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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 Indianapolis, IN, metropolitan area. Data were collected between June 2002 and July 2003; the average reference month is January 2003. 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, Indianapolis, IN, January 2003

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	\$18.72	4.3	36.6	\$18.34	4.7	36.7	\$20.81	6.9	36.1
Worker characteristics:⁴									
White-collar occupations ⁵	21.91	5.3	36.4	21.47	5.8	36.7	23.82	10.6	35.3
Professional specialty and technical	26.73	5.9	36.4	26.00	4.1	37.2	28.65	15.5	34.3
Executive, administrative, and managerial	29.18	4.0	39.7	29.04	4.6	39.9	29.84	6.4	38.8
Sales	18.91	26.8	32.6	18.91	26.8	32.6	—	—	—
Administrative support	13.17	2.6	37.0	13.52	3.0	37.4	11.68	5.7	35.6
Blue-collar occupations ⁵	16.66	2.9	37.9	16.75	3.1	37.9	14.80	3.7	37.6
Precision production, craft, and repair	20.76	5.0	40.3	21.14	5.3	40.3	15.08	4.6	40.0
Machine operators, assemblers, and inspectors	15.92	2.3	40.0	15.92	2.3	40.0	—	—	—
Transportation and material moving	15.16	4.4	36.0	15.19	4.8	36.1	14.94	5.0	35.0
Handlers, equipment cleaners, helpers, and laborers	12.68	5.1	33.8	12.64	5.3	33.7	13.62	7.7	36.8
Service occupations ⁵	11.33	6.1	34.3	9.52	7.3	33.0	15.57	9.4	37.7
Full time	19.49	3.9	39.5	19.17	4.3	40.0	21.19	7.7	37.4
Part time	9.47	8.3	19.4	9.11	9.1	19.2	13.07	12.5	21.0
Union	21.92	8.2	38.2	21.21	1.7	39.1	23.44	22.5	36.5
Nonunion	17.84	5.3	36.2	17.73	5.8	36.2	18.72	11.4	35.7
Time	18.43	3.3	36.7	17.96	3.4	36.8	20.81	6.9	36.1
Incentive	23.83	23.8	34.8	23.83	23.8	34.8	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	21.20	6.7	40.0	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.71	10.4	35.6	16.72	10.4	35.7	—	—	—
100-499 workers	16.75	6.6	36.2	16.10	6.2	36.4	23.12	16.3	34.4
500 workers or more	21.44	2.5	37.4	21.95	3.1	37.6	20.09	4.0	36.7

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, 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, Indianapolis, IN, January 2003

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	\$18.72	4.3	\$18.34	4.7	\$20.81	6.9
All excluding sales	18.71	3.3	18.28	3.4	20.81	6.9
White collar	21.91	5.3	21.47	5.8	23.82	10.6
White collar excluding sales	22.46	3.9	22.07	3.5	23.82	10.6
Professional specialty and technical	26.73	5.9	26.00	4.1	28.65	15.5
Professional specialty	29.35	6.1	28.89	5.4	30.25	14.0
Engineers, architects, and surveyors	31.61	4.9	32.04	5.9	—	—
Electrical and electronic engineers	31.13	17.4	31.13	17.4	—	—
Industrial engineers	26.89	2.5	—	—	—	—
Mechanical engineers	26.01	5.1	26.01	5.1	—	—
Engineers, n.e.c.	36.33	4.0	36.33	4.0	—	—
Mathematical and computer scientists	29.33	12.5	29.41	12.7	—	—
Computer systems analysts and scientists	28.17	10.1	28.17	10.1	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.75	3.9	25.42	3.2	20.83	9.8
Registered nurses	24.19	5.3	24.99	4.8	20.01	7.4
Teachers, college and university	46.22	5.6	46.22	5.6	—	—
Teachers, except college and university	34.42	12.8	24.93	10.7	35.17	12.1
Elementary school teachers	37.38	7.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.76	2.7	16.23	3.3	—	—
Social workers	15.86	2.9	16.51	3.2	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.97	34.9	22.06	36.0	—	—
Technical	19.53	4.1	20.03	4.6	15.67	10.2
Radiological technicians	25.42	6.8	18.90	1.5	—	—
Licensed practical nurses	17.90	4.3	18.37	5.7	—	—
Health technologists and technicians, n.e.c.	14.55	6.6	14.68	7.0	—	—
Electrical and electronic technicians	24.20	8.1	24.20	8.1	—	—
Engineering technicians, n.e.c.	22.16	20.2	—	—	—	—
Executive, administrative, and managerial	29.18	4.0	29.04	4.6	29.84	6.4
Executives, administrators, and managers	32.50	4.1	32.15	4.9	33.58	8.0
Administrators and officials, public administration	20.91	15.3	—	—	20.91	15.3
Financial managers	38.96	12.3	41.23	11.0	—	—
Administrators, education and related fields	35.21	10.7	—	—	—	—
Managers, medicine and health	35.68	9.6	35.99	11.6	—	—
Managers and administrators, n.e.c.	29.29	13.9	26.82	13.6	—	—
Management related	25.17	10.2	26.01	10.1	—	—
Accountants and auditors	21.74	15.8	21.74	15.8	—	—
Other financial officers	24.93	13.2	24.93	13.2	—	—
Personnel, training, and labor relations specialists	19.81	10.8	21.43	10.3	—	—
Management related, n.e.c.	28.57	14.7	28.57	14.7	—	—
Sales	18.91	26.8	18.91	26.8	—	—
Supervisors, sales	30.96	40.2	30.96	40.2	—	—
Cashiers	8.19	.7	8.19	.7	—	—
Administrative support, including clerical	13.17	2.6	13.52	3.0	11.68	5.7
Supervisors, general office	14.56	8.2	—	—	—	—
Secretaries	14.45	4.7	15.21	4.9	12.84	5.0
Receptionists	10.43	3.1	10.43	3.1	—	—
Library clerks	12.07	11.4	—	—	—	—
Records clerks, n.e.c.	13.38	7.9	13.39	8.6	—	—
Bookkeepers, accounting and auditing clerks	13.39	2.1	13.38	2.3	—	—
Traffic, shipping and receiving clerks	14.80	7.8	14.80	7.8	—	—
Stock and inventory clerks	15.44	18.8	15.39	20.6	—	—
Investigators and adjusters, except insurance	13.79	7.1	13.43	6.5	—	—
General office clerks	12.42	8.0	13.62	7.0	—	—
Bank tellers	9.97	.7	9.97	.7	—	—
Data entry keyers	13.59	6.2	13.59	6.2	—	—

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, Indianapolis, IN, January 2003 — 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)
White collar –Continued						
Administrative support, including clerical –Continued						
Teachers' aides	\$11.09	1.0	–	–	–	–
Administrative support, n.e.c.	13.87	7.8	\$13.98	8.7	–	–
Blue collar	16.66	2.9	16.75	3.1	\$14.80	3.7
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	16.99	1.2	16.99	1.2	–	–
Industrial machinery repairers	27.95	.6	27.95	.6	–	–
Mechanics and repairers, n.e.c.	24.88	5.7	25.19	6.2	–	–
Electricians	25.75	5.4	25.75	5.4	–	–
Supervisors, production	21.34	17.2	21.34	17.2	–	–
Tool and die makers	27.91	.7	27.91	.7	–	–
Butchers and meat cutters	12.53	2.7	12.53	2.7	–	–
Bakers	9.09	1.6	9.09	1.6	–	–
Machine operators, assemblers, and inspectors						
Grinding, abrading, buffing, and polishing machine operators	17.41	26.1	17.41	26.1	–	–
Molding and casting machine operators	20.30	12.7	20.30	12.7	–	–
Printing press operators	17.58	6.9	17.58	6.9	–	–
Miscellaneous machine operators, n.e.c.	15.59	3.3	15.59	3.3	–	–
Welders and cutters	13.94	18.4	13.94	18.4	–	–
Assemblers	15.54	4.1	15.54	4.1	–	–
Production inspectors, checkers and examiners ..	14.01	13.6	14.01	13.6	–	–
Transportation and material moving						
Truck drivers	15.70	4.0	15.92	4.4	–	–
Industrial truck and tractor equipment operators ..	14.29	11.5	14.20	11.6	–	–
Miscellaneous material moving equipment operators, n.e.c.	14.12	9.7	14.12	9.7	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	11.12	4.4	11.03	4.5	–	–
Freight, stock, and material handlers, n.e.c.	13.89	7.2	13.89	7.2	–	–
Hand packers and packagers	11.19	7.1	11.19	7.1	–	–
Laborers, except construction, n.e.c.	11.88	7.8	11.44	7.9	–	–
Service						
Protective service	16.70	7.3	–	–	18.04	2.1
Food service	7.92	10.1	7.58	10.2	10.16	.3
Waiters, waitresses, and bartenders	3.29	22.8	3.29	22.8	–	–
Waiters and waitresses	2.85	22.4	2.85	22.4	–	–
Other food service	10.37	8.6	10.43	10.6	10.16	.3
Supervisors, food preparation and service	15.11	6.6	15.05	7.8	–	–
Cooks	9.62	3.5	9.72	3.3	–	–
Kitchen workers, food preparation	8.30	7.5	8.30	7.5	–	–
Food preparation, n.e.c.	8.21	4.2	7.85	3.3	–	–
Health service	10.75	5.0	10.74	5.4	–	–
Health aides, except nursing	12.34	6.1	12.41	6.5	–	–
Nursing aides, orderlies and attendants	9.41	2.4	9.35	2.7	–	–
Cleaning and building service	10.61	7.3	10.34	9.5	–	–
Maids and housemen	7.45	7.1	7.45	7.1	–	–
Janitors and cleaners	11.34	8.2	11.28	11.3	–	–
Personal service	10.90	14.4	10.90	14.4	–	–

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, Indianapolis, IN, January 2003

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	\$19.49	3.9	\$19.17	4.3	\$21.19	7.7
All excluding sales	19.28	3.3	18.88	3.3	21.19	7.7
White collar	22.95	5.1	22.62	5.4	24.32	11.8
White collar excluding sales	23.02	4.0	22.64	3.4	24.32	11.8
Professional specialty and technical	27.36	6.1	26.69	4.0	29.06	16.6
Professional specialty	30.29	6.2	30.03	5.0	30.79	15.2
Engineers, architects, and surveyors	31.61	4.9	32.04	5.9	—	—
Electrical and electronic engineers	31.13	17.4	31.13	17.4	—	—
Industrial engineers	26.89	2.5	—	—	—	—
Mechanical engineers	26.01	5.1	26.01	5.1	—	—
Engineers, n.e.c.	36.33	4.0	36.33	4.0	—	—
Mathematical and computer scientists	29.33	12.5	29.41	12.7	—	—
Computer systems analysts and scientists	28.17	10.1	28.17	10.1	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.77	4.4	25.65	3.4	19.41	5.8
Registered nurses	24.29	6.1	25.24	5.4	—	—
Teachers, college and university	46.22	5.6	46.22	5.6	—	—
Teachers, except college and university	35.30	13.9	24.93	10.7	36.14	13.1
Elementary school teachers	37.38	7.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.83	2.9	16.46	3.7	—	—
Social workers	15.83	2.9	16.46	3.7	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.94	24.8	31.40	25.9	—	—
Technical	19.63	4.0	20.15	4.4	15.67	10.2
Licensed practical nurses	17.94	4.4	18.42	6.0	—	—
Health technologists and technicians, n.e.c.	14.42	5.4	14.56	5.8	—	—
Electrical and electronic technicians	24.20	8.1	24.20	8.1	—	—
Engineering technicians, n.e.c.	22.16	20.2	—	—	—	—
Executive, administrative, and managerial	29.23	3.9	29.11	4.6	29.84	6.4
Executives, administrators, and managers	32.63	4.0	32.32	4.8	33.58	8.0
Administrators and officials, public administration	20.91	15.3	—	—	20.91	15.3
Financial managers	38.96	12.3	41.23	11.0	—	—
Administrators, education and related fields	35.21	10.7	—	—	—	—
Managers, medicine and health	35.68	9.6	35.99	11.6	—	—
Managers and administrators, n.e.c.	29.29	13.9	26.82	13.6	—	—
Management related	25.17	10.2	26.01	10.1	—	—
Accountants and auditors	21.74	15.8	21.74	15.8	—	—
Other financial officers	24.93	13.2	24.93	13.2	—	—
Personnel, training, and labor relations specialists	19.81	10.8	21.43	10.3	—	—
Management related, n.e.c.	28.57	14.7	28.57	14.7	—	—
Sales	22.51	27.4	22.51	27.4	—	—
Supervisors, sales	31.79	41.6	31.79	41.6	—	—
Cashiers	9.06	1.2	9.06	1.2	—	—
Administrative support, including clerical	13.39	2.9	13.76	3.3	11.81	6.3
Supervisors, general office	14.56	8.2	—	—	—	—
Secretaries	14.45	4.7	15.21	4.9	12.84	5.0
Receptionists	10.53	3.6	10.53	3.6	—	—
Records clerks, n.e.c.	13.66	9.2	13.69	10.0	—	—
Bookkeepers, accounting and auditing clerks	13.39	2.1	13.38	2.3	—	—
Traffic, shipping and receiving clerks	16.06	9.2	16.06	9.2	—	—
Stock and inventory clerks	16.49	20.8	16.54	23.1	—	—
Investigators and adjusters, except insurance	13.68	7.9	13.24	7.0	—	—
General office clerks	12.55	8.8	13.88	7.5	—	—
Bank tellers	9.97	.3	9.97	.3	—	—
Administrative support, n.e.c.	13.98	8.2	14.11	9.2	—	—
Blue collar	17.08	2.9	17.18	3.1	14.97	4.2

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, Indianapolis, IN, January 2003 — 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	\$20.82	5.0	\$21.22	5.4	\$15.08	4.6
Bus, truck, and stationary engine mechanics	17.00	1.4	17.00	1.4	—	—
Industrial machinery repairers	27.95	.6	27.95	.6	—	—
Mechanics and repairers, n.e.c.	24.88	5.7	25.19	6.2	—	—
Electricians	25.75	5.4	25.75	5.4	—	—
Supervisors, production	21.34	17.2	21.34	17.2	—	—
Tool and die makers	27.91	.7	27.91	.7	—	—
Butchers and meat cutters	12.53	2.7	12.53	2.7	—	—
Machine operators, assemblers, and inspectors	15.93	2.3	15.92	2.3	—	—
Grinding, abrading, buffing, and polishing machine operators	17.41	26.1	17.41	26.1	—	—
Molding and casting machine operators	20.30	12.7	20.30	12.7	—	—
Printing press operators	17.58	6.9	17.58	6.9	—	—
Miscellaneous machine operators, n.e.c.	15.59	3.3	15.59	3.3	—	—
Welders and cutters	13.94	18.4	13.94	18.4	—	—
Assemblers	15.56	4.1	15.56	4.1	—	—
Production inspectors, checkers and examiners ..	14.01	13.6	14.01	13.6	—	—
Transportation and material moving	15.56	4.0	15.59	4.3	15.24	4.3
Truck drivers	15.86	4.2	15.92	4.5	—	—
Industrial truck and tractor equipment operators ..	14.71	9.9	14.63	9.9	—	—
Handlers, equipment cleaners, helpers, and laborers	13.53	5.5	13.51	5.7	14.00	8.3
Stock handlers and baggers	13.49	6.5	13.51	7.0	—	—
Freight, stock, and material handlers, n.e.c.	14.59	9.9	14.59	9.9	—	—
Hand packers and packagers	11.55	5.7	11.55	5.7	—	—
Laborers, except construction, n.e.c.	11.96	7.9	11.46	7.8	—	—
Service	11.97	4.0	10.14	4.6	15.75	9.4
Protective service	16.70	7.4	—	—	18.04	2.1
Food service	8.81	6.2	8.52	6.8	—	—
Waiters, waitresses, and bartenders	3.37	21.6	3.37	21.6	—	—
Waiters and waitresses	2.98	20.7	2.98	20.7	—	—
Other food service	10.62	8.9	10.70	11.2	—	—
Cooks	10.04	3.0	10.25	2.2	—	—
Food preparation, n.e.c.	8.25	4.9	7.82	3.5	—	—
Health service	10.87	5.4	10.84	5.6	—	—
Health aides, except nursing	12.42	5.9	12.50	6.3	—	—
Nursing aides, orderlies and attendants	9.32	3.1	9.32	3.1	—	—
Cleaning and building service	10.66	7.3	10.39	9.6	—	—
Janitors and cleaners	11.35	8.2	11.29	11.4	—	—
Personal service	12.39	13.2	12.39	13.2	—	—

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 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, Indianapolis, IN, January 2003

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	\$9.47	8.3	\$9.11	9.1	\$13.07	12.5
All excluding sales	10.14	11.0	9.73	12.6	13.07	12.5
White collar	10.72	6.4	10.31	7.3	14.03	20.0
White collar excluding sales	13.18	10.2	12.98	12.6	14.03	20.0
Professional specialty and technical	15.95	23.8	15.34	29.2	18.46	28.8
Professional specialty	15.98	27.1	15.27	34.5	18.46	28.8
Health related	24.63	4.6	24.09	5.1	-	-
Registered nurses	23.55	.3	23.54	.3	-	-
Teachers, except college and university	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	15.70	14.2	15.70	14.2	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Sales	7.49	1.1	7.49	1.1	-	-
Cashiers	7.47	.5	7.47	.5	-	-
Administrative support, including clerical	10.93	2.6	11.05	3.0	10.46	6.2
Receptionists	9.79	3.5	9.79	3.5	-	-
Blue collar	9.13	6.9	8.88	7.1	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	10.46	12.0	9.60	14.6	-	-
Handlers, equipment cleaners, helpers, and laborers	8.69	5.7	8.69	5.7	-	-
Stock handlers and baggers	7.30	2.3	7.30	2.3	-	-
Service	6.04	25.1	5.77	26.4	-	-
Protective service	-	-	-	-	-	-
Food service	4.58	29.3	4.54	30.0	-	-
Waiters, waitresses, and bartenders	3.20	25.1	3.20	25.1	-	-
Waiters and waitresses	2.64	32.5	2.64	32.5	-	-
Other food service	7.95	7.6	8.15	7.5	-	-
Health service	9.83	2.7	9.62	3.5	-	-
Nursing aides, orderlies and attendants	9.81	2.0	9.54	2.0	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	-	-	-	-	-	-

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, Indianapolis, IN, January 2003

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	\$770	3.8	39.5	\$766	4.5	40.0	\$792	4.4	37.4
All excluding sales	761	2.9	39.5	754	3.4	39.9	792	4.4	37.4
White collar	899	4.7	39.2	902	5.6	39.9	890	7.9	36.6
White collar excluding sales	898	3.1	39.0	900	3.5	39.8	890	7.9	36.6
Professional specialty and technical	1,050	4.1	38.4	1,059	4.0	39.7	1,030	12.0	35.5
Professional specialty	1,147	4.0	37.9	1,187	5.0	39.5	1,079	10.4	35.0
Engineers, architects, and surveyors	1,265	4.9	40.0	1,282	5.9	40.0	-	-	-
Electrical and electronic engineers	1,245	17.4	40.0	1,245	17.4	40.0	-	-	-
Industrial engineers	1,076	2.5	40.0	-	-	-	-	-	-
Mechanical engineers	1,041	5.0	40.0	1,041	5.0	40.0	-	-	-
Engineers, n.e.c.	1,454	4.0	40.0	1,454	4.0	40.0	-	-	-
Mathematical and computer scientists	1,163	11.7	39.7	1,166	11.8	39.7	-	-	-
Computer systems analysts and scientists	1,124	9.8	39.9	1,124	9.8	39.9	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	967	4.1	39.0	998	3.0	38.9	771	5.4	39.7
Registered nurses	943	5.7	38.8	975	5.0	38.6	-	-	-
Teachers, college and university	1,764	9.0	38.2	1,764	9.0	38.2	-	-	-
Teachers, except college and university	1,163	10.6	32.9	946	9.7	37.9	1,178	10.4	32.6
Elementary school teachers	1,251	4.4	33.5	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	631	2.9	39.8	652	3.9	39.6	-	-	-
Social workers	631	2.9	39.8	652	3.9	39.6	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,221	25.4	39.5	1,239	26.5	39.5	-	-	-
Technical	782	4.1	39.9	806	4.6	40.0	611	9.1	39.0
Licensed practical nurses	707	4.9	39.4	731	6.4	39.7	-	-	-
Health technologists and technicians, n.e.c.	576	7.4	39.9	581	7.8	39.9	-	-	-
Electrical and electronic technicians	968	8.1	40.0	968	8.1	40.0	-	-	-
Engineering technicians, n.e.c.	886	20.2	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,162	4.0	39.8	1,163	4.6	40.0	1,156	6.5	38.8
Executives, administrators, and managers	1,293	4.0	39.6	1,292	4.7	40.0	1,295	8.0	38.6
Administrators and officials, public administration	833	15.7	39.8	-	-	-	833	15.7	39.8
Financial managers	1,511	15.0	38.8	1,666	11.4	40.4	-	-	-
Administrators, education and related fields	1,381	10.0	39.2	-	-	-	-	-	-
Managers, medicine and health	1,384	8.0	38.8	1,386	10.1	38.5	-	-	-
Managers and administrators, n.e.c.	1,172	13.9	40.0	1,073	13.6	40.0	-	-	-
Management related	1,004	10.3	39.9	1,038	10.2	39.9	-	-	-
Accountants and auditors	870	15.8	40.0	870	15.8	40.0	-	-	-
Other financial officers	990	13.3	39.7	990	13.3	39.7	-	-	-
Personnel, training, and labor relations specialists	793	10.8	40.0	857	10.3	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, Indianapolis, IN, January 2003 — 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Management related, n.e.c.	\$1,138	14.9	39.8	\$1,138	14.9	39.8	—	—	—
Sales	911	28.6	40.5	911	28.6	40.5	—	—	—
Supervisors, sales	1,266	41.7	39.8	1,266	41.7	39.8	—	—	—
Cashiers	352	.6	38.8	352	.6	38.8	—	—	—
Administrative support, including clerical	527	3.1	39.4	546	3.4	39.7	\$448	6.8	38.0
Supervisors, general office	582	8.2	40.0	—	—	—	—	—	—
Secretaries	574	4.7	39.7	603	4.9	39.6	513	4.9	39.9
Receptionists	421	3.6	40.0	421	3.6	40.0	—	—	—
Records clerks, n.e.c.	543	9.6	39.8	544	10.4	39.7	—	—	—
Bookkeepers, accounting and auditing clerks	540	2.5	40.3	544	2.2	40.7	—	—	—
Traffic, shipping and receiving clerks	642	9.2	40.0	642	9.2	40.0	—	—	—
Stock and inventory clerks	659	20.8	40.0	662	23.1	40.0	—	—	—
Investigators and adjusters, except insurance	547	7.9	40.0	529	7.0	40.0	—	—	—
General office clerks	501	8.7	39.9	553	7.6	39.8	—	—	—
Bank tellers	399	.3	40.0	399	.3	40.0	—	—	—
Administrative support, n.e.c.	528	9.7	37.8	538	11.0	38.1	—	—	—
Blue collar	686	3.0	40.2	690	3.1	40.2	595	4.2	39.8
Precision production, craft, and repair	844	5.2	40.5	861	5.6	40.6	603	4.6	40.0
Bus, truck, and stationary engine mechanics	680	1.4	40.0	680	1.4	40.0	—	—	—
Industrial machinery repairers	1,118	.6	40.0	1,118	.6	40.0	—	—	—
Mechanics and repairers, n.e.c.	995	5.7	40.0	1,008	6.2	40.0	—	—	—
Electricians	1,030	5.4	40.0	1,030	5.4	40.0	—	—	—
Supervisors, production	853	17.2	40.0	853	17.2	40.0	—	—	—
Tool and die makers	1,116	.7	40.0	1,116	.7	40.0	—	—	—
Butchers and meat cutters	500	2.6	39.9	500	2.6	39.9	—	—	—
Machine operators, assemblers, and inspectors	637	2.3	40.0	636	2.3	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	696	26.1	40.0	696	26.1	40.0	—	—	—
Molding and casting machine operators	812	12.7	40.0	812	12.7	40.0	—	—	—
Printing press operators	700	7.0	39.8	700	7.0	39.8	—	—	—
Miscellaneous machine operators, n.e.c.	623	3.3	40.0	623	3.3	40.0	—	—	—
Welders and cutters	558	18.4	40.0	558	18.4	40.0	—	—	—
Assemblers	622	4.1	40.0	622	4.1	40.0	—	—	—
Production inspectors, checkers and examiners ...	560	13.6	40.0	560	13.6	40.0	—	—	—
Transportation and material moving	625	4.2	40.2	628	4.6	40.3	598	6.2	39.2
Truck drivers	664	5.0	41.8	668	5.4	42.0	—	—	—
Industrial truck and tractor equipment operators	568	9.4	38.6	564	9.4	38.6	—	—	—

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, Indianapolis, IN, January 2003 — 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	\$538	5.5	39.8	\$537	5.8	39.8	\$560	8.3	40.0
Stock handlers and baggers ...	527	6.6	39.0	527	7.1	39.0	—	—	—
Freight, stock, and material handlers, n.e.c.	581	9.9	39.8	581	9.9	39.8	—	—	—
Hand packers and packagers	462	5.7	40.0	462	5.7	40.0	—	—	—
Laborers, except construction, n.e.c.	477	7.8	39.9	457	7.7	39.9	—	—	—
Service	470	4.7	39.2	401	4.8	39.6	607	13.5	38.5
Protective service	679	8.1	40.6	—	—	—	738	3.6	40.9
Food service	332	6.0	37.7	339	6.9	39.7	—	—	—
Waiters, waitresses, and bartenders	132	22.8	39.2	132	22.8	39.2	—	—	—
Waiters and waitresses	117	21.8	39.1	117	21.8	39.1	—	—	—
Other food service	395	11.6	37.2	428	11.8	40.0	—	—	—
Cooks	373	6.0	37.2	391	5.5	38.2	—	—	—
Food preparation, n.e.c.	292	4.8	35.4	311	3.6	39.8	—	—	—
Health service	424	6.2	39.0	423	6.4	39.0	—	—	—
Health aides, except nursing ..	491	6.5	39.5	496	6.9	39.6	—	—	—
Nursing aides, orderlies and attendants	359	1.1	38.5	359	1.1	38.5	—	—	—
Cleaning and building service	426	7.3	39.9	415	9.6	39.9	—	—	—
Janitors and cleaners	453	8.1	39.9	451	11.3	39.9	—	—	—
Personal service	471	12.2	38.0	471	12.2	38.0	—	—	—

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, Indianapolis, IN, January 2003

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	\$38,999	3.8	2,001	\$39,728	4.5	2,072	\$35,875	4.4	1,693
All excluding sales	38,430	2.9	1,993	39,077	3.4	2,069	35,875	4.4	1,693
White collar	44,794	4.7	1,952	46,655	5.6	2,063	38,905	7.9	1,600
White collar excluding sales	44,445	3.1	1,931	46,518	3.5	2,055	38,905	7.9	1,600
Professional specialty and technical	50,283	4.1	1,838	54,495	4.0	2,042	42,537	12.0	1,464
Professional specialty	53,378	4.0	1,762	60,750	5.0	2,023	43,505	10.4	1,413
Engineers, architects, and surveyors	65,761	4.9	2,080	66,650	5.9	2,081	-	-	-
Electrical and electronic engineers	64,763	17.4	2,081	64,763	17.4	2,081	-	-	-
Industrial engineers	55,931	2.5	2,080	-	-	-	-	-	-
Mechanical engineers	54,146	5.0	2,081	54,146	5.0	2,081	-	-	-
Engineers, n.e.c.	75,592	4.0	2,080	75,592	4.0	2,080	-	-	-
Mathematical and computer scientists	60,498	11.7	2,063	60,656	11.8	2,063	-	-	-
Computer systems analysts and scientists	58,437	9.8	2,075	58,437	9.8	2,075	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	48,645	4.1	1,964	51,887	3.0	2,023	32,304	5.4	1,664
Registered nurses	47,089	5.7	1,938	50,699	5.0	2,008	-	-	-
Teachers, college and university	80,942	9.0	1,751	80,942	9.0	1,751	-	-	-
Teachers, except college and university	43,057	10.6	1,220	36,134	9.7	1,449	43,527	10.4	1,204
Elementary school teachers	46,227	4.4	1,237	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	32,800	2.9	2,072	33,900	3.9	2,060	-	-	-
Social workers	32,800	2.9	2,072	33,900	3.9	2,060	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	63,511	25.4	2,053	64,421	26.5	2,052	-	-	-
Technical	40,688	4.1	2,073	41,894	4.6	2,079	31,780	9.1	2,028
Licensed practical nurses	36,788	4.9	2,051	38,012	6.4	2,063	-	-	-
Health technologists and technicians, n.e.c.	29,934	7.4	2,076	30,225	7.8	2,076	-	-	-
Electrical and electronic technicians	50,340	8.1	2,080	50,340	8.1	2,080	-	-	-
Engineering technicians, n.e.c.	46,096	20.2	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	60,015	4.0	2,053	60,253	4.6	2,070	58,873	6.5	1,973
Executives, administrators, and managers	66,793	4.0	2,047	67,203	4.7	2,079	65,614	8.0	1,954
Administrators and officials, public administration	43,300	15.7	2,070	-	-	-	43,300	15.7	2,070
Financial managers	78,584	15.0	2,017	86,608	11.4	2,101	-	-	-
Administrators, education and related fields	68,388	10.0	1,942	-	-	-	-	-	-
Managers, medicine and health	71,962	8.0	2,017	72,079	10.1	2,003	-	-	-
Managers and administrators, n.e.c.	60,921	13.9	2,080	55,794	13.6	2,080	-	-	-
Management related	51,842	10.3	2,060	53,574	10.2	2,060	-	-	-
Accountants and auditors	42,225	15.8	1,942	42,225	15.8	1,942	-	-	-
Other financial officers	51,494	13.3	2,066	51,494	13.3	2,066	-	-	-
Personnel, training, and labor relations specialists	41,211	10.8	2,080	44,572	10.3	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, Indianapolis, IN, January 2003 — 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									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Management related, n.e.c.	\$59,160	14.9	2,071	\$59,160	14.9	2,071	—	—	—
Sales	47,397	28.6	2,105	47,397	28.6	2,105	—	—	—
Supervisors, sales	65,834	41.7	2,071	65,834	41.7	2,071	—	—	—
Cashiers	18,303	.6	2,020	18,303	.6	2,020	—	—	—
Administrative support, including clerical	26,713	3.1	1,995	28,361	3.4	2,062	\$20,662	6.8	1,750
Supervisors, general office	30,276	8.2	2,080	—	—	—	—	—	—
Secretaries	29,083	4.7	2,012	31,356	4.9	2,062	24,578	4.9	1,914
Receptionists	21,680	3.6	2,059	21,680	3.6	2,059	—	—	—
Records clerks, n.e.c.	28,233	9.6	2,067	28,294	10.4	2,066	—	—	—
Bookkeepers, accounting and auditing clerks	28,069	2.5	2,096	28,292	2.2	2,115	—	—	—
Traffic, shipping and receiving clerks	33,407	9.2	2,080	33,407	9.2	2,080	—	—	—
Stock and inventory clerks	34,294	20.8	2,080	34,412	23.1	2,080	—	—	—
Investigators and adjusters, except insurance	28,447	7.9	2,080	27,533	7.0	2,080	—	—	—
General office clerks	26,032	8.7	2,074	28,761	7.6	2,071	—	—	—
Bank tellers	20,740	.3	2,080	20,740	.3	2,080	—	—	—
Administrative support, n.e.c.	27,463	9.7	1,964	27,961	11.0	1,982	—	—	—
Blue collar	35,630	3.0	2,086	35,871	3.1	2,088	30,463	4.2	2,035
Precision production, craft, and repair	43,848	5.2	2,106	44,716	5.6	2,108	31,365	4.6	2,080
Bus, truck, and stationary engine mechanics	35,368	1.4	2,080	35,368	1.4	2,080	—	—	—
Industrial machinery repairers	58,140	.6	2,080	58,140	.6	2,080	—	—	—
Mechanics and repairers, n.e.c.	51,756	5.7	2,080	52,400	6.2	2,080	—	—	—
Electricians	53,552	5.4	2,080	53,552	5.4	2,080	—	—	—
Supervisors, production	44,380	17.2	2,080	44,380	17.2	2,080	—	—	—
Tool and die makers	58,050	.7	2,080	58,050	.7	2,080	—	—	—
Butchers and meat cutters	26,020	2.6	2,076	26,020	2.6	2,076	—	—	—
Machine operators, assemblers, and inspectors	33,106	2.3	2,079	33,093	2.3	2,079	—	—	—
Grinding, abrading, buffing, and polishing machine operators	36,210	26.1	2,080	36,210	26.1	2,080	—	—	—
Molding and casting machine operators	42,226	12.7	2,080	42,226	12.7	2,080	—	—	—
Printing press operators	36,383	7.0	2,069	36,383	7.0	2,069	—	—	—
Miscellaneous machine operators, n.e.c.	32,418	3.3	2,080	32,418	3.3	2,080	—	—	—
Welders and cutters	28,994	18.4	2,080	28,994	18.4	2,080	—	—	—
Assemblers	32,362	4.1	2,080	32,362	4.1	2,080	—	—	—
Production inspectors, checkers and examiners ...	29,136	13.6	2,080	29,136	13.6	2,080	—	—	—
Transportation and material moving	32,372	4.2	2,080	32,637	4.6	2,093	29,520	6.2	1,937
Truck drivers	34,503	5.0	2,176	34,721	5.4	2,182	—	—	—
Industrial truck and tractor equipment operators	29,518	9.4	2,007	29,339	9.4	2,006	—	—	—

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, Indianapolis, IN, January 2003 — 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	\$27,975	5.5	2,067	\$27,926	5.8	2,067	\$28,997	8.3	2,072
Stock handlers and baggers ...	27,384	6.6	2,030	27,382	7.1	2,026	—	—	—
Freight, stock, and material handlers, n.e.c.	30,232	9.9	2,072	30,232	9.9	2,072	—	—	—
Hand packers and packagers	24,034	5.7	2,080	24,034	5.7	2,080	—	—	—
Laborers, except construction, n.e.c.	24,779	7.8	2,072	23,761	7.7	2,073	—	—	—
Service	23,750	4.7	1,984	20,870	4.8	2,057	29,087	13.5	1,847
Protective service	35,301	8.1	2,114	—	—	—	38,359	3.6	2,126
Food service	15,855	6.0	1,800	17,604	6.9	2,066	—	—	—
Waiters, waitresses, and bartenders	6,867	22.8	2,038	6,867	22.8	2,038	—	—	—
Waiters and waitresses	6,058	21.8	2,035	6,058	21.8	2,035	—	—	—
Other food service	18,404	11.6	1,733	22,233	11.8	2,078	—	—	—
Cooks	18,412	6.0	1,834	20,345	5.5	1,985	—	—	—
Food preparation, n.e.c.	12,980	4.8	1,573	16,189	3.6	2,071	—	—	—
Health service	22,047	6.2	2,028	22,011	6.4	2,030	—	—	—
Health aides, except nursing ..	25,519	6.5	2,054	25,767	6.9	2,061	—	—	—
Nursing aides, orderlies and attendants	18,654	1.1	2,002	18,654	1.1	2,002	—	—	—
Cleaning and building service	22,142	7.3	2,077	21,583	9.6	2,076	—	—	—
Janitors and cleaners	23,574	8.1	2,077	23,432	11.3	2,075	—	—	—
Personal service	24,471	12.2	1,975	24,471	12.2	1,975	—	—	—

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, Indianapolis, IN, January 2003

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	\$18.72	4.3	\$18.34	4.7	\$20.81	6.9
All excluding sales	18.71	3.3	18.28	3.4	20.81	6.9
White collar	21.91	5.3	21.47	5.8	23.82	10.6
1	9.90	10.4	8.86	10.6	11.73	6.0
2	9.78	4.7	10.02	5.2	—	—
3	10.89	5.0	10.90	5.8	10.81	4.5
4	14.26	4.5	14.64	5.1	12.52	2.5
5	14.60	3.5	15.21	3.7	12.21	6.2
6	16.50	2.1	16.79	2.1	13.75	2.2
7	20.06	2.0	20.62	2.2	18.00	4.3
8	21.96	5.1	23.35	1.7	—	—
9	30.31	6.7	27.09	3.0	34.27	6.1
10	50.74	26.2	51.53	26.2	—	—
11	36.06	3.7	36.44	3.7	—	—
12	45.30	5.5	45.24	5.7	—	—
13	48.04	9.7	49.59	15.7	—	—
Not able to be leveled	23.83	8.1	23.83	8.1	—	—
White collar excluding sales	22.46	3.9	22.07	3.5	23.82	10.6
1	11.53	6.6	11.26	12.1	11.73	6.0
2	10.52	5.3	11.13	5.3	—	—
3	11.83	6.3	12.05	7.3	10.81	4.5
4	13.45	3.4	13.73	4.0	12.52	2.5
5	14.79	3.4	15.50	3.5	12.21	6.2
6	16.50	2.5	16.92	3.0	13.75	2.2
7	20.07	2.2	20.72	2.5	18.00	4.3
8	21.95	5.3	23.39	1.8	—	—
9	30.28	6.8	26.98	3.1	34.27	6.1
10	31.38	5.2	31.59	5.5	—	—
11	35.89	4.1	36.21	4.3	—	—
12	45.30	5.5	45.24	5.7	—	—
13	48.04	9.7	49.59	15.7	—	—
Not able to be leveled	24.99	8.6	24.99	8.6	—	—
Professional specialty and technical	26.73	5.9	26.00	4.1	28.65	15.5
Professional specialty	29.35	6.1	28.89	5.4	30.25	14.0
5	11.99	4.2	—	—	—	—
6	18.99	4.5	19.03	4.8	—	—
7	21.62	4.3	22.01	4.8	20.09	5.8
8	19.71	12.8	24.65	4.3	—	—
9	31.21	7.8	26.72	4.4	34.90	4.9
10	34.49	6.9	34.49	6.9	—	—
11	33.49	6.0	35.22	5.8	—	—
12	47.06	6.4	47.06	6.4	—	—
Not able to be leveled	28.03	10.8	28.03	10.8	—	—
Engineers, architects, and surveyors	31.61	4.9	32.04	5.9	—	—
9	28.31	4.5	26.76	5.2	—	—
11	37.01	9.7	—	—	—	—
Electrical and electronic engineers	31.13	17.4	31.13	17.4	—	—
Industrial engineers	26.89	2.5	—	—	—	—
Mechanical engineers	26.01	5.1	26.01	5.1	—	—
Engineers, n.e.c.	36.33	4.0	36.33	4.0	—	—
Mathematical and computer scientists	29.33	12.5	29.41	12.7	—	—
Computer systems analysts and scientists	28.17	10.1	28.17	10.1	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.75	3.9	25.42	3.2	20.83	9.8
8	22.49	3.3	—	—	—	—
9	22.76	4.3	23.50	3.4	20.01	7.4
Registered nurses	24.19	5.3	24.99	4.8	20.01	7.4
9	21.68	2.7	22.30	.8	20.01	7.4
Teachers, college and university	46.22	5.6	46.22	5.6	—	—
Teachers, except college and university	34.42	12.8	24.93	10.7	35.17	12.1
9	37.97	2.2	—	—	38.18	1.6
Elementary school teachers	37.38	7.6	—	—	—	—
9	39.28	3.4	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—

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, Indianapolis, IN, January 2003 — 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 scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	\$15.76	2.7	\$16.23	3.3	–	–
6	16.36	5.1	16.36	5.1	–	–
Social workers	15.86	2.9	16.51	3.2	–	–
6	16.36	5.1	16.36	5.1	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.97	34.9	22.06	36.0	–	–
Technical	19.53	4.1	20.03	4.6	\$15.67	10.2
5	14.65	5.3	15.43	3.0	–	–
6	16.49	3.9	16.96	3.2	–	–
7	21.33	4.2	21.47	5.5	–	–
8	23.24	3.1	23.41	3.3	–	–
Not able to be leveled	23.42	11.8	23.42	11.8	–	–
Radiological technicians	25.42	6.8	18.90	1.5	–	–
Licensed practical nurses	17.90	4.3	18.37	5.7	–	–
6	17.53	4.6	17.66	4.5	–	–
Health technologists and technicians, n.e.c.	14.55	6.6	14.68	7.0	–	–
Electrical and electronic technicians	24.20	8.1	24.20	8.1	–	–
Engineering technicians, n.e.c.	22.16	20.2	–	–	–	–
Executive, administrative, and managerial	29.18	4.0	29.04	4.6	29.84	6.4
7	18.46	6.4	19.65	8.3	–	–
8	21.74	5.5	21.87	5.4	–	–
9	27.84	4.5	27.33	5.8	29.41	9.2
10	30.26	1.1	–	–	–	–
11	38.41	4.6	37.15	5.6	–	–
12	42.83	7.1	42.56	7.4	–	–
Not able to be leveled	31.50	10.3	31.50	10.3	–	–
Executives, administrators, and managers	32.50	4.1	32.15	4.9	33.58	8.0
7	20.49	11.1	–	–	–	–
9	28.99	5.6	28.76	7.6	29.41	9.2
11	41.33	7.1	40.54	11.1	–	–
12	42.83	7.1	42.56	7.4	–	–
Not able to be leveled	30.96	17.1	30.96	17.1	–	–
Administrators and officials, public administration	20.91	15.3	–	–	20.91	15.3
Financial managers	38.96	12.3	41.23	11.0	–	–
Administrators, education and related fields	35.21	10.7	–	–	–	–
Managers, medicine and health	35.68	9.6	35.99	11.6	–	–
Managers and administrators, n.e.c.	29.29	13.9	26.82	13.6	–	–
12	39.66	7.3	38.99	7.3	–	–
Management related	25.17	10.2	26.01	10.1	–	–
7	16.85	7.4	17.59	8.2	–	–
8	22.18	5.8	22.36	5.7	–	–
9	25.28	3.3	25.28	3.3	–	–
11	33.38	2.6	33.38	2.6	–	–
Accountants and auditors	21.74	15.8	21.74	15.8	–	–
Other financial officers	24.93	13.2	24.93	13.2	–	–
Personnel, training, and labor relations specialists	19.81	10.8	21.43	10.3	–	–
Management related, n.e.c.	28.57	14.7	28.57	14.7	–	–
Sales	18.91	26.8	18.91	26.8	–	–
1	7.24	4.3	7.24	4.3	–	–
2	8.21	2.0	8.21	2.0	–	–
3	8.41	2.1	8.41	2.1	–	–
4	16.94	9.3	16.94	9.3	–	–
Supervisors, sales	30.96	40.2	30.96	40.2	–	–
Cashiers	8.19	.7	8.19	.7	–	–
2	8.14	1.8	8.14	1.8	–	–
3	8.15	.9	8.15	.9	–	–

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, Indianapolis, IN, January 2003 — 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	\$13.17	2.6	\$13.52	3.0	\$11.68	5.7
1	11.53	6.6	11.26	12.1	11.73	6.0
2	10.52	5.3	11.13	5.3	—	—
3	11.98	6.8	12.24	7.9	10.83	4.7
4	13.22	2.3	13.48	2.9	12.42	2.7
5	15.45	4.4	15.49	4.9	15.15	2.1
6	16.03	5.1	16.12	5.4	—	—
7	18.44	7.0	18.87	10.1	—	—
Not able to be leveled	13.26	5.6	13.26	5.6	—	—
Supervisors, general office	14.56	8.2	—	—	—	—
Secretaries	14.45	4.7	15.21	4.9	12.84	5.0
4	12.85	3.3	13.27	5.1	12.47	3.4
5	16.91	8.6	16.99	9.0	—	—
Receptionists	10.43	3.1	10.43	3.1	—	—
3	10.36	5.5	10.36	5.5	—	—
Library clerks	12.07	11.4	—	—	—	—
Records clerks, n.e.c.	13.38	7.9	13.39	8.6	—	—
3	12.25	5.4	12.34	5.6	—	—
Bookkeepers, accounting and auditing clerks	13.39	2.1	13.38	2.3	—	—
Traffic, shipping and receiving clerks	14.80	7.8	14.80	7.8	—	—
Stock and inventory clerks	15.44	18.8	15.39	20.6	—	—
Investigators and adjusters, except insurance	13.79	7.1	13.43	6.5	—	—
General office clerks	12.42	8.0	13.62	7.0	—	—
3	10.91	5.6	11.76	5.8	—	—
Bank tellers	9.97	.7	9.97	.7	—	—
Data entry keyers	13.59	6.2	13.59	6.2	—	—
Teachers' aides	11.09	1.0	—	—	—	—
Administrative support, n.e.c.	13.87	7.8	13.98	8.7	—	—
Blue collar	16.66	2.9	16.75	3.1	14.80	3.7
1	8.56	3.3	8.56	3.3	—	—
2	10.80	4.9	10.80	4.9	—	—
3	16.32	3.2	16.51	3.5	13.28	5.1
4	16.59	1.6	16.85	1.5	14.35	7.5
5	15.75	3.4	15.71	3.4	—	—
6	19.72	11.4	20.81	10.0	—	—
7	23.45	3.6	23.69	3.7	—	—
8	24.81	5.8	24.81	5.8	—	—
9	32.66	3.3	—	—	—	—
Not able to be leveled	16.37	6.6	16.37	6.6	—	—
Precision production, craft, and repair	20.76	5.0	21.14	5.3	15.08	4.6
3	13.39	10.5	13.31	11.8	—	—
4	13.13	5.6	13.62	7.7	—	—
5	15.00	4.2	15.00	4.2	—	—
6	20.12	18.9	22.95	15.6	—	—
7	23.47	3.9	23.73	4.0	—	—
8	24.81	5.8	24.81	5.8	—	—
9	32.66	3.3	—	—	—	—
Bus, truck, and stationary engine mechanics	16.99	1.2	16.99	1.2	—	—
7	17.38	2.6	17.38	2.6	—	—
Industrial machinery repairers	27.95	.6	27.95	.6	—	—
7	28.52	2.1	28.52	2.1	—	—
Mechanics and repairers, n.e.c.	24.88	5.7	25.19	6.2	—	—
Electricians	25.75	5.4	25.75	5.4	—	—
7	25.70	5.5	25.70	5.5	—	—
Supervisors, production	21.34	17.2	21.34	17.2	—	—
Tool and die makers	27.91	.7	27.91	.7	—	—
Butchers and meat cutters	12.53	2.7	12.53	2.7	—	—
Bakers	9.09	1.6	9.09	1.6	—	—
Machine operators, assemblers, and inspectors	15.92	2.3	15.92	2.3	—	—
2	10.55	5.5	10.55	5.5	—	—

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, Indianapolis, IN, January 2003** — 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						
3	\$19.37	9.6	\$19.37	9.6	—	—
4	17.89	1.9	17.89	1.9	—	—
5	15.37	2.2	15.34	2.3	—	—
6	18.13	7.9	18.13	7.9	—	—
Grinding, abrading, buffing, and polishing machine operators	17.41	26.1	17.41	26.1	—	—
Molding and casting machine operators	20.30	12.7	20.30	12.7	—	—
Printing press operators	17.58	6.9	17.58	6.9	—	—
Miscellaneous machine operators, n.e.c.	15.59	3.3	15.59	3.3	—	—
4	15.47	2.6	15.47	2.6	—	—
Welders and cutters	13.94	18.4	13.94	18.4	—	—
Assemblers	15.54	4.1	15.54	4.1	—	—
2	10.49	3.8	10.49	3.8	—	—
3	18.69	13.6	18.69	13.6	—	—
Production inspectors, checkers and examiners ..	14.01	13.6	14.01	13.6	—	—
Transportation and material moving	15.16	4.4	15.19	4.8	\$14.94	5.0
2	11.12	12.7	11.12	12.7	—	—
3	15.35	5.5	15.69	6.4	—	—
4	16.07	4.8	16.26	6.2	15.42	.7
5	17.67	4.8	17.61	4.9	—	—
Truck drivers	15.70	4.0	15.92	4.4	—	—
4	16.66	2.7	16.99	1.3	—	—
Industrial truck and tractor equipment operators ..	14.29	11.5	14.20	11.6	—	—
3	16.16	9.3	16.16	9.3	—	—
Miscellaneous material moving equipment operators, n.e.c.	14.12	9.7	14.12	9.7	—	—
Handlers, equipment cleaners, helpers, and laborers	12.68	5.1	12.64	5.3	13.62	7.7
1	8.64	3.4	8.64	3.4	—	—
2	11.31	8.0	11.36	8.1	—	—
3	14.36	3.3	14.46	3.5	—	—
4	17.22	5.4	17.26	5.7	—	—
5	14.81	5.9	14.81	5.9	—	—
Stock handlers and baggers	11.12	4.4	11.03	4.5	—	—
1	7.64	3.8	7.64	3.8	—	—
2	9.97	2.8	9.97	2.8	—	—
3	14.82	9.7	15.05	11.7	—	—
Freight, stock, and material handlers, n.e.c.	13.89	7.2	13.89	7.2	—	—
3	16.33	7.7	16.33	7.7	—	—
Hand packers and packagers	11.19	7.1	11.19	7.1	—	—
2	10.66	9.8	10.66	9.8	—	—
Laborers, except construction, n.e.c.	11.88	7.8	11.44	7.9	—	—
2	11.54	20.2	11.70	21.4	—	—
Service	11.33	6.1	9.52	7.3	15.57	9.4
1	7.26	20.5	5.91	20.2	—	—
2	7.61	19.1	7.14	21.8	—	—
3	10.10	7.2	10.01	9.3	10.43	5.8
4	11.00	5.7	10.74	6.2	—	—
5	12.88	5.5	11.18	1.0	—	—
6	17.39	3.2	—	—	—	—
7	18.67	9.1	—	—	18.67	9.1
8	21.60	7.1	—	—	—	—
Not able to be leveled	12.12	7.4	12.12	7.4	—	—
Protective service	16.70	7.3	—	—	18.04	2.1
7	18.67	9.1	—	—	18.67	9.1
Food service	7.92	10.1	7.58	10.2	10.16	.3
1	5.81	25.2	5.01	25.3	—	—
2	5.70	24.2	5.29	27.1	—	—
3	7.74	29.0	7.65	34.6	—	—

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, Indianapolis, IN, January 2003 — 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						
4	\$11.17	13.0	\$11.22	13.7	—	—
Waiters, waitresses, and bartenders	3.29	22.8	3.29	22.8	—	—
2	3.09	30.7	3.09	30.7	—	—
Waiters and waitresses	2.85	22.4	2.85	22.4	—	—
Other food service	10.37	8.6	10.43	10.6	\$10.16	0.3
1	8.58	5.2	7.98	3.6	—	—
2	7.93	2.8	7.71	2.3	—	—
3	9.42	5.1	9.76	4.2	—	—
4	11.17	13.0	11.22	13.7	—	—
Supervisors, food preparation and service	15.11	6.6	15.05	7.8	—	—
Cooks	9.62	3.5	9.72	3.3	—	—
3	9.54	5.8	—	—	—	—
Kitchen workers, food preparation	8.30	7.5	8.30	7.5	—	—
Food preparation, n.e.c.	8.21	4.2	7.85	3.3	—	—
1	9.06	4.2	8.53	3.2	—	—
2	7.83	3.5	7.55	2.7	—	—
Health service	10.75	5.0	10.74	5.4	—	—
3	9.64	2.7	9.54	3.0	—	—
4	10.47	4.1	10.47	4.1	—	—
Health aides, except nursing	12.34	6.1	12.41	6.5	—	—
3	10.80	4.4	10.72	4.4	—	—
Nursing aides, orderlies and attendants	9.41	2.4	9.35	2.7	—	—
3	9.33	3.9	9.22	4.8	—	—
Cleaning and building service	10.61	7.3	10.34	9.5	—	—
1	9.83	10.4	—	—	—	—
2	11.23	22.0	11.23	22.0	—	—
Maids and housemen	7.45	7.1	7.45	7.1	—	—
Janitors and cleaners	11.34	8.2	11.28	11.3	—	—
2	13.39	23.5	13.39	23.5	—	—
Personal service	10.90	14.4	10.90	14.4	—	—

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, Indianapolis, IN, January 2003**

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	\$19.49	3.9	\$19.17	4.3	\$21.19	7.7
All excluding sales	19.28	3.3	18.88	3.3	21.19	7.7
White collar	22.95	5.1	22.62	5.4	24.32	11.8
1	12.10	6.5	—	—	—	—
2	10.02	5.1	10.46	5.9	—	—
3	11.70	6.2	11.87	6.8	10.56	5.5
4	14.33	4.6	14.73	5.2	12.55	2.5
5	14.79	4.1	15.23	3.9	12.80	11.4
6	16.46	2.2	16.75	2.2	13.75	2.2
7	20.07	2.0	20.64	2.1	18.00	4.3
8	21.91	5.2	23.33	1.7	—	—
9	30.52	6.8	27.19	3.2	34.46	5.9
10	51.12	26.0	51.94	26.1	—	—
11	36.05	3.7	36.44	3.7	—	—
12	45.30	5.5	45.24	5.7	—	—
13	48.04	9.7	49.59	15.7	—	—
Not able to be leveled	24.58	7.2	24.58	7.2	—	—
White collar excluding sales	23.02	4.0	22.64	3.4	24.32	11.8
2	10.35	5.7	11.10	5.9	—	—
3	12.09	7.1	12.36	7.9	10.56	5.5
4	13.45	3.6	13.73	4.2	12.55	2.5
5	14.98	4.2	15.51	3.7	12.80	11.4
6	16.44	2.6	16.88	3.1	13.75	2.2
7	20.08	2.2	20.75	2.6	18.00	4.3
8	21.89	5.4	23.37	1.9	—	—
9	30.49	6.9	27.07	3.3	34.46	5.9
10	31.58	5.2	31.81	5.5	—	—
11	35.87	4.1	36.21	4.3	—	—
12	45.30	5.5	45.24	5.7	—	—
13	48.04	9.7	49.59	15.7	—	—
Not able to be leveled	25.88	7.7	25.88	7.7	—	—
Professional specialty and technical	27.36	6.1	26.69	4.0	29.06	16.6
Professional specialty	30.29	6.2	30.03	5.0	30.79	15.2
5	12.46	13.8	—	—	—	—
6	19.03	4.5	19.07	4.7	—	—
7	21.77	3.9	22.24	4.3	20.09	5.8
8	19.30	13.4	24.79	5.5	—	—
9	31.56	7.8	26.86	4.9	35.13	4.5
10	35.21	6.4	35.21	6.4	—	—
11	33.39	6.2	35.22	5.8	—	—
12	47.06	6.4	47.06	6.4	—	—
Not able to be leveled	30.73	6.9	30.73	6.9	—	—
Engineers, architects, and surveyors	31.61	4.9	32.04	5.9	—	—
9	28.31	4.5	26.76	5.2	—	—
11	37.01	9.7	—	—	—	—
Electrical and electronic engineers	31.13	17.4	31.13	17.4	—	—
Industrial engineers	26.89	2.5	—	—	—	—
Mechanical engineers	26.01	5.1	26.01	5.1	—	—
Engineers, n.e.c.	36.33	4.0	36.33	4.0	—	—
Mathematical and computer scientists	29.33	12.5	29.41	12.7	—	—
Computer systems analysts and scientists	28.17	10.1	28.17	10.1	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.77	4.4	25.65	3.4	19.41	5.8
9	22.34	4.4	23.13	3.2	—	—
Registered nurses	24.29	6.1	25.24	5.4	—	—
9	21.29	3.0	22.02	.6	—	—
Teachers, college and university	46.22	5.6	46.22	5.6	—	—
Teachers, except college and university	35.30	13.9	24.93	10.7	36.14	13.1
9	38.04	2.3	—	—	38.25	1.7
Elementary school teachers	37.38	7.6	—	—	—	—
9	39.28	3.4	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.83	2.9	16.46	3.7	—	—

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, Indianapolis, IN, January 2003 — 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						
Social workers	\$15.83	2.9	\$16.46	3.7	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.94	24.8	31.40	25.9	–	–
Technical	19.63	4.0	20.15	4.4	\$15.67	10.2
5	14.65	5.3	15.43	3.0	–	–
6	16.35	4.4	16.84	3.6	–	–
7	21.33	4.2	21.47	5.5	–	–
8	23.24	3.1	23.41	3.3	–	–
Not able to be leveled	23.42	11.8	23.42	11.8	–	–
Licensed practical nurses	17.94	4.4	18.42	6.0	–	–
6	17.60	4.6	–	–	–	–
Health technologists and technicians, n.e.c.	14.42	5.4	14.56	5.8	–	–
Electrical and electronic technicians	24.20	8.1	24.20	8.1	–	–
Engineering technicians, n.e.c.	22.16	20.2	–	–	–	–
Executive, administrative, and managerial	29.23	3.9	29.11	4.6	29.84	6.4
7	18.46	6.4	19.65	8.3	–	–
8	21.74	5.5	21.87	5.4	–	–
9	27.84	4.5	27.33	5.8	29.41	9.2
10	30.26	1.1	–	–	–	–
11	38.41	4.6	37.15	5.6	–	–
12	42.83	7.1	42.56	7.4	–	–
Not able to be leveled	31.50	10.3	31.50	10.3	–	–
Executives, administrators, and managers	32.63	4.0	32.32	4.8	33.58	8.0
7	20.49	11.1	–	–	–	–
9	28.99	5.6	28.76	7.6	29.41	9.2
11	41.33	7.1	40.54	11.1	–	–
12	42.83	7.1	42.56	7.4	–	–
Not able to be leveled	30.96	17.1	30.96	17.1	–	–
Administrators and officials, public administration	20.91	15.3	–	–	20.91	15.3
Financial managers	38.96	12.3	41.23	11.0	–	–
Administrators, education and related fields	35.21	10.7	–	–	–	–
Managers, medicine and health	35.68	9.6	35.99	11.6	–	–
Managers and administrators, n.e.c.	29.29	13.9	26.82	13.6	–	–
12	39.66	7.3	38.99	7.3	–	–
Management related	25.17	10.2	26.01	10.1	–	–
7	16.85	7.4	17.59	8.2	–	–
8	22.18	5.8	22.36	5.7	–	–
9	25.28	3.3	25.28	3.3	–	–
11	33.38	2.6	33.38	2.6	–	–
Accountants and auditors	21.74	15.8	21.74	15.8	–	–
Other financial officers	24.93	13.2	24.93	13.2	–	–
Personnel, training, and labor relations specialists	19.81	10.8	21.43	10.3	–	–
Management related, n.e.c.	28.57	14.7	28.57	14.7	–	–
Sales	22.51	27.4	22.51	27.4	–	–
3	9.51	2.7	9.51	2.7	–	–
4	17.20	9.2	17.20	9.2	–	–
Supervisors, sales	31.79	41.6	31.79	41.6	–	–
Cashiers	9.06	1.2	9.06	1.2	–	–
Administrative support, including clerical	13.39	2.9	13.76	3.3	11.81	6.3
2	10.35	5.7	11.10	5.9	–	–
3	12.26	7.7	12.55	8.5	10.57	5.9
4	13.19	2.4	13.45	3.1	12.45	2.8
5	15.45	4.4	15.49	4.9	15.15	2.1
6	16.03	5.1	16.12	5.4	–	–

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, Indianapolis, IN, January 2003 — 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						
7	\$18.44	7.0	\$18.87	10.1	—	—
Not able to be leveled	13.28	5.7	13.28	5.7	—	—
Supervisors, general office	14.56	8.2	—	—	—	—
Secretaries	14.45	4.7	15.21	4.9	\$12.84	5.0
4	12.85	3.3	13.27	5.1	12.47	3.4
5	16.91	8.6	16.99	9.0	—	—
Receptionists	10.53	3.6	10.53	3.6	—	—
3	10.33	5.7	10.33	5.7	—	—
Records clerks, n.e.c.	13.66	9.2	13.69	10.0	—	—
3	12.25	5.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.39	2.1	13.38	2.3	—	—
Traffic, shipping and receiving clerks	16.06	9.2	16.06	9.2	—	—
Stock and inventory clerks	16.49	20.8	16.54	23.1	—	—
Investigators and adjusters, except insurance	13.68	7.9	13.24	7.0	—	—
General office clerks	12.55	8.8	13.88	7.5	—	—
3	10.89	5.9	—	—	—	—
Bank tellers	9.97	.3	9.97	.3	—	—
Administrative support, n.e.c.	13.98	8.2	14.11	9.2	—	—
Blue collar	17.08	2.9	17.18	3.1	14.97	4.2
1	8.96	4.1	8.96	4.1	—	—
2	10.85	4.7	10.86	4.8	—	—
3	16.48	3.2	16.64	3.6	13.16	6.7
4	16.61	1.6	16.87	1.6	14.35	7.5
5	15.75	3.4	15.71	3.4	—	—
6	19.72	11.4	20.81	10.0	—	—
7	23.45	3.6	23.70	3.7	—	—
8	24.81	5.8	24.81	5.8	—	—
9	32.66	3.3	—	—	—	—
Not able to be leveled	16.38	6.7	16.38	6.7	—	—
Precision production, craft, and repair	20.82	5.0	21.22	5.4	15.08	4.6
3	13.79	8.5	13.76	9.7	—	—
4	13.13	5.6	13.62	7.7	—	—
5	15.00	4.2	15.00	4.2	—	—
6	20.12	18.9	22.95	15.6	—	—
7	23.47	3.9	23.74	4.0	—	—
8	24.81	5.8	24.81	5.8	—	—
9	32.66	3.3	—	—	—	—
Bus, truck, and stationary engine mechanics	17.00	1.4	17.00	1.4	—	—
Industrial machinery repairers	27.95	.6	27.95	.6	—	—
7	28.52	2.1	28.52	2.1	—	—
Mechanics and repairers, n.e.c.	24.88	5.7	25.19	6.2	—	—
Electricians	25.75	5.4	25.75	5.4	—	—
7	25.70	5.5	25.70	5.5	—	—
Supervisors, production	21.34	17.2	21.34	17.2	—	—
Tool and die makers	27.91	.7	27.91	.7	—	—
Butchers and meat cutters	12.53	2.7	12.53	2.7	—	—
Machine operators, assemblers, and inspectors	15.93	2.3	15.92	2.3	—	—
2	10.55	5.5	10.55	5.5	—	—
3	19.37	9.6	19.37	9.6	—	—
4	17.89	1.9	17.89	1.9	—	—
5	15.37	2.2	15.34	2.3	—	—
6	18.13	7.9	18.13	7.9	—	—
Grinding, abrading, buffing, and polishing machine operators	17.41	26.1	17.41	26.1	—	—
Molding and casting machine operators	20.30	12.7	20.30	12.7	—	—
Printing press operators	17.58	6.9	17.58	6.9	—	—
Miscellaneous machine operators, n.e.c.	15.59	3.3	15.59	3.3	—	—
4	15.47	2.6	15.47	2.6	—	—
Welders and cutters	13.94	18.4	13.94	18.4	—	—

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, Indianapolis, IN, January 2003 — 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						
Assemblers	\$15.56	4.1	\$15.56	4.1	—	—
2	10.50	3.9	10.50	3.9	—	—
3	18.69	13.6	18.69	13.6	—	—
Production inspectors, checkers and examiners ..	14.01	13.6	14.01	13.6	—	—
Transportation and material moving	15.56	4.0	15.59	4.3	\$15.24	4.3
2	11.28	12.7	11.28	12.7	—	—
3	15.50	5.9	15.69	6.4	—	—
4	16.07	4.8	16.26	6.3	15.42	.7
5	17.67	4.8	17.61	4.9	—	—
Truck drivers	15.86	4.2	15.92	4.5	—	—
4	16.69	2.9	17.04	1.3	—	—
Industrial truck and tractor equipment operators ..	14.71	9.9	14.63	9.9	—	—
3	16.16	9.3	16.16	9.3	—	—
Handlers, equipment cleaners, helpers, and laborers	13.53	5.5	13.51	5.7	14.00	8.3
1	9.04	4.4	9.04	4.4	—	—
2	11.50	8.4	11.56	8.5	—	—
3	14.45	3.3	14.56	3.5	—	—
4	17.34	5.5	17.39	5.9	—	—
5	14.81	5.9	14.81	5.9	—	—
Stock handlers and baggers	13.49	6.5	13.51	7.0	—	—
1	9.08	2.0	9.08	2.0	—	—
3	15.02	9.8	15.28	11.7	—	—
Freight, stock, and material handlers, n.e.c.	14.59	9.9	14.59	9.9	—	—
3	16.63	9.5	16.63	9.5	—	—
Hand packers and packagers	11.55	5.7	11.55	5.7	—	—
Laborers, except construction, n.e.c.	11.96	7.9	11.46	7.8	—	—
2	11.59	20.5	11.76	21.8	—	—
Service	11.97	4.0	10.14	4.6	15.75	9.4
1	9.08	12.4	7.52	14.8	—	—
2	8.03	16.6	7.53	19.4	—	—
3	10.18	8.1	10.11	10.2	—	—
4	10.96	5.9	10.68	6.5	—	—
5	12.95	5.7	—	—	—	—
6	17.39	3.2	—	—	—	—
7	18.67	9.1	—	—	18.67	9.1
8	21.60	7.1	—	—	—	—
Protective service	16.70	7.4	—	—	18.04	2.1
7	18.67	9.1	—	—	18.67	9.1
Food service	8.81	6.2	8.52	6.8	—	—
1	7.88	14.1	6.69	14.0	—	—
2	6.06	21.3	5.63	24.5	—	—
3	7.70	30.4	7.58	36.5	—	—
4	11.17	13.0	11.22	13.7	—	—
Waiters, waitresses, and bartenders	3.37	21.6	3.37	21.6	—	—
Waiters and waitresses	2.98	20.7	2.98	20.7	—	—
Other food service	10.62	8.9	10.70	11.2	—	—
1	9.24	4.1	—	—	—	—
2	7.99	3.2	7.72	2.4	—	—
3	9.45	5.3	9.84	4.3	—	—
4	11.17	13.0	11.22	13.7	—	—
Cooks	10.04	3.0	10.25	2.2	—	—
3	9.54	5.8	—	—	—	—
Food preparation, n.e.c.	8.25	4.9	7.82	3.5	—	—
2	7.88	4.0	7.55	2.7	—	—
Health service	10.87	5.4	10.84	5.6	—	—
3	9.57	3.0	9.52	3.2	—	—
Health aides, except nursing	12.42	5.9	12.50	6.3	—	—

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, Indianapolis, IN, January 2003 — 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						
Health service —Continued						
Health aides, except nursing —Continued						
3	\$10.94	3.5	\$10.86	3.8	—	—
Nursing aides, orderlies and attendants	9.32	3.1	9.32	3.1	—	—
3	9.20	4.8	9.20	4.8	—	—
Cleaning and building service	10.66	7.3	10.39	9.6	—	—
1	9.99	10.1	—	—	—	—
2	11.23	22.0	11.23	22.0	—	—
Janitors and cleaners	11.35	8.2	11.29	11.4	—	—
2	13.39	23.5	13.39	23.5	—	—
Personal service	12.39	13.2	12.39	13.2	—	—

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, Indianapolis, IN, January 2003

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	\$9.47	8.3	\$9.11	9.1	\$13.07	12.5
All excluding sales	10.14	11.0	9.73	12.6	13.07	12.5
White collar	10.72	6.4	10.31	7.3	14.03	20.0
1	7.68	6.1	7.68	6.7	—	—
2	9.19	5.6	9.19	5.7	—	—
3	8.72	4.7	8.30	3.4	—	—
4	12.58	7.0	12.74	7.2	—	—
5	11.09	18.4	—	—	—	—
6	17.75	9.5	17.75	9.5	—	—
9	25.29	4.6	25.37	6.1	—	—
White collar excluding sales	13.18	10.2	12.98	12.6	14.03	20.0
1	9.17	8.4	—	—	—	—
2	11.20	4.5	11.23	4.7	—	—
3	10.33	4.6	9.75	3.7	—	—
4	13.53	2.6	13.78	2.2	—	—
6	17.75	9.5	17.75	9.5	—	—
9	25.29	4.6	25.37	6.1	—	—
Professional specialty and technical	15.95	23.8	15.34	29.2	18.46	28.8
Professional specialty	15.98	27.1	15.27	34.5	18.46	28.8
9	25.29	4.6	25.37	6.1	—	—
Health related	24.63	4.6	24.09	5.1	—	—
9	25.06	5.0	25.39	6.1	—	—
Registered nurses	23.55	.3	23.54	.3	—	—
9	23.57	2.7	23.56	3.5	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.70	14.2	15.70	14.2	—	—
6	17.84	9.2	17.84	9.2	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	7.49	1.1	7.49	1.1	—	—
1	7.10	3.8	7.10	3.8	—	—
2	7.47	1.0	7.47	1.0	—	—
3	7.68	2.2	7.68	2.2	—	—
Cashiers	7.47	.5	7.47	.5	—	—
2	7.45	1.1	7.45	1.1	—	—
Administrative support, including clerical	10.93	2.6	11.05	3.0	10.46	6.2
1	9.17	8.4	—	—	—	—
2	11.20	4.5	11.23	4.7	—	—
3	10.41	4.8	9.82	3.9	—	—
4	13.72	3.2	13.99	2.9	—	—
Receptionists	9.79	3.5	9.79	3.5	—	—
Blue collar	9.13	6.9	8.88	7.1	—	—
1	8.08	4.3	8.07	4.3	—	—
2	9.80	10.0	9.80	10.0	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.46	12.0	9.60	14.6	—	—
Handlers, equipment cleaners, helpers, and laborers	8.69	5.7	8.69	5.7	—	—
1	8.22	4.3	8.21	4.4	—	—
Stock handlers and baggers	7.30	2.3	7.30	2.3	—	—
1	7.19	1.9	7.19	1.9	—	—

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, Indianapolis, IN, January 2003 — 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	\$6.04	25.1	\$5.77	26.4	—	—
1	4.55	28.8	4.55	28.8	—	—
2	4.86	31.1	4.79	33.2	—	—
3	9.39	5.9	8.88	6.6	—	—
4	11.97	16.2	11.97	16.2	—	—
Protective service	—	—	—	—	—	—
Food service	4.58	29.3	4.54	30.0	—	—
2	3.83	24.2	—	—	—	—
Waiters, waitresses, and bartenders	3.20	25.1	3.20	25.1	—	—
Waiters and waitresses	2.64	32.5	2.64	32.5	—	—
Other food service	7.95	7.6	8.15	7.5	—	—
1	7.36	3.8	7.36	3.8	—	—
Health service	9.83	2.7	9.62	3.5	—	—
3	10.08	3.5	—	—	—	—
Nursing aides, orderlies and attendants	9.81	2.0	9.54	2.0	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	—	—	—	—	—	—

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, Indianapolis, IN, January 2003**

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	\$19.49	\$9.47	\$21.92	\$17.84	\$18.43	\$23.83
All excluding sales	19.28	10.14	22.09	17.68	18.81	15.69
White collar	22.95	10.72	24.90	21.51	21.43	30.17
White-collar excluding sales	23.02	13.18	25.67	21.97	22.59	—
Professional specialty and technical	27.36	15.95	32.11	25.47	26.73	—
Professional specialty	30.29	15.98	34.59	27.90	29.35	—
Technical	19.63	15.70	19.52	19.53	19.53	—
Executive, administrative, and managerial	29.23	—	—	29.87	29.61	—
Sales	22.51	7.49	—	19.28	12.55	34.71
Administrative support, including clerical	13.39	10.93	13.55	13.13	13.17	—
Blue collar	17.08	9.13	21.10	13.50	16.68	16.39
Precision production, craft, and repair	20.82	—	25.07	16.70	20.85	—
Machine operators, assemblers, and inspectors	15.93	—	19.91	12.93	15.83	—
Transportation and material moving	15.56	10.46	18.20	13.38	14.85	—
Handlers, equipment cleaners, helpers, and laborers	13.53	8.69	16.94	10.57	12.90	—
Service	11.97	6.04	16.81	10.71	11.33	—
	Relative error ⁶ (percent)					
All occupations	3.9	8.3	8.2	5.3	3.3	23.8
All excluding sales	3.3	11.0	8.1	3.8	3.4	4.6
White collar	5.1	6.4	21.8	5.4	4.0	34.2
White-collar excluding sales	4.0	10.2	21.1	3.4	3.9	—
Professional specialty and technical	6.1	23.8	15.2	3.7	5.9	—
Professional specialty	6.2	27.1	12.5	4.7	6.1	—
Technical	4.0	14.2	4.3	4.7	4.1	—
Executive, administrative, and managerial	3.9	—	—	3.8	4.7	—
Sales	27.4	1.1	—	27.1	5.8	31.9
Administrative support, including clerical	2.9	2.6	15.8	1.8	2.7	—
Blue collar	2.9	6.9	1.7	2.9	3.0	7.7
Precision production, craft, and repair	5.0	—	2.4	6.3	5.2	—
Machine operators, assemblers, and inspectors	2.3	—	3.6	3.3	2.4	—
Transportation and material moving	4.0	12.0	4.7	6.8	4.7	—
Handlers, equipment cleaners, helpers, and laborers	5.5	5.7	4.2	5.0	5.2	—
Service	4.0	25.1	5.2	6.8	6.1	—

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 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, Indianapolis, IN, January 2003

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	\$18.34	\$21.20	-	-	\$21.01	-	-	-	-	\$16.80
All excluding sales	18.28	21.19	-	-	21.00	-	-	-	-	16.93
White collar	21.47	26.42	-	-	26.33	-	-	-	-	21.72
White-collar excluding sales	22.07	26.56	-	-	26.47	-	-	-	-	22.15
Professional specialty and technical	26.00	30.76	-	-	30.76	-	-	-	-	24.83
Professional specialty	28.89	33.16	-	-	33.16	-	-	-	-	27.80
Technical	20.03	20.81	-	-	20.81	-	-	-	-	18.06
Executive, administrative, and managerial	29.04	32.91	-	-	33.07	-	-	-	-	28.28
Sales	18.91	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	13.52	16.39	-	-	16.50	-	-	-	-	12.68
Blue collar	16.75	18.74	-	-	18.20	-	-	-	-	10.45
Precision production, craft, and repair	21.14	24.10	-	-	23.55	-	-	-	-	17.17
Machine operators, assemblers, and inspectors	15.92	16.70	-	-	16.70	-	-	-	-	8.22
Transportation and material moving	15.19	18.20	-	-	17.60	-	-	-	-	8.54
Handlers, equipment cleaners, helpers, and laborers	12.64	15.99	-	-	15.82	-	-	-	-	8.75
Service	9.52	19.64	-	-	19.64	-	-	-	-	9.56
	Relative error ⁵ (percent)									
All occupations	4.7	6.7	-	-	7.6	-	-	-	-	6.1
All excluding sales	3.4	6.8	-	-	7.7	-	-	-	-	6.2
White collar	5.8	8.0	-	-	8.4	-	-	-	-	2.5
White-collar excluding sales	3.5	7.8	-	-	8.2	-	-	-	-	3.0
Professional specialty and technical	4.1	6.1	-	-	6.1	-	-	-	-	5.2
Professional specialty	5.4	5.2	-	-	5.2	-	-	-	-	6.2
Technical	4.6	4.5	-	-	4.5	-	-	-	-	7.0
Executive, administrative, and managerial	4.6	4.6	-	-	5.5	-	-	-	-	7.6
Sales	26.8	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.0	9.9	-	-	10.2	-	-	-	-	3.5
Blue collar	3.1	4.7	-	-	5.3	-	-	-	-	9.5
Precision production, craft, and repair	5.3	7.5	-	-	10.4	-	-	-	-	7.1
Machine operators, assemblers, and inspectors	2.3	2.8	-	-	2.8	-	-	-	-	6.5
Transportation and material moving	4.8	8.8	-	-	12.4	-	-	-	-	3.7
Handlers, equipment cleaners, helpers, and laborers	5.3	7.2	-	-	8.4	-	-	-	-	3.0
Service	7.3	17.2	-	-	17.2	-	-	-	-	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 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, Indianapolis, IN, January 2003

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	\$18.34	\$16.72	\$18.75	\$16.10	\$21.95
All excluding sales	18.28	15.28	18.99	16.12	22.05
White collar	21.47	21.26	21.51	19.68	23.42
White-collar excluding sales	22.07	18.77	22.52	21.06	23.66
Professional specialty and technical	26.00	21.78	26.27	25.02	27.13
Professional specialty	28.89	21.66	29.51	29.96	29.28
Technical	20.03	—	19.97	18.90	21.22
Executive, administrative, and managerial	29.04	26.14	29.56	28.82	30.12
Sales	18.91	25.62	16.13	16.01	17.07
Administrative support, including clerical	13.52	13.87	13.44	12.64	14.20
Blue collar	16.75	14.91	17.45	14.19	21.24
Precision production, craft, and repair	21.14	18.23	22.78	17.81	27.89
Machine operators, assemblers, and inspectors	15.92	12.70	16.60	12.69	19.38
Transportation and material moving	15.19	14.94	15.27	14.57	16.98
Handlers, equipment cleaners, helpers, and laborers	12.64	10.99	13.37	11.72	16.51
Service	9.52	8.01	9.82	8.97	12.44
Relative error ⁴ (percent)					
All occupations	4.7	10.4	4.2	6.2	3.1
All excluding sales	3.4	5.4	3.8	4.8	3.0
White collar	5.8	21.3	4.2	6.7	4.7
White-collar excluding sales	3.5	12.6	3.8	5.6	4.5
Professional specialty and technical	4.1	39.9	3.4	6.6	3.0
Professional specialty	5.4	44.6	4.4	11.0	3.1
Technical	4.6	—	4.7	6.4	6.6
Executive, administrative, and managerial	4.6	11.2	4.8	7.8	6.2
Sales	26.8	35.1	25.5	28.8	16.5
Administrative support, including clerical	3.0	3.8	3.5	2.9	5.8
Blue collar	3.1	4.5	3.9	3.5	2.1
Precision production, craft, and repair	5.3	5.5	6.3	9.2	3.2
Machine operators, assemblers, and inspectors	2.3	3.0	3.3	8.3	3.9
Transportation and material moving	4.8	5.4	7.1	8.8	8.7
Handlers, equipment cleaners, helpers, and laborers	5.3	8.1	7.1	11.2	5.0
Service	7.3	1.6	7.0	8.7	8.5

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 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, Indianapolis, IN, January 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$11.00	\$15.30	\$24.04	\$31.83
All excluding sales	8.73	11.24	15.50	24.47	31.73
White collar	9.16	12.08	17.86	27.97	40.45
White collar excluding sales	10.00	13.20	19.07	28.85	41.03
Professional specialty and technical	14.01	17.88	25.43	32.22	44.42
Professional specialty	14.70	21.35	27.94	36.62	47.23
Engineers, architects, and surveyors	22.98	26.63	30.44	37.80	43.41
Electrical and electronic engineers	22.36	24.77	30.53	37.80	43.41
Industrial engineers	22.31	25.00	28.12	28.73	28.76
Mechanical engineers	22.00	22.98	24.52	30.85	30.85
Engineers, n.e.c.	26.53	30.41	37.62	43.93	44.42
Mathematical and computer scientists	14.29	23.17	28.88	35.45	43.11
Computer systems analysts and scientists	14.29	21.73	28.56	34.64	40.07
Natural scientists	-	-	-	-	-
Health related	17.86	20.00	23.92	27.88	33.83
Registered nurses	17.86	19.61	23.23	26.57	33.65
Teachers, college and university	23.62	26.11	45.19	60.14	71.14
Teachers, except college and university	13.75	26.76	35.48	46.42	47.80
Elementary school teachers	24.08	28.73	36.61	46.81	51.15
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.50	14.70	15.00	17.33	18.66
Social workers	12.62	14.70	15.00	17.33	18.66
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	2.13	2.13	28.64	28.85	57.86
Technical	12.25	14.96	18.50	23.28	27.88
Radiological technicians	18.95	24.29	27.40	27.40	29.00
Licensed practical nurses	14.97	15.78	17.45	18.91	23.19
Health technologists and technicians, n.e.c.	8.66	10.57	14.35	17.31	20.20
Electrical and electronic technicians	14.05	18.99	25.63	29.50	34.10
Engineering technicians, n.e.c.	12.40	13.84	25.46	29.39	31.53
Executive, administrative, and managerial	15.01	19.71	26.25	36.84	46.15
Executives, administrators, and managers	15.01	21.64	31.00	42.54	47.64
Administrators and officials, public administration	13.11	15.02	20.66	25.64	28.44
Financial managers	19.95	22.21	40.87	47.64	53.37
Administrators, education and related fields	23.00	26.50	38.15	44.70	44.70
Managers, medicine and health	26.41	26.82	29.81	34.35	76.23
Managers and administrators, n.e.c.	13.20	15.01	30.28	42.54	46.21
Management related	14.86	17.33	23.28	31.09	39.46
Accountants and auditors	9.00	14.83	18.43	30.87	32.22
Other financial officers	16.10	18.38	25.23	31.58	35.32
Personnel, training, and labor relations specialists	13.62	17.10	17.10	19.91	31.25
Management related, n.e.c.	17.39	22.26	25.38	38.13	42.61
Sales	6.99	8.11	11.25	19.25	34.45
Supervisors, sales	10.00	12.00	19.25	47.27	75.36
Cashiers	6.50	7.00	7.94	9.11	10.05
Administrative support, including clerical	9.00	10.23	12.36	14.90	18.06
Supervisors, general office	12.03	12.03	14.18	16.07	18.75
Secretaries	10.62	11.83	13.70	16.13	19.47
Receptionists	9.00	9.75	10.00	11.00	11.83
Library clerks	6.16	8.67	13.02	15.51	18.59
Records clerks, n.e.c.	9.67	10.39	13.49	15.32	17.00
Bookkeepers, accounting and auditing clerks	10.50	11.64	12.98	15.13	15.68
Traffic, shipping and receiving clerks	10.75	11.53	14.50	16.77	21.38
Stock and inventory clerks	8.30	12.08	15.16	15.96	23.54
Investigators and adjusters, except insurance	10.00	12.00	13.40	15.25	17.06
General office clerks	8.77	10.00	11.44	13.50	18.00
Bank tellers	9.00	9.25	9.51	10.50	11.64
Data entry keyers	9.00	10.74	15.00	15.00	16.94
Teachers' aides	8.58	9.15	11.52	12.07	13.42
Administrative support, n.e.c.	10.50	11.00	13.10	14.90	21.06
Blue collar	8.70	11.53	15.00	21.25	26.59

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, Indianapolis, IN, January 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$11.40	\$14.63	\$20.48	\$27.55	\$29.65
Bus, truck, and stationary engine mechanics	14.79	16.06	16.83	18.23	19.75
Industrial machinery repairers	18.45	29.20	29.22	29.67	29.87
Mechanics and repairers, n.e.c.	18.49	20.19	26.50	28.95	29.20
Electricians	20.48	23.00	27.55	27.55	29.32
Supervisors, production	13.50	16.88	18.15	26.43	33.17
Tool and die makers	27.62	27.62	28.35	29.30	29.42
Butchers and meat cutters	11.10	12.00	12.25	13.00	14.23
Bakers	8.75	8.75	9.20	9.50	9.50
Machine operators, assemblers, and inspectors	8.70	11.46	14.86	20.17	25.47
Grinding, abrading, buffing, and polishing machine operators	10.20	13.82	14.97	23.25	25.32
Molding and casting machine operators	8.70	13.60	24.48	24.48	25.07
Printing press operators	12.85	12.85	17.00	20.60	23.83
Miscellaneous machine operators, n.e.c.	11.10	13.00	15.16	17.48	19.89
Welders and cutters	11.52	11.60	12.80	13.72	23.81
Assemblers	9.70	9.70	13.90	22.18	25.67
Production inspectors, checkers and examiners ..	9.50	11.46	12.04	13.48	23.25
Transportation and material moving	8.83	13.00	14.75	18.00	19.95
Truck drivers	13.50	13.50	14.50	16.56	19.05
Industrial truck and tractor equipment operators ..	8.00	9.50	15.21	15.56	19.95
Miscellaneous material moving equipment operators, n.e.c.	10.65	11.71	13.13	16.94	19.25
Handlers, equipment cleaners, helpers, and laborers	7.21	8.55	11.75	15.00	18.97
Stock handlers and baggers	6.75	7.15	9.53	11.96	23.31
Freight, stock, and material handlers, n.e.c.	8.32	10.87	12.55	14.64	24.85
Hand packers and packagers	8.38	8.71	12.00	12.48	14.50
Laborers, except construction, n.e.c.	7.21	8.25	9.15	14.87	19.46
Service	5.00	8.00	10.39	13.95	20.36
Protective service	11.00	12.00	16.50	21.33	23.20
Food service	2.13	3.32	7.64	10.12	14.10
Waiters, waitresses, and bartenders	2.13	2.13	2.13	3.50	6.25
Waiters and waitresses	2.13	2.13	2.13	2.40	5.15
Other food service	6.95	7.64	9.00	12.72	16.05
Supervisors, food preparation and service	11.00	12.98	15.91	16.43	22.22
Cooks	7.18	8.50	10.00	10.92	11.38
Kitchen workers, food preparation	6.55	7.70	8.50	8.80	9.59
Food preparation, n.e.c.	6.50	7.25	7.95	9.00	9.91
Health service	8.50	9.00	10.20	12.60	13.95
Health aides, except nursing	9.59	10.49	13.60	13.95	13.95
Nursing aides, orderlies and attendants	8.00	8.60	9.25	10.20	11.15
Cleaning and building service	7.00	8.00	9.87	11.50	14.27
Maids and housemen	6.25	6.50	7.21	7.97	9.34
Janitors and cleaners	7.85	9.00	10.45	12.60	14.47
Personal service	6.25	8.00	9.69	15.74	15.98

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, Indianapolis, IN, January 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.30	\$10.76	\$15.10	\$23.66	\$30.53
All excluding sales	8.50	11.01	15.31	24.08	30.24
White collar	9.10	12.02	17.50	26.65	37.50
White collar excluding sales	10.17	13.40	19.08	27.82	37.80
Professional specialty and technical	14.11	18.24	24.47	30.75	40.84
Professional specialty	15.00	21.64	27.15	34.72	44.42
Engineers, architects, and surveyors	22.31	26.00	30.53	37.80	44.24
Electrical and electronic engineers	22.36	24.77	30.53	37.80	43.41
Mechanical engineers	22.00	22.98	24.52	30.85	30.85
Engineers, n.e.c.	26.53	30.41	37.62	43.93	44.42
Mathematical and computer scientists	14.29	23.17	29.23	35.54	43.11
Computer systems analysts and scientists	14.29	21.73	28.56	34.64	40.07
Natural scientists	—	—	—	—	—
Health related	18.70	20.96	24.17	28.84	34.22
Registered nurses	18.65	20.67	23.93	28.06	34.21
Teachers, college and university	23.62	26.11	45.19	60.14	71.14
Teachers, except college and university	12.55	16.91	24.08	29.69	39.66
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.46	13.61	15.00	17.74	20.91
Social workers	12.62	14.99	15.58	18.03	21.02
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	2.13	2.13	28.64	28.85	57.86
Technical	12.89	15.28	19.07	24.45	29.31
Radiological technicians	16.93	18.17	18.95	20.00	20.40
Licensed practical nurses	15.30	16.35	17.83	19.10	23.19
Health technologists and technicians, n.e.c.	8.66	12.30	14.50	17.31	20.20
Electrical and electronic technicians	14.05	18.99	25.63	29.50	34.10
Executive, administrative, and managerial	15.01	19.76	25.96	35.32	45.97
Executives, administrators, and managers	15.01	21.00	30.09	42.54	51.06
Financial managers	19.71	33.27	44.23	47.64	53.37
Managers, medicine and health	23.17	26.82	29.81	29.81	76.23
Managers and administrators, n.e.c.	13.20	15.01	25.96	34.69	42.54
Management related	16.54	19.64	24.03	31.58	39.63
Accountants and auditors	9.00	14.83	18.43	30.87	32.22
Other financial officers	16.10	18.38	25.23	31.58	35.32
Personnel, training, and labor relations specialists	17.10	17.10	19.91	23.08	31.25
Management related, n.e.c.	17.39	22.26	25.38	38.13	42.61
Sales	6.99	8.11	11.25	19.25	34.45
Supervisors, sales	10.00	12.00	19.25	47.27	75.36
Cashiers	6.50	7.00	7.94	9.11	10.05
Administrative support, including clerical	9.27	10.44	12.89	15.13	18.97
Secretaries	11.48	12.67	14.75	17.22	19.62
Receptionists	9.00	9.75	10.00	11.00	11.83
Records clerks, n.e.c.	9.63	10.35	13.49	16.11	17.00
Bookkeepers, accounting and auditing clerks	10.50	11.59	12.98	15.30	15.68
Traffic, shipping and receiving clerks	10.75	11.53	14.50	16.77	21.38
Stock and inventory clerks	8.30	11.50	13.77	20.42	23.54
Investigators and adjusters, except insurance	10.00	12.00	13.40	14.37	16.14
General office clerks	10.00	10.66	12.93	16.40	18.00
Bank tellers	9.00	9.25	9.51	10.50	11.64
Data entry keyers	9.00	10.74	15.00	15.00	16.94
Administrative support, n.e.c.	10.29	11.00	12.89	14.90	21.06
Blue collar	8.50	11.52	15.00	22.30	26.85
Precision production, craft, and repair	11.65	15.00	21.00	27.55	29.65
Bus, truck, and stationary engine mechanics	14.79	16.06	16.83	18.23	19.75
Industrial machinery repairers	18.45	29.20	29.22	29.67	29.87
Mechanics and repairers, n.e.c.	18.49	20.19	26.97	29.20	29.20
Electricians	20.48	23.00	27.55	27.55	29.32

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, Indianapolis, IN, January 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Supervisors, production	\$13.50	\$16.88	\$18.15	\$26.43	\$33.17
Tool and die makers	27.62	27.62	28.35	29.30	29.42
Butchers and meat cutters	11.10	12.00	12.25	13.00	14.23
Bakers	8.75	8.75	9.20	9.50	9.50
Machine operators, assemblers, and inspectors	8.70	11.46	14.86	20.19	25.47
Grinding, abrading, buffing, and polishing machine operators	10.20	13.82	14.97	23.25	25.32
Molding and casting machine operators	8.70	13.60	24.48	24.48	25.07
Printing press operators	12.85	12.85	17.00	20.60	23.83
Miscellaneous machine operators, n.e.c.	11.10	13.00	15.16	17.48	19.89
Welders and cutters	11.52	11.60	12.80	13.72	23.81
Assemblers	9.70	9.70	13.90	22.18	25.67
Production inspectors, checkers and examiners ..	9.50	11.46	12.04	13.48	23.25
Transportation and material moving	8.80	12.89	14.72	18.50	19.95
Truck drivers	13.50	13.50	14.72	17.00	19.05
Industrial truck and tractor equipment operators ..	8.00	9.25	15.06	15.56	19.95
Miscellaneous material moving equipment operators, n.e.c.	10.65	11.71	13.13	16.94	19.25
Handlers, equipment cleaners, helpers, and laborers	7.21	8.50	11.60	15.00	19.02
Stock handlers and baggers	6.75	7.00	9.30	11.96	23.31
Freight, stock, and material handlers, n.e.c.	8.32	10.87	12.55	14.64	24.85
Hand packers and packagers	8.38	8.71	12.00	12.48	14.50
Laborers, except construction, n.e.c.	7.21	8.25	9.00	13.36	24.85
Service	2.13	7.25	9.00	11.50	13.95
Protective service	—	—	—	—	—
Food service	2.13	2.25	7.25	10.00	13.33
Waiters, waitresses, and bartenders	2.13	2.13	2.13	3.50	6.25
Waiters and waitresses	2.13	2.13	2.13	2.40	5.15
Other food service	6.55	7.50	9.00	12.98	16.43
Supervisors, food preparation and service	11.00	12.98	13.33	16.43	22.22
Cooks	6.60	8.50	10.00	11.00	12.40
Kitchen workers, food preparation	6.55	7.70	8.50	8.80	9.59
Food preparation, n.e.c.	6.50	7.25	7.64	8.28	9.00
Health service	8.50	9.00	10.07	13.35	13.95
Health aides, except nursing	9.50	10.50	13.95	13.95	13.95
Nursing aides, orderlies and attendants	8.00	8.70	9.25	10.07	10.76
Cleaning and building service	6.95	7.75	9.26	11.02	13.52
Maids and housemen	6.25	6.50	7.21	7.97	9.34
Janitors and cleaners	7.75	8.30	10.05	11.78	17.69
Personal service	6.25	8.00	9.69	15.74	15.98

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, Indianapolis, IN, January 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.39	\$11.99	\$16.79	\$27.35	\$43.23
All excluding sales	9.39	11.99	16.79	27.35	43.23
White collar	9.38	12.48	18.86	32.78	46.21
White collar excluding sales	9.38	12.48	18.86	32.78	46.21
Professional specialty and technical	13.26	17.86	28.08	39.56	47.23
Professional specialty	14.70	19.69	29.00	42.18	47.23
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	17.86	17.86	17.86	23.08	26.44
Registered nurses	17.86	17.86	17.86	22.29	25.19
Teachers, except college and university	14.85	27.35	36.96	46.87	47.80
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.	-	-	-	-	-
Technical	9.68	12.40	14.46	17.61	24.29
Executive, administrative, and managerial	13.06	16.69	28.44	44.70	46.21
Executives, administrators, and managers	17.43	22.21	34.35	44.70	46.21
Administrators and officials, public administration	13.11	15.02	20.66	25.64	28.44
Management related	-	-	-	-	-
Administrative support, including clerical	8.09	9.38	11.49	13.42	15.51
Secretaries	9.69	11.27	12.48	13.70	14.96
Blue collar	9.30	12.37	14.47	17.10	19.46
Precision production, craft, and repair	10.43	12.37	13.86	17.25	21.40
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	8.83	13.08	15.80	17.10	18.30
Handlers, equipment cleaners, helpers, and laborers	8.69	10.04	13.61	16.22	17.96
Service	9.39	11.01	14.81	19.88	22.51
Protective service	11.89	14.24	18.21	21.58	23.20
Food service	8.31	8.43	9.33	10.60	16.05
Other food service	8.31	8.43	9.33	10.60	16.05
Health service	-	-	-	-	-
Cleaning and building 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 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$11.66	\$16.00	\$24.70	\$32.78
All excluding sales	9.00	11.83	16.00	24.85	32.51
White collar	10.00	13.28	19.02	28.88	42.30
White collar excluding sales	10.36	13.69	19.84	29.18	42.09
Professional specialty and technical	14.29	18.28	25.89	33.00	45.22
Professional specialty	16.13	22.40	28.64	37.57	47.23
Engineers, architects, and surveyors	22.98	26.63	30.44	37.80	43.41
Electrical and electronic engineers	22.36	24.77	30.53	37.80	43.41
Industrial engineers	22.31	25.00	28.12	28.73	28.76
Mechanical engineers	22.00	22.98	24.52	30.85	30.85
Engineers, n.e.c.	26.53	30.41	37.62	43.93	44.42
Mathematical and computer scientists	14.29	23.17	28.88	35.45	43.11
Computer systems analysts and scientists	14.29	21.73	28.56	34.64	40.07
Natural scientists	-	-	-	-	-
Health related	17.86	19.98	23.87	28.02	33.82
Registered nurses	17.86	19.36	22.71	27.33	33.83
Teachers, college and university	23.62	26.11	45.19	60.14	71.14
Teachers, except college and university	20.22	27.15	36.61	46.81	47.80
Elementary school teachers	24.08	28.73	36.61	46.81	51.15
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.62	14.70	15.00	17.33	18.58
Social workers	12.62	14.70	15.00	17.33	18.58
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.24	26.20	28.64	38.46	57.86
Technical	12.30	14.98	18.66	23.75	28.04
Licensed practical nurses	14.97	15.78	17.45	19.00	23.19
Health technologists and technicians, n.e.c.	8.84	10.57	14.08	17.03	20.20
Electrical and electronic technicians	14.05	18.99	25.63	29.50	34.10
Engineering technicians, n.e.c.	12.40	13.84	25.46	29.39	31.53
Executive, administrative, and managerial	15.01	19.74	26.25	36.84	46.15
Executives, administrators, and managers	15.01	22.21	31.00	42.76	47.64
Administrators and officials, public administration	13.11	15.02	20.66	25.64	28.44
Financial managers	19.95	22.21	40.87	47.64	53.37
Administrators, education and related fields	23.00	26.50	38.15	44.70	44.70
Managers, medicine and health	26.41	26.82	29.81	34.35	76.23
Managers and administrators, n.e.c.	13.20	15.01	30.28	42.54	46.21
Management related	14.86	17.33	23.28	31.09	39.46
Accountants and auditors	9.00	14.83	18.43	30.87	32.22
Other financial officers	16.10	18.38	25.23	31.58	35.32
Personnel, training, and labor relations specialists	13.62	17.10	17.10	19.91	31.25
Management related, n.e.c.	17.39	22.26	25.38	38.13	42.61
Sales	8.25	10.00	15.18	21.94	50.30
Supervisors, sales	10.95	12.00	22.25	47.27	75.36
Cashiers	7.28	7.95	9.06	9.60	10.74
Administrative support, including clerical	9.25	10.36	12.75	15.00	18.59
Supervisors, general office	12.03	12.03	14.18	16.07	18.75
Secretaries	10.62	11.83	13.70	16.13	19.47
Receptionists	9.00	9.75	10.00	11.00	11.83
Records clerks, n.e.c.	9.84	10.70	13.49	16.11	17.00
Bookkeepers, accounting and auditing clerks	10.50	11.64	12.98	15.13	15.68
Traffic, shipping and receiving clerks	10.00	12.28	16.25	17.26	22.59
Stock and inventory clerks	11.50	13.10	15.16	20.42	23.54
Investigators and adjusters, except insurance	10.00	12.00	13.40	15.57	17.06
General office clerks	8.83	10.00	11.48	13.75	18.00
Bank tellers	9.00	9.25	9.50	10.33	11.83
Administrative support, n.e.c.	10.50	11.00	13.46	14.90	21.06
Blue collar	9.15	12.00	15.38	22.90	26.85
Precision production, craft, and repair	11.65	14.70	20.48	27.55	29.65
Bus, truck, and stationary engine mechanics	14.79	16.06	16.96	18.23	19.75
Industrial machinery repairers	18.45	29.20	29.22	29.67	29.87

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, Indianapolis, IN, January 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Mechanics and repairers, n.e.c.	\$18.49	\$20.19	\$26.50	\$28.95	\$29.20
Electricians	20.48	23.00	27.55	27.55	29.32
Supervisors, production	13.50	16.88	18.15	26.43	33.17
Tool and die makers	27.62	27.62	28.35	29.30	29.42
Butchers and meat cutters	11.10	12.00	12.25	13.00	14.23
Machine operators, assemblers, and inspectors					
Grinding, abrading, buffing, and polishing machine operators	8.70	11.46	14.86	20.17	25.47
Molding and casting machine operators	10.20	13.82	14.97	23.25	25.32
Printing press operators	8.70	13.60	24.48	24.48	25.07
Miscellaneous machine operators, n.e.c.	12.85	12.85	17.00	20.60	23.83
Welders and cutters	11.10	13.00	15.16	17.48	19.89
Assemblers	11.52	11.60	12.80	13.72	23.81
Production inspectors, checkers and examiners ..	9.70	9.70	13.97	22.18	25.67
Production inspectors, checkers and examiners ..	9.50	11.46	12.04	13.48	23.25
Transportation and material moving					
Truck drivers	9.90	13.50	15.10	18.50	19.96
Industrial truck and tractor equipment operators ..	13.50	13.50	14.72	16.56	19.05
Industrial truck and tractor equipment operators ..	8.00	10.25	15.36	18.00	20.73
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	8.32	9.38	12.48	16.22	19.46
Freight, stock, and material handlers, n.e.c.	8.80	9.95	11.96	13.70	23.49
Hand packers and packagers	8.32	8.50	14.07	16.30	25.18
Laborers, except construction, n.e.c.	8.50	8.99	12.00	12.48	14.50
Laborers, except construction, n.e.c.	7.21	8.25	9.25	14.87	19.46
Service					
Protective service	6.95	8.53	11.00	14.32	21.09
Food service	11.00	12.00	16.47	21.33	23.20
Waiters, waitresses, and bartenders	2.13	6.25	8.43	11.00	15.91
Waiters and waitresses	2.13	2.13	2.13	3.50	7.20
Other food service	2.13	2.13	2.13	2.69	5.15
Cooks	7.00	7.70	9.18	12.98	16.05
Food preparation, n.e.c.	8.31	8.50	10.00	11.00	12.38
Health service	6.75	7.25	8.00	9.00	10.00
Health aides, except nursing	8.50	9.05	10.30	13.95	13.95
Nursing aides, orderlies and attendants	9.80	10.59	13.95	13.95	13.95
Cleaning and building service	8.00	8.70	9.19	10.10	10.68
Janitors and cleaners	7.31	8.02	9.92	11.50	14.27
Personal service	7.80	9.00	10.50	12.60	14.60
Personal service	7.90	9.00	11.61	15.74	15.98

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, Indianapolis, IN, January 2003

Occupation ³	10	25	Median 50	75	90
All	\$3.35	\$6.75	\$8.30	\$11.00	\$15.00
All excluding sales	2.13	6.50	9.00	12.00	18.05
White collar	6.45	7.05	8.63	12.07	21.34
White collar excluding sales	2.13	9.00	11.40	15.97	24.53
Professional specialty and technical	2.13	2.13	17.00	24.27	28.26
Professional specialty	2.13	2.13	18.32	24.59	29.24
Health related	17.00	21.25	24.05	26.69	35.00
Registered nurses	18.79	21.80	23.83	25.73	27.68
Teachers, except college and university	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	8.42	13.13	15.91	19.00	22.00
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Sales	6.45	6.75	7.25	8.15	8.81
Cashiers	6.45	6.75	7.10	8.11	9.03
Administrative support, including clerical	8.50	9.10	11.00	12.07	13.50
Receptionists	8.40	9.50	10.00	10.00	11.00
Blue collar	6.00	6.80	8.50	10.87	12.50
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	6.05	8.50	8.83	12.09	17.38
Handlers, equipment cleaners, helpers, and laborers	6.00	6.75	7.92	10.87	11.66
Stock handlers and baggers	6.10	6.75	7.00	8.00	8.60
Service	2.13	2.13	6.00	8.48	11.00
Protective service	-	-	-	-	-
Food service	2.13	2.13	3.35	6.50	8.50
Waiters, waitresses, and bartenders	2.13	2.13	2.13	5.00	6.00
Waiters and waitresses	2.13	2.13	2.13	2.13	5.61
Other food service	6.00	6.50	7.70	8.50	11.00
Health service	8.00	8.50	9.40	11.63	11.99
Nursing aides, orderlies and attendants	8.00	8.50	9.43	11.52	11.99
Cleaning and building service	-	-	-	-	-
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.

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 Indianapolis, IN, Metropolitan Statistical Area includes Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby Counties.

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	2,629
Total in sample	470
Responding	275
Out of business or not in survey scope	44
Unable or refused to provide data	151

In this survey, the nonresponse rates for all industries and 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 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.

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, Indianapolis, IN, January 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	377,100	310,400	66,700
All excluding sales	343,700	277,000	66,700
White collar	202,900	157,500	45,500
White-collar excluding sales	169,500	124,000	45,500
Professional specialty and technical	81,400	53,700	–
Professional specialty	62,600	37,100	–
Technical	18,800	16,700	2,100
Executive, administrative, and managerial	29,600	24,500	5,100
Sales	33,400	33,400	–
Administrative support, including clerical	58,500	45,800	12,700
Blue collar	120,500	114,800	5,700
Precision production, craft, and repair	36,600	34,300	2,400
Machine operators, assemblers, and inspectors	33,800	33,800	–
Transportation and material moving	20,800	18,600	–
Handlers, equipment cleaners, helpers, and laborers	29,300	28,200	1,100
Service	53,700	38,100	15,500

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.