10.35
Cooks	7.00	7.74	8.25	9.00	10.35
Food preparation, n.e.c.	5.40	6.35	8.16	8.60	9.05
Health service	8.12	8.50	9.50	10.40	11.26
Health aides, except nursing	8.09	8.26	9.50	11.26	11.40
Nursing aides, orderlies and attendants	8.20	8.67	9.50	10.35	10.97
Cleaning and building service	6.50	7.32	8.25	9.22	10.25
Maids and housemen	7.25	7.25	7.50	8.75	9.50
Janitors and cleaners	6.25	7.50	8.48	9.22	10.10
Personal service	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.25	\$10.30	\$14.69	\$20.67	\$29.75
All excluding sales	8.50	10.50	14.88	20.67	28.85
White collar	9.75	13.19	17.75	26.44	39.54
White collar excluding sales	11.22	13.99	18.27	26.78	39.03
Professional specialty and technical	13.40	16.50	25.08	37.83	44.23
Professional specialty	12.02	18.63	26.28	38.46	42.93
Engineers, architects, and surveyors	23.45	25.36	33.18	39.77	43.34
Engineers, n.e.c.	25.41	37.83	37.83	41.83	43.34
Mathematical and computer scientists	21.26	28.76	34.22	42.93	42.93
Computer systems analysts and scientists	21.26	28.76	34.22	42.93	42.93
Natural scientists	-	-	-	-	-
Health related	17.26	20.29	23.56	30.49	57.08
Registered nurses	17.50	20.47	23.02	28.00	57.08
Teachers, college and university	15.72	21.87	26.53	28.31	30.81
Teachers, except college and university	-	-	-	-	-
Elementary school teachers	20.27	22.23	25.14	29.60	32.98
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.56	14.43	15.65	15.65	21.64
Technical	14.00	15.00	20.43	29.70	102.39
Licensed practical nurses	14.00	15.00	16.48	17.94	18.11
Engineering technicians, n.e.c.	19.54	23.89	29.71	30.91	33.39
Executive, administrative, and managerial	17.26	20.25	27.40	33.75	42.40
Executives, administrators, and managers	18.26	21.64	30.29	38.61	51.76
Financial managers	18.26	24.04	31.25	40.18	55.77
Managers and administrators, n.e.c.	18.54	20.75	30.75	38.19	55.57
Management related	16.35	19.23	24.66	28.85	32.69
Accountants and auditors	17.26	19.54	22.27	25.96	26.48
Management analysts	17.56	24.52	26.51	40.70	40.70
Sales	6.80	7.05	8.85	19.23	57.06
Sales workers, other commodities	7.50	8.25	9.18	10.30	12.10
Cashiers	6.50	6.85	7.00	7.90	9.25
Administrative support, including clerical	10.00	11.81	14.42	17.70	20.43
Secretaries	14.53	17.15	19.23	20.48	22.36
Receptionists	6.83	10.00	11.15	13.00	14.16
Order clerks	10.85	11.52	13.75	15.27	16.67
Bookkeepers, accounting and auditing clerks	12.20	12.98	13.23	13.72	14.24
Payroll and timekeeping clerks	8.40	11.68	11.68	14.05	19.05
Traffic, shipping and receiving clerks	10.50	11.26	12.80	14.05	17.63
Stock and inventory clerks	10.04	11.81	13.19	15.33	17.76
Material recording, scheduling, and distribution clerks, n.e.c.	9.20	9.25	17.16	18.00	20.00
General office clerks	8.75	9.67	11.50	13.25	15.14
Blue collar	8.57	10.00	12.88	17.80	22.55
Precision production, craft, and repair	11.00	13.02	17.38	22.12	25.53
Industrial machinery repairers	12.05	14.16	15.94	19.57	22.70
Mechanics and repairers, n.e.c.	10.75	11.00	16.80	25.52	25.52
Supervisors, production	15.48	18.00	19.89	20.21	23.86
Inspectors, testers, and graders	9.75	14.85	17.25	17.25	17.87
Machine operators, assemblers, and inspectors	8.57	9.40	11.20	16.21	19.58
Winding and twisting machine operators	5.36	8.65	8.65	9.19	10.71
Mixing and blending machine operators	8.87	10.03	10.03	12.20	14.66
Miscellaneous machine operators, n.e.c.	8.65	12.00	17.27	19.58	26.64
Assemblers	7.68	9.04	10.94	12.88	17.95
Production inspectors, checkers and examiners ..	8.00	9.92	11.75	16.54	17.87
Transportation and material moving	10.25	11.28	14.11	17.63	20.37

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Truck drivers	\$11.28	\$12.51	\$16.36	\$17.30	\$23.10
Industrial truck and tractor equipment operators ..	9.25	10.25	10.35	13.23	15.05
Handlers, equipment cleaners, helpers, and laborers	7.50	8.73	10.00	13.00	17.23
Production helpers	9.52	11.00	14.35	17.23	22.19
Stock handlers and baggers	6.55	7.00	8.25	15.01	22.19
Machine feeders and offbearers	7.50	8.85	9.22	12.76	14.02
Freight, stock, and material handlers, n.e.c.	7.00	9.65	10.70	13.60	19.86
Hand packers and packagers	6.50	9.00	10.25	13.30	13.30
Laborers, except construction, n.e.c.	7.55	8.50	9.15	10.95	13.78
Service	6.00	7.00	8.46	10.35	21.07
Protective service	—	—	—	—	—
Food service	4.75	6.36	7.00	8.65	10.00
Waiters, waitresses, and bartenders	2.13	3.00	6.50	6.75	7.35
Waiters and waitresses	2.13	2.75	6.50	6.75	7.35
Other food service	5.50	7.00	8.25	9.01	10.35
Cooks	7.00	7.90	8.25	9.01	10.35
Health service	8.11	8.67	9.69	10.50	11.26
Health aides, except nursing	7.50	9.50	10.32	11.26	11.30
Nursing aides, orderlies and attendants	8.20	8.67	9.50	10.35	10.97
Cleaning and building service	6.25	7.25	8.00	9.00	10.25
Maids and housemen	7.25	7.25	7.50	8.75	9.50
Janitors and cleaners	6.25	7.00	8.00	9.00	10.25
Personal service	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.01	\$11.01	\$15.47	\$22.32	\$29.72
All excluding sales	9.03	11.07	15.49	22.37	29.72
White collar	9.74	12.19	17.58	24.15	31.33
White collar excluding sales	9.83	12.20	17.58	24.15	31.33
Professional specialty and technical	15.36	17.58	21.25	26.28	32.07
Professional specialty	16.56	18.11	22.37	27.27	33.11
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	16.97	18.42	20.26	24.00	25.00
Registered nurses	16.90	18.09	20.05	23.63	24.52
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	17.29	19.13	23.62	28.58	33.11
Elementary school teachers	17.29	18.93	22.81	27.58	31.63
Secondary school teachers	17.29	18.74	22.81	27.55	31.60
Teachers, special education	19.58	23.81	28.44	32.95	34.70
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.54	15.09	17.14	20.79	23.03
Social workers	13.54	15.09	17.14	20.79	23.03
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	9.95	11.00	15.89	17.94	20.36
Health technologists and technicians, n.e.c.	9.92	9.95	11.25	13.16	17.17
Executive, administrative, and managerial	19.16	22.69	29.27	32.18	37.19
Executives, administrators, and managers	24.52	28.84	31.33	35.06	41.80
Administrators and officials, public administration	20.43	27.89	30.96	41.80	63.46
Administrators, education and related fields	26.22	30.05	31.33	33.91	37.16
Management related	13.72	19.16	22.69	22.69	22.69
Sales	—	—	—	—	—
Administrative support, including clerical	8.87	9.68	11.29	13.00	14.82
Secretaries	9.97	11.06	13.00	14.39	15.52
Library clerks	8.00	9.33	10.53	12.83	13.94
Dispatchers	10.53	11.52	12.55	13.77	15.19
General office clerks	9.53	10.40	11.52	13.17	14.83
Teachers' aides	8.58	8.80	9.26	10.47	12.01
Blue collar	9.36	10.51	11.90	15.01	17.01
Precision production, craft, and repair	10.39	11.30	14.33	16.33	19.73
Construction trades, n.e.c.	9.49	10.44	11.68	13.02	14.41
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.96	10.20	11.17	12.32	13.77
Bus drivers	8.34	8.79	9.80	10.51	12.06
Handlers, equipment cleaners, helpers, and laborers	8.71	9.87	10.50	12.12	13.92
Laborers, except construction, n.e.c.	8.50	9.19	9.98	10.42	11.90
Service	8.26	8.97	11.98	16.34	22.32
Protective service	11.54	12.85	15.49	20.14	23.84
Supervisors, police and detectives	17.78	19.61	23.51	30.46	30.46
Police and detectives, public service	13.61	14.80	16.68	20.00	24.01
Correctional institution officers	11.54	11.75	12.85	13.98	15.38
Food service	7.25	8.23	8.50	8.75	9.60
Other food service	7.25	8.23	8.50	8.75	9.60
Health service	8.12	8.26	8.76	9.87	11.56
Health aides, except nursing	8.12	8.26	8.76	9.87	11.56
Cleaning and building service	7.32	8.67	8.97	9.36	10.33
Janitors and cleaners	7.32	8.67	8.97	9.36	10.06

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Personal service	\$6.75	\$8.06	\$9.00	\$10.96	\$13.72

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$10.96	\$15.36	\$21.41	\$30.57
All excluding sales	9.00	11.00	15.40	21.23	29.99
White collar	10.50	13.45	18.25	26.57	37.83
White collar excluding sales	11.00	13.72	18.27	26.49	36.99
Professional specialty and technical	14.43	17.50	23.57	30.88	42.93
Professional specialty	15.57	18.47	24.50	31.85	42.55
Engineers, architects, and surveyors	23.45	25.36	32.25	39.65	43.34
Engineers, n.e.c.	25.41	37.83	37.83	41.83	43.34
Mathematical and computer scientists	21.26	28.76	34.22	42.93	42.93
Computer systems analysts and scientists	21.26	28.76	34.22	42.93	42.93
Natural scientists	12.02	12.02	26.08	32.28	37.50
Health related	16.98	18.90	21.80	24.83	43.91
Registered nurses	16.80	18.51	21.80	24.70	46.94
Teachers, college and university	22.44	26.53	30.81	35.90	44.69
Teachers, except college and university	17.29	19.34	23.81	28.83	33.11
Elementary school teachers	17.29	18.93	22.98	27.62	31.63
Secondary school teachers	17.29	18.93	23.08	27.85	32.10
Teachers, special education	19.58	23.81	28.44	32.95	34.70
Vocational and educational counselors	21.15	24.70	28.83	33.63	35.25
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.49	15.00	16.99	20.18	21.63
Social workers	13.49	15.00	16.99	20.18	21.63
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.56	14.43	15.65	15.65	21.64
Technical	13.68	15.00	18.38	26.78	102.39
Licensed practical nurses	14.41	15.00	16.52	18.00	18.11
Health technologists and technicians, n.e.c.	9.96	12.19	15.30	17.94	25.96
Engineering technicians, n.e.c.	15.99	19.28	28.32	30.36	32.65
Executive, administrative, and managerial	17.30	20.80	27.40	33.56	41.80
Executives, administrators, and managers	18.26	22.66	31.33	38.19	50.48
Administrators and officials, public administration	20.43	27.89	30.96	41.80	63.46
Financial managers	18.26	24.15	31.73	40.18	55.77
Administrators, education and related fields	26.27	30.08	31.33	34.20	37.16
Managers and administrators, n.e.c.	18.54	20.75	30.75	38.19	55.57
Management related	15.87	19.23	24.17	28.85	32.69
Accountants and auditors	17.26	17.69	21.80	25.96	26.48
Management analysts	17.56	24.52	26.51	40.70	40.70
Personnel, training, and labor relations specialists	17.75	22.69	22.69	24.18	32.63
Sales	7.15	8.55	10.70	39.43	57.06
Administrative support, including clerical	9.58	11.43	13.67	16.83	19.39
Secretaries	12.47	15.45	18.15	20.43	22.12
Receptionists	6.83	10.00	11.15	13.00	14.16
Order clerks	10.85	11.52	13.75	15.27	16.67
Library clerks	9.33	10.01	11.10	13.06	13.94
Records clerks, n.e.c.	11.11	11.97	12.87	16.30	18.35
Bookkeepers, accounting and auditing clerks	11.75	12.50	13.23	13.72	14.42
Dispatchers	11.00	12.24	15.95	17.29	22.04
Traffic, shipping and receiving clerks	10.50	11.26	12.80	14.05	17.63
Stock and inventory clerks	9.00	10.50	12.35	14.41	16.09
Material recording, scheduling, and distribution clerks, n.e.c.	9.20	9.25	17.16	18.00	20.00
General office clerks	9.67	10.40	12.11	13.63	15.20
Teachers' aides	8.58	8.86	9.26	10.55	12.19
Administrative support, n.e.c.	9.27	11.29	11.76	14.78	17.69
Blue collar	9.00	10.25	13.02	17.73	22.55
Precision production, craft, and repair	10.90	13.00	17.25	22.00	25.52
Supervisors, mechanics and repairers	18.93	18.93	24.04	28.47	30.72
Industrial machinery repairers	12.05	14.16	15.94	19.57	22.70
Mechanics and repairers, n.e.c.	10.75	11.05	16.80	25.52	25.52
Electrical power installers and repairers	13.73	17.58	20.37	23.79	23.79

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Supervisors, production	\$16.28	\$18.00	\$19.83	\$20.06	\$23.86
Inspectors, testers, and graders	9.75	14.85	17.25	17.25	17.87
Machine operators, assemblers, and inspectors					
Winding and twisting machine operators	8.57	9.50	11.20	16.40	19.58
Mixing and blending machine operators	5.36	8.65	8.65	9.19	10.71
Miscellaneous machine operators, n.e.c.	8.87	10.03	10.03	12.20	14.66
Assemblers	8.65	12.00	17.27	19.58	26.64
Production inspectors, checkers and examiners ..	7.68	9.04	10.94	12.88	17.95
Production inspectors, checkers and examiners ..	8.00	9.92	11.75	16.54	17.87
Transportation and material moving					
Truck drivers	10.25	11.28	13.82	17.63	20.37
Industrial truck and tractor equipment operators ..	11.17	11.70	15.36	17.14	22.23
Industrial truck and tractor equipment operators ..	9.25	10.25	10.35	13.23	15.05
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.24	9.00	10.30	13.25	17.72
Production helpers	8.50	9.25	9.60	11.65	11.72
Machine feeders and offbearers	9.52	11.00	14.35	17.23	22.19
Freight, stock, and material handlers, n.e.c.	7.50	8.85	9.22	12.76	14.02
Hand packers and packagers	7.00	9.75	10.70	13.23	19.86
Laborers, except construction, n.e.c.	6.50	9.00	10.25	13.30	13.30
Laborers, except construction, n.e.c.	8.00	9.00	9.20	11.00	14.00
Service					
Protective service	7.00	8.25	9.75	15.68	22.53
Supervisors, police and detectives	11.50	12.34	15.82	21.07	23.31
Police and detectives, public service	17.78	19.61	23.51	30.46	30.46
Correctional institution officers	13.57	14.78	16.59	19.94	24.01
Food service	11.54	11.75	12.85	13.98	15.38
Waiters, waitresses, and bartenders	6.36	6.75	8.00	9.00	10.35
Waiters and waitresses	2.13	4.75	6.50	6.75	7.35
Other food service	2.13	4.75	6.50	6.75	7.35
Cooks	7.00	8.00	8.56	9.75	11.21
Health service	7.00	7.74	8.40	9.00	10.35
Health aides, except nursing	8.12	8.50	9.50	10.36	11.26
Nursing aides, orderlies and attendants	8.20	8.40	9.50	11.26	12.14
Cleaning and building service	8.11	8.50	9.27	10.18	11.00
Maids and housemen	7.25	7.50	8.80	9.46	10.25
Janitors and cleaners	7.25	7.25	7.50	8.75	9.50
Personal service	7.50	8.25	9.00	9.50	10.25
Personal service	–	–	–	–	–

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002

Occupation ³	10	25	Median 50	75	90
All	\$6.15	\$7.00	\$8.40	\$11.52	\$20.17
All excluding sales	6.00	7.38	8.75	13.94	21.00
White collar	6.85	7.80	10.34	17.31	21.95
White collar excluding sales	8.75	9.95	15.04	19.71	23.08
Professional specialty and technical	9.92	11.74	18.65	22.51	30.00
Professional specialty	13.39	17.50	21.16	24.00	63.47
Health related	17.80	19.27	22.50	27.24	67.32
Registered nurses	18.28	20.68	22.50	24.13	28.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Technical	9.28	9.92	10.24	11.25	12.63
Sales	6.50	6.75	7.00	7.80	8.25
Cashiers	6.35	6.75	7.00	7.50	8.05
Administrative support, including clerical	8.50	8.81	11.68	17.31	20.43
General office clerks	8.75	8.75	8.75	11.50	11.52
Blue collar	6.55	7.00	8.15	9.00	11.87
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.40	9.12	10.00	11.21	11.96
Bus drivers	8.40	8.96	9.80	10.51	12.00
Handlers, equipment cleaners, helpers, and laborers	6.25	7.00	7.55	8.25	8.50
Stock handlers and baggers	6.50	6.85	7.60	8.25	8.50
Service	5.15	6.00	7.38	8.59	9.95
Protective service	—	—	—	—	—
Food service	2.75	5.40	6.10	8.00	8.75
Waiters, waitresses, and bartenders	2.75	2.75	2.75	7.00	7.30
Waiters and waitresses	2.75	2.75	2.75	7.21	7.35
Other food service	—	—	—	—	—
Food preparation, n.e.c.	5.15	5.90	7.15	8.60	9.05
Health service	7.72	8.25	9.69	10.81	11.30
Cleaning and building service	6.00	6.25	7.43	8.00	8.26
Personal service	6.65	6.75	7.83	9.00	9.95

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

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 the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, 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 entity.

The Charlotte–Gastonia–Rock Hill, NC–SC, Metropolitan Statistical Area includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties, NC; and York County, SC.

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. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. 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 Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up 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 Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal

visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a 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. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG 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 an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

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 room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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, 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 that the employer considers to be full time.

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

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

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

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

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

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's 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, 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 and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	2,322
Total in sample	353
Responding	225
Out of business or not in survey scope	50
Unable or refused to provide data	78

In this survey, the nonresponse rate for private industry exceeded regular survey standards.

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.

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 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. 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. For example, at the 50th per-

centile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	318,200	254,500	63,700
All excluding sales	303,900	240,600	63,300
White collar	160,900	115,800	45,100
White-collar excluding sales	146,600	101,900	44,700
Professional specialty and technical	54,500	30,000	24,500
Professional specialty	44,200	22,300	21,900
Technical	10,300	7,700	2,600
Executive, administrative, and managerial	27,700	23,400	–
Sales	14,300	13,900	–
Administrative support, including clerical	64,300	48,500	15,800
Blue collar	117,500	110,400	7,100
Precision production, craft, and repair	37,000	34,500	2,500
Machine operators, assemblers, and inspectors	30,800	30,600	–
Transportation and material moving	16,300	13,100	3,200
Handlers, equipment cleaners, helpers, and laborers	33,400	32,200	1,200
Service	39,900	28,300	11,600

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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