

Charlotte–Gastonia–Rock Hill, NC–SC National Compensation Survey June 2003



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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Charlotte–Gastonia–Rock Hill, NC–SC, metropolitan area. Data were collected between December 2002 and January 2004; the average reference month is June 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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$18.55	3.2	37.2	\$18.65	3.7	37.4	\$18.08	4.1	36.4
Worker characteristics:⁴									
White-collar occupations ⁵	22.51	4.5	37.4	23.29	5.5	37.7	19.99	4.6	36.6
Professional specialty and technical	27.09	2.4	36.5	29.28	3.1	36.6	23.59	3.6	36.4
Executive, administrative, and managerial	30.98	5.3	40.6	31.10	6.0	40.6	30.05	7.2	40.1
Sales	20.42	20.5	32.4	20.57	20.6	32.8	-	-	-
Administrative support	13.97	2.8	37.9	14.62	3.6	38.4	11.82	.8	36.3
Blue-collar occupations ⁵	15.05	1.9	38.8	15.14	2.0	39.0	13.22	3.2	34.6
Precision production, craft, and repair	18.34	3.5	39.9	18.56	3.7	39.9	14.95	10.2	40.0
Machine operators, assemblers, and inspectors	14.07	3.6	39.6	14.05	3.6	39.6	-	-	-
Transportation and material moving	15.04	4.7	38.0	15.44	4.7	39.6	11.62	1.5	28.5
Handlers, equipment cleaners, helpers, and laborers	11.15	3.1	36.6	11.15	3.3	36.6	11.33	7.1	36.6
Service occupations ⁵	11.65	5.0	31.7	10.59	7.4	29.6	13.80	4.6	36.9
Full time	19.03	3.3	39.5	19.18	3.9	39.5	18.31	4.0	39.4
Part time	11.61	7.5	20.3	10.64	6.7	20.6	15.36	19.7	18.9
Union	23.74	6.5	36.3	23.74	6.5	36.3	-	-	-
Nonunion	18.04	3.6	37.3	18.03	4.3	37.6	18.08	4.1	36.4
Time	18.22	2.7	37.1	18.25	3.1	37.3	18.08	4.1	36.4
Incentive	24.63	14.2	39.7	24.63	14.2	39.7	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	17.00	4.2	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	19.80	5.3	35.9	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	14.12	7.6	35.1	14.11	7.7	35.0	14.95	5.2	40.0
100-499 workers	17.13	6.4	37.9	17.16	6.5	37.8	15.22	3.7	38.9
500 workers or more	21.08	4.4	37.5	22.60	5.8	38.2	18.22	4.3	36.3

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$18.55	3.2	\$18.65	3.7	\$18.08	4.1
All excluding sales	18.46	2.8	18.53	3.2	18.11	4.1
White collar	22.51	4.5	23.29	5.5	19.99	4.6
White collar excluding sales	22.72	4.0	23.66	4.9	20.04	4.5
Professional specialty and technical	27.09	2.4	29.28	3.1	23.59	3.6
Professional specialty	26.72	3.3	28.60	4.2	24.39	4.0
Engineers, architects, and surveyors	31.95	4.0	31.98	4.1	—	—
Electrical and electronic engineers	37.66	4.9	37.66	4.9	—	—
Engineers, n.e.c.	41.14	6.5	41.14	6.5	—	—
Mathematical and computer scientists	30.54	6.7	30.56	6.7	—	—
Computer systems analysts and scientists	30.62	6.8	30.64	6.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.97	11.9	26.80	15.4	25.06	18.2
Registered nurses	24.18	10.6	26.55	15.3	21.30	1.5
Teachers, college and university	33.49	6.4	30.08	2.5	—	—
Other post-secondary teachers	29.05	9.3	—	—	—	—
Teachers, except college and university	24.52	2.7	—	—	24.67	2.7
Prekindergarten and kindergarten	21.96	8.8	—	—	—	—
Elementary school teachers	24.04	1.2	25.26	12.2	23.99	1.1
Secondary school teachers	24.42	3.5	—	—	24.20	3.3
Teachers, special education	28.46	8.8	—	—	28.46	8.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.92	4.3	—	—	17.65	4.4
Social workers	17.92	4.3	—	—	17.65	4.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.18	17.9	16.19	18.0	—	—
Technical	28.38	6.4	30.82	8.2	16.13	7.4
Licensed practical nurses	17.21	2.7	17.21	2.7	—	—
Health technologists and technicians, n.e.c.	14.85	4.6	16.09	7.8	12.44	4.3
Electrical and electronic technicians	18.30	9.6	—	—	—	—
Engineering technicians, n.e.c.	24.38	7.8	25.81	5.4	—	—
Executive, administrative, and managerial	30.98	5.3	31.10	6.0	30.05	7.2
Executives, administrators, and managers	35.60	5.4	35.92	6.1	33.79	6.3
Administrators and officials, public administration	37.86	16.3	—	—	37.86	16.3
Financial managers	38.81	4.7	38.80	4.7	—	—
Managers, marketing, advertising, and public relations	24.80	13.1	24.76	13.1	—	—
Administrators, education and related fields	31.78	1.0	—	—	31.78	1.0
Managers and administrators, n.e.c.	36.31	10.0	36.30	10.2	—	—
Management related	24.89	4.6	25.20	4.9	21.70	11.5
Accountants and auditors	21.75	10.0	22.07	10.0	—	—
Personnel, training, and labor relations specialists	23.31	10.8	—	—	—	—
Management related, n.e.c.	24.19	16.6	24.19	16.6	—	—
Sales	20.42	20.5	20.57	20.6	—	—
Supervisors, sales	29.77	17.3	29.77	17.3	—	—
Sales workers, other commodities	8.98	3.3	8.98	3.3	—	—
Cashiers	8.16	1.1	8.13	1.1	—	—
Administrative support, including clerical	13.97	2.8	14.62	3.6	11.82	.8
Secretaries	17.56	5.7	18.99	4.7	13.23	4.8
Receptionists	11.03	8.4	11.03	8.4	—	—
Order clerks	13.90	12.0	13.90	12.0	—	—
Library clerks	11.51	4.0	—	—	11.70	4.4
Records clerks, n.e.c.	12.91	7.9	13.77	7.6	—	—
Bookkeepers, accounting and auditing clerks	12.91	3.0	12.88	3.3	—	—
Dispatchers	15.84	5.7	—	—	12.93	4.1
Traffic, shipping and receiving clerks	13.13	4.9	13.13	4.9	—	—
Stock and inventory clerks	12.76	7.1	13.17	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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Material recording, scheduling, and distribution clerks, n.e.c.	\$13.53	15.1	\$13.53	15.1	–	–
Eligibility clerks, social welfare	13.67	.9	–	–	–	–
General office clerks	11.71	6.5	11.32	10.5	\$12.30	2.2
Teachers' aides	9.93	1.5	–	–	9.88	1.3
Administrative support, n.e.c.	14.55	6.6	–	–	–	–
Blue collar	15.05	1.9	15.14	2.0	13.22	3.2
Precision production, craft, and repair						
Supervisors, mechanics and repairers	22.89	8.7	22.86	9.4	–	–
Bus, truck, and stationary engine mechanics	17.01	5.7	–	–	–	–
Industrial machinery repairers	19.52	5.5	19.52	5.5	–	–
Machinery maintenance	13.49	3.5	–	–	–	–
Mechanics and repairers, n.e.c.	20.63	2.8	21.00	2.7	–	–
Electrical power installers and repairers	21.34	5.1	21.56	5.6	–	–
Construction trades, n.e.c.	12.40	7.4	–	–	11.91	5.4
Supervisors, production	21.76	3.9	21.80	4.0	–	–
Inspectors, testers, and graders	15.78	10.6	15.78	10.6	–	–
Machine operators, assemblers, and inspectors						
Winding and twisting machine operators	9.28	1.7	9.28	1.7	–	–
Miscellaneous machine operators, n.e.c.	16.55	7.3	16.55	7.3	–	–
Assemblers	12.29	12.4	12.29	12.4	–	–
Production inspectors, checkers and examiners ..	14.82	4.6	14.82	4.6	–	–
Transportation and material moving						
Truck drivers	15.16	7.3	15.71	8.2	–	–
Bus drivers	–	–	–	–	9.98	.4
Industrial truck and tractor equipment operators ..	13.82	4.6	13.82	4.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.31	3.4	–	–	–	–
Stock handlers and baggers	10.34	4.9	10.34	4.9	–	–
Machine feeders and offbearers	9.89	25.8	9.89	25.8	–	–
Freight, stock, and material handlers, n.e.c.	12.95	7.1	13.01	7.3	–	–
Hand packers and packagers	9.94	10.2	9.94	10.2	–	–
Laborers, except construction, n.e.c.	9.69	3.6	9.66	3.7	–	–
Service						
Protective service	16.74	3.3	–	–	17.17	1.5
Supervisors, police and detectives	25.00	8.6	–	–	25.00	8.6
Police and detectives, public service	18.24	4.2	–	–	18.24	4.2
Correctional institution officers	13.07	3.2	–	–	13.07	3.2
Food service	7.00	8.7	6.82	10.3	8.63	1.9
Waiters, waitresses, and bartenders	3.14	22.5	3.14	22.5	–	–
Waiters and waitresses	2.95	20.9	2.95	20.9	–	–
Other food service	8.62	11.0	8.62	12.9	8.63	1.9
Cooks	8.72	4.5	8.83	5.4	–	–
Food preparation, n.e.c.	8.03	2.7	7.77	2.5	–	–
Health service	10.01	3.5	10.12	3.8	9.65	9.4
Health aides, except nursing	10.24	6.3	10.89	6.7	9.65	9.4
Nursing aides, orderlies and attendants	9.84	4.1	9.84	4.1	–	–
Cleaning and building service	8.96	5.4	8.91	7.7	9.08	2.7
Janitors and cleaners	8.67	5.2	8.51	8.1	8.91	2.5
Personal service	–	–	–	–	10.24	2.9

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$19.03	3.3	\$19.18	3.9	\$18.31	4.0
All excluding sales	18.81	3.0	18.92	3.5	18.31	4.0
White collar	23.06	4.5	24.08	5.4	19.86	4.0
White collar excluding sales	22.95	4.0	24.04	5.0	19.86	4.0
Professional specialty and technical	27.25	2.2	29.87	3.3	23.07	2.2
Professional specialty	26.70	3.0	29.17	4.1	23.72	2.3
Engineers, architects, and surveyors	31.95	4.0	31.98	4.1	—	—
Electrical and electronic engineers	37.66	4.9	37.66	4.9	—	—
Engineers, n.e.c.	41.14	6.5	41.14	6.5	—	—
Mathematical and computer scientists	30.54	6.7	30.56	6.7	—	—
Computer systems analysts and scientists	30.62	6.8	30.64	6.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.91	11.3	28.52	14.9	21.17	1.1
Registered nurses	24.48	11.7	27.65	16.2	21.17	1.0
Teachers, college and university	33.49	6.4	30.08	2.5	—	—
Other post-secondary teachers	29.05	9.3	—	—	—	—
Teachers, except college and university	24.75	2.6	26.16	9.0	24.67	2.7
Elementary school teachers	24.04	1.2	25.26	12.2	23.99	1.1
Secondary school teachers	24.33	3.9	—	—	24.11	3.8
Teachers, special education	28.46	8.8	—	—	28.46	8.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.65	4.4	—	—	17.65	4.4
Social workers	17.65	4.4	—	—	17.65	4.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.18	17.9	16.19	18.0	—	—
Technical	29.10	6.7	31.42	8.4	16.66	10.1
Licensed practical nurses	17.10	2.9	17.10	2.9	—	—
Health technologists and technicians, n.e.c.	15.35	6.4	16.60	9.1	—	—
Electrical and electronic technicians	18.30	9.6	—	—	—	—
Engineering technicians, n.e.c.	24.38	7.8	25.81	5.4	—	—
Executive, administrative, and managerial	30.98	5.3	31.10	6.0	30.05	7.2
Executives, administrators, and managers	35.60	5.4	35.92	6.1	33.79	6.3
Administrators and officials, public administration	37.86	16.3	—	—	37.86	16.3
Financial managers	38.81	4.7	38.80	4.7	—	—
Managers, marketing, advertising, and public relations	24.80	13.1	24.76	13.1	—	—
Administrators, education and related fields	31.78	1.0	—	—	31.78	1.0
Managers and administrators, n.e.c.	36.31	10.0	36.30	10.2	—	—
Management related	24.89	4.6	25.20	4.9	21.70	11.5
Accountants and auditors	21.75	10.0	22.07	10.0	—	—
Personnel, training, and labor relations specialists	23.31	10.8	—	—	—	—
Management related, n.e.c.	24.19	16.6	24.19	16.6	—	—
Sales	24.43	19.1	24.43	19.1	—	—
Supervisors, sales	29.77	17.3	29.77	17.3	—	—
Cashiers	8.94	1.7	8.94	1.7	—	—
Administrative support, including clerical	13.98	2.9	14.64	3.8	11.85	8
Secretaries	17.86	5.3	19.02	4.7	13.49	4.3
Receptionists	11.03	8.4	11.03	8.4	—	—
Order clerks	13.90	12.0	13.90	12.0	—	—
Library clerks	11.78	4.7	—	—	11.78	4.7
Records clerks, n.e.c.	12.91	7.9	13.77	7.6	—	—
Bookkeepers, accounting and auditing clerks	13.21	2.4	13.23	2.7	—	—
Dispatchers	15.84	5.7	—	—	12.93	4.1
Traffic, shipping and receiving clerks	13.13	4.9	13.13	4.9	—	—
Stock and inventory clerks	12.76	7.1	13.17	6.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	13.53	15.1	13.53	15.1	—	—
Investigators and adjusters, except insurance	13.35	5.5	13.35	5.5	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Eligibility clerks, social welfare	\$13.67	0.9	–	–	–	–
General office clerks	11.77	7.0	\$11.36	11.3	\$12.38	2.4
Teachers' aides	9.96	1.5	–	–	9.90	1.4
Administrative support, n.e.c.	14.61	6.6	–	–	–	–
Blue collar	15.22	1.9	15.29	2.0	13.65	3.6
Precision production, craft, and repair						
Supervisors, mechanics and repairers	18.32	3.5	18.54	3.7	14.95	10.2
Bus, truck, and stationary engine mechanics	22.89	8.7	22.86	9.4	–	–
Industrial machinery repairers	16.36	5.8	–	–	–	–
Machinery maintenance	19.52	5.5	19.52	5.5	–	–
Mechanics and repairers, n.e.c.	13.49	3.5	–	–	–	–
Electrical power installers and repairers	20.63	2.8	21.00	2.7	–	–
Construction trades, n.e.c.	21.34	5.1	21.56	5.6	–	–
Supervisors, production	12.40	7.4	–	–	11.91	5.4
Inspectors, testers, and graders	21.76	3.9	21.80	4.0	–	–
	15.78	10.6	15.78	10.6	–	–
Machine operators, assemblers, and inspectors						
Winding and twisting machine operators	14.07	3.6	14.05	3.6	–	–
Miscellaneous machine operators, n.e.c.	9.28	1.7	9.28	1.7	–	–
Assemblers	16.55	7.3	16.55	7.3	–	–
Production inspectors, checkers and examiners ..	12.29	12.4	12.29	12.4	–	–
	14.82	4.6	14.82	4.6	–	–
Transportation and material moving						
Truck drivers	15.27	4.5	15.53	4.5	12.27	2.3
Industrial truck and tractor equipment operators ..	15.32	6.8	15.95	7.3	–	–
	13.82	4.6	13.82	4.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.43	3.7	11.43	3.9	11.56	6.8
Machine feeders and offbearers	10.36	3.3	–	–	–	–
Freight, stock, and material handlers, n.e.c.	9.89	25.8	9.89	25.8	–	–
Hand packers and packagers	12.59	8.5	12.64	8.7	–	–
Laborers, except construction, n.e.c.	9.94	10.2	9.94	10.2	–	–
	9.84	3.7	9.82	3.8	–	–
Service						
Protective service	12.57	5.6	11.47	8.4	14.66	5.4
Supervisors, police and detectives	16.91	4.1	–	–	17.28	2.3
Police and detectives, public service	25.00	8.6	–	–	25.00	8.6
Correctional institution officers	18.22	4.4	–	–	18.22	4.4
Food service	13.07	3.2	–	–	13.07	3.2
Waiters, waitresses, and bartenders	7.17	12.8	7.11	13.6	–	–
Other food service	2.89	24.4	2.89	24.4	–	–
Cooks	9.05	11.0	9.10	11.7	–	–
Food preparation, n.e.c.	8.73	4.8	8.83	5.4	–	–
Health service	8.34	7.6	8.36	8.0	–	–
Health aides, except nursing	10.04	4.4	10.14	5.1	9.75	9.2
Nursing aides, orderlies and attendants	10.42	6.4	–	–	9.75	9.2
Cleaning and building service	9.73	4.6	9.73	4.6	–	–
Janitors and cleaners	9.43	5.7	9.48	8.5	9.33	2.1
Personal service	9.30	3.2	9.44	6.2	9.14	1.8
	–	–	–	–	–	–

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$11.61	7.5	\$10.64	6.7	\$15.36	19.7
All excluding sales	12.46	8.5	11.46	8.3	15.67	19.2
White collar	14.49	11.5	12.68	7.6	22.37	37.1
White collar excluding sales	17.98	12.0	16.00	5.8	23.80	35.7
Professional specialty and technical	24.33	14.7	19.13	6.5	33.46	21.0
Professional specialty	26.96	19.1	20.18	5.9	38.73	31.3
Health related	29.58	22.5	21.66	6.0	—	—
Registered nurses	22.65	4.1	22.69	5.6	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	7.57	2.7	7.50	2.9	—	—
Sales workers, other commodities	8.04	3.2	8.04	3.2	—	—
Cashiers	7.45	1.9	7.34	2.0	—	—
Administrative support, including clerical	13.82	7.9	14.41	8.9	11.21	4.5
General office clerks	10.84	4.4	10.74	6.6	—	—
Blue collar	9.98	8.7	10.02	10.4	9.76	1.1
Precision production, craft, and repair	—	—	—	—	—	—
Transportation and material moving	11.15	6.2	—	—	9.91	.4
Bus drivers	10.01	.3	—	—	10.01	.3
Handlers, equipment cleaners, helpers, and laborers	8.74	11.4	8.74	11.8	—	—
Stock handlers and baggers	7.63	4.8	7.63	4.8	—	—
Service	7.54	5.9	7.02	7.5	8.91	2.3
Protective service	—	—	—	—	—	—
Food service	6.43	6.4	5.62	5.8	—	—
Waiters, waitresses, and bartenders	4.08	10.7	4.08	10.7	—	—
Waiters and waitresses	3.76	10.7	3.76	10.7	—	—
Other food service	7.32	10.3	—	—	—	—
Food preparation, n.e.c.	7.64	11.4	—	—	—	—
Health service	9.92	2.4	10.05	1.9	—	—
Health aides, except nursing	9.43	8.7	—	—	—	—
Nursing aides, orderlies and attendants	10.23	2.1	10.23	2.1	—	—
Cleaning and building service	7.40	2.8	—	—	—	—
Personal service	8.06	6.3	—	—	8.62	2.7

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$752	3.4	39.5	\$758	3.9	39.5	\$721	4.2	39.4
All excluding sales	743	3.0	39.5	748	3.5	39.5	721	4.2	39.4
White collar	914	4.5	39.6	961	5.4	39.9	770	4.3	38.8
White collar excluding sales	910	4.1	39.7	961	5.0	40.0	770	4.3	38.8
Professional specialty and technical	1,059	2.5	38.9	1,176	3.6	39.4	879	2.5	38.1
Professional specialty	1,049	3.2	39.3	1,183	4.2	40.5	899	2.5	37.9
Engineers, architects, and surveyors	1,284	3.7	40.2	1,286	3.7	40.2	-	-	-
Electrical and electronic engineers	1,506	4.9	40.0	1,506	4.9	40.0	-	-	-
Engineers, n.e.c.	1,750	6.3	42.5	1,750	6.3	42.5	-	-	-
Mathematical and computer scientists	1,227	6.6	40.2	1,228	6.7	40.2	-	-	-
Computer systems analysts and scientists	1,230	6.8	40.2	1,231	6.8	40.2	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	966	12.1	38.8	1,131	14.4	39.6	802	4.2	37.9
Registered nurses	943	12.5	38.5	1,088	15.9	39.3	798	4.4	37.7
Teachers, college and university	1,304	6.1	38.9	1,075	3.9	35.7	-	-	-
Other post-secondary teachers	1,107	12.0	38.1	-	-	-	-	-	-
Teachers, except college and university	926	2.6	37.4	1,044	9.0	39.9	920	2.8	37.3
Elementary school teachers ...	895	.9	37.2	1,011	12.2	40.0	891	.8	37.1
Secondary school teachers	913	3.7	37.5	-	-	-	899	3.6	37.3
Teachers, special education ...	1,058	9.0	37.2	-	-	-	1,058	9.0	37.2
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	706	4.4	40.0	-	-	-	706	4.4	40.0
Social workers	706	4.4	40.0	-	-	-	706	4.4	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	657	18.6	40.6	657	18.7	40.6	-	-	-
Technical	1,092	7.1	37.5	1,163	8.6	37.0	674	9.6	40.5
Licensed practical nurses	674	2.8	39.4	674	2.8	39.4	-	-	-
Health technologists and technicians, n.e.c.	620	6.2	40.4	663	9.2	39.9	-	-	-
Electrical and electronic technicians	743	8.6	40.6	-	-	-	-	-	-
Engineering technicians, n.e.c.	975	7.8	40.0	1,032	5.4	40.0	-	-	-
Executive, administrative, and managerial	1,256	5.1	40.6	1,264	5.7	40.6	1,204	7.2	40.1
Executives, administrators, and managers	1,449	4.7	40.7	1,466	5.2	40.8	1,355	6.3	40.1
Administrators and officials, public administration	1,510	16.3	39.9	-	-	-	1,510	16.3	39.9
Financial managers	1,572	3.7	40.5	1,572	3.8	40.5	-	-	-
Managers, marketing, advertising, and public relations	992	13.1	40.0	990	13.1	40.0	-	-	-
Administrators, education and related fields	1,271	1.0	40.0	-	-	-	1,271	1.0	40.0
Managers and administrators, n.e.c.	1,505	8.6	41.4	1,505	8.8	41.5	-	-	-
Management related	1,005	4.3	40.4	1,018	4.6	40.4	868	11.5	40.0
Accountants and auditors	894	8.4	41.1	908	8.3	41.2	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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									
Personnel, training, and labor relations specialists	\$932	10.8	40.0	—	—	—	—	—	—
Management related, n.e.c.	966	16.6	39.9	\$966	16.6	39.9	—	—	—
Sales	967	19.0	39.6	967	19.0	39.6	—	—	—
Supervisors, sales	1,204	17.3	40.4	1,204	17.3	40.4	—	—	—
Cashiers	337	6.6	37.7	337	6.6	37.7	—	—	—
Administrative support, including clerical									
Secretaries	713	5.3	39.9	760	4.7	40.0	538	4.2	39.9
Receptionists	441	8.4	40.0	441	8.4	40.0	—	—	—
Order clerks	553	11.9	39.8	553	11.9	39.8	—	—	—
Library clerks	464	4.1	39.4	—	—	—	464	4.1	39.4
Records clerks, n.e.c.	515	7.9	39.9	549	7.7	39.8	—	—	—
Bookkeepers, accounting and auditing clerks	528	2.4	40.0	528	2.7	39.9	—	—	—
Dispatchers	642	7.3	40.6	—	—	—	517	4.1	40.0
Traffic, shipping and receiving clerks	525	4.9	40.0	525	4.9	40.0	—	—	—
Stock and inventory clerks	510	7.1	40.0	527	6.2	40.0	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	541	15.1	40.0	541	15.1	40.0	—	—	—
Investigators and adjusters, except insurance	534	5.5	40.0	534	5.5	40.0	—	—	—
Eligibility clerks, social welfare	547	.9	40.0	—	—	—	—	—	—
General office clerks	468	6.9	39.8	450	11.0	39.6	495	2.4	40.0
Teachers' aides	376	2.0	37.8	—	—	—	374	1.9	37.7
Administrative support, n.e.c.	575	5.3	39.4	—	—	—	—	—	—
Blue collar	607	1.9	39.9	610	2.0	39.9	544	3.7	39.8
Precision production, craft, and repair									
Supervisors, mechanics and repairers	916	8.7	40.0	914	9.4	40.0	—	—	—
Bus, truck, and stationary engine mechanics	654	5.8	40.0	—	—	—	—	—	—
Industrial machinery repairers	777	5.7	39.8	777	5.7	39.8	—	—	—
Machinery maintenance	539	3.5	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	821	2.9	39.8	836	2.7	39.8	—	—	—
Electrical power installers and repairers	853	5.1	40.0	862	5.6	40.0	—	—	—
Construction trades, n.e.c.	496	7.4	40.0	—	—	—	477	5.4	40.0
Supervisors, production	881	3.2	40.5	883	3.3	40.5	—	—	—
Inspectors, testers, and graders	631	10.6	40.0	631	10.6	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Winding and twisting machine operators	371	1.7	40.0	371	1.7	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	655	7.0	39.6	655	7.0	39.6	—	—	—
Assemblers	491	12.3	40.0	491	12.3	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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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									
Machine operators, assemblers, and inspectors —Continued									
Production inspectors, checkers and examiners ...	\$591	4.9	39.9	\$591	4.9	39.9	—	—	—
Transportation and material moving	615	5.0	40.3	627	5.1	40.4	\$483	2.0	39.4
Truck drivers	628	9.1	41.0	657	10.0	41.2	—	—	—
Industrial truck and tractor equipment operators	553	4.6	40.0	553	4.6	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	456	3.7	39.9	456	3.9	39.9	462	6.8	40.0
Groundskeepers and gardeners, except farm	409	3.5	39.5	—	—	—	—	—	—
Machine feeders and offbearers	396	25.8	40.0	396	25.8	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	504	8.5	40.0	506	8.7	40.0	—	—	—
Hand packers and packagers	397	10.0	39.9	397	10.0	39.9	—	—	—
Laborers, except construction, n.e.c.	391	3.7	39.7	390	3.9	39.7	—	—	—
Service	467	4.2	37.2	403	6.0	35.1	615	6.4	41.9
Protective service	721	5.2	42.6	—	—	—	745	3.5	43.1
Supervisors, police and detectives	1,014	9.1	40.6	—	—	—	1,014	9.1	40.6
Police and detectives, public service	754	4.4	41.4	—	—	—	754	4.4	41.4
Correctional institution officers	529	4.0	40.4	—	—	—	529	4.0	40.4
Food service	260	11.6	36.2	256	12.4	36.1	—	—	—
Waiters, waitresses, and bartenders	102	26.6	35.5	102	26.6	35.5	—	—	—
Other food service	331	14.7	36.5	331	15.7	36.4	—	—	—
Cooks	340	3.0	39.0	343	3.4	38.8	—	—	—
Food preparation, n.e.c.	302	10.3	36.2	305	10.9	36.5	—	—	—
Health service	395	4.5	39.3	397	5.1	39.1	390	9.2	40.0
Health aides, except nursing ..	416	6.3	39.9	—	—	—	390	9.2	40.0
Nursing aides, orderlies and attendants	378	4.1	38.9	378	4.1	38.9	—	—	—
Cleaning and building service	374	6.3	39.6	374	9.3	39.5	373	2.1	40.0
Janitors and cleaners	372	3.2	40.0	378	6.2	40.0	366	1.8	40.0
Personal service	—	—	—	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$38,416	3.4	2,019	\$39,166	3.9	2,042	\$35,031	4.2	1,914
All excluding sales	37,953	3.0	2,017	38,632	3.5	2,042	35,031	4.2	1,914
White collar	46,362	4.5	2,010	49,836	5.4	2,070	36,600	4.3	1,843
White collar excluding sales	46,057	4.1	2,007	49,789	5.0	2,071	36,600	4.3	1,843
Professional specialty and technical	51,935	2.5	1,906	60,485	3.6	2,025	40,222	2.5	1,743
Professional specialty	50,564	3.2	1,893	60,480	4.2	2,073	40,647	2.5	1,714
Engineers, architects, and surveyors	66,793	3.7	2,091	66,875	3.7	2,091	-	-	-
Electrical and electronic engineers	78,326	4.9	2,080	78,326	4.9	2,080	-	-	-
Engineers, n.e.c.	91,015	6.3	2,212	91,015	6.3	2,212	-	-	-
Mathematical and computer scientists	63,812	6.6	2,090	63,858	6.7	2,090	-	-	-
Computer systems analysts and scientists	63,982	6.8	2,090	64,031	6.8	2,090	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	49,875	12.1	2,002	58,212	14.4	2,041	41,572	4.2	1,964
Registered nurses	48,681	12.5	1,988	55,939	15.9	2,023	41,339	4.4	1,953
Teachers, college and university	50,498	6.1	1,508	40,721	3.9	1,354	-	-	-
Other post-secondary teachers	43,187	12.0	1,487	-	-	-	-	-	-
Teachers, except college and university	39,818	2.6	1,609	42,405	9.0	1,621	39,676	2.8	1,608
Elementary school teachers ...	38,172	.9	1,588	39,157	12.2	1,550	38,132	.8	1,589
Secondary school teachers	39,040	3.7	1,605	-	-	-	38,669	3.6	1,604
Teachers, special education ...	44,908	9.0	1,578	-	-	-	44,908	9.0	1,578
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	36,720	4.4	2,080	-	-	-	36,720	4.4	2,080
Social workers	36,720	4.4	2,080	-	-	-	36,720	4.4	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	33,566	18.6	2,075	33,597	18.7	2,075	-	-	-
Technical	56,790	7.1	1,951	60,495	8.6	1,925	35,053	9.6	2,104
Licensed practical nurses	35,063	2.8	2,050	35,063	2.8	2,050	-	-	-
Health technologists and technicians, n.e.c.	32,254	6.2	2,101	34,483	9.2	2,077	-	-	-
Electrical and electronic technicians	38,649	8.6	2,112	-	-	-	-	-	-
Engineering technicians, n.e.c.	50,711	7.8	2,080	53,677	5.4	2,080	-	-	-
Executive, administrative, and managerial	65,181	5.1	2,104	65,719	5.7	2,113	61,461	7.2	2,045
Executives, administrators, and managers	75,058	4.7	2,108	76,246	5.2	2,123	68,594	6.3	2,030
Administrators and officials, public administration	78,540	16.3	2,074	-	-	-	78,540	16.3	2,074
Financial managers	81,744	3.7	2,106	81,734	3.8	2,107	-	-	-
Managers, marketing, advertising, and public relations	51,585	13.1	2,080	51,493	13.1	2,080	-	-	-
Administrators, education and related fields	63,470	1.0	1,997	-	-	-	63,470	1.0	1,997
Managers and administrators, n.e.c.	78,240	8.6	2,155	78,275	8.8	2,156	-	-	-
Management related	52,246	4.3	2,099	52,939	4.6	2,101	45,137	11.5	2,080
Accountants and auditors	46,501	8.4	2,138	47,242	8.3	2,141	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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									
Personnel, training, and labor relations specialists	\$48,484	10.8	2,080	—	—	—	—	—	—
Management related, n.e.c.	50,231	16.6	2,077	\$50,231	16.6	2,077	—	—	—
Sales	50,263	19.0	2,057	50,263	19.0	2,057	—	—	—
Supervisors, sales	62,583	17.3	2,102	62,583	17.3	2,102	—	—	—
Cashiers	17,528	6.6	1,961	17,528	6.6	1,961	—	—	—
Administrative support, including clerical									
Secretaries	36,910	5.3	2,067	39,513	4.7	2,078	27,359	4.2	2,029
Receptionists	22,952	8.4	2,080	22,952	8.4	2,080	—	—	—
Order clerks	28,772	11.9	2,069	28,772	11.9	2,069	—	—	—
Library clerks	22,925	4.1	1,947	—	—	—	22,925	4.1	1,947
Records clerks, n.e.c.	26,780	7.9	2,074	28,523	7.7	2,071	—	—	—
Bookkeepers, accounting and auditing clerks	27,437	2.4	2,077	27,480	2.7	2,077	—	—	—
Dispatchers	33,391	7.3	2,109	—	—	—	26,902	4.1	2,080
Traffic, shipping and receiving clerks	27,306	4.9	2,080	27,306	4.9	2,080	—	—	—
Stock and inventory clerks	26,534	7.1	2,080	27,398	6.2	2,080	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	28,152	15.1	2,080	28,152	15.1	2,080	—	—	—
Investigators and adjusters, except insurance	27,758	5.5	2,080	27,758	5.5	2,080	—	—	—
Eligibility clerks, social welfare	28,437	.9	2,080	—	—	—	—	—	—
General office clerks	24,313	6.9	2,066	23,356	11.0	2,056	25,757	2.4	2,080
Teachers' aides	16,461	2.0	1,653	—	—	—	16,403	1.9	1,656
Administrative support, n.e.c.	29,895	5.3	2,047	—	—	—	—	—	—
Blue collar	31,225	1.9	2,051	31,376	2.0	2,052	27,984	3.7	2,050
Precision production, craft, and repair									
Supervisors, mechanics and repairers	47,611	8.7	2,080	47,547	9.4	2,080	—	—	—
Bus, truck, and stationary engine mechanics	34,023	5.8	2,080	—	—	—	—	—	—
Industrial machinery repairers	40,383	5.7	2,069	40,383	5.7	2,069	—	—	—
Machinery maintenance	28,051	3.5	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	42,650	2.9	2,067	43,447	2.7	2,069	—	—	—
Electrical power installers and repairers	44,381	5.1	2,080	44,849	5.6	2,080	—	—	—
Construction trades, n.e.c.	25,786	7.4	2,080	—	—	—	24,779	5.4	2,080
Supervisors, production	45,822	3.2	2,106	45,906	3.3	2,106	—	—	—
Inspectors, testers, and graders	32,827	10.6	2,080	32,827	10.6	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Winding and twisting machine operators	19,293	1.7	2,080	19,293	1.7	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	34,083	7.0	2,059	34,083	7.0	2,059	—	—	—
Assemblers	25,540	12.3	2,078	25,540	12.3	2,078	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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									
Machine operators, assemblers, and inspectors —Continued									
Production inspectors, checkers and examiners ...	\$30,727	4.9	2,074	\$30,727	4.9	2,074	—	—	—
Transportation and material moving	31,881	5.0	2,088	32,591	5.1	2,099	\$24,272	2.0	1,979
Truck drivers	32,648	9.1	2,131	34,162	10.0	2,142	—	—	—
Industrial truck and tractor equipment operators	28,738	4.6	2,080	28,738	4.6	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	22,607	3.7	1,978	22,547	3.9	1,973	24,041	6.8	2,080
Groundskeepers and gardeners, except farm	21,289	3.5	2,055	—	—	—	—	—	—
Machine feeders and offbearers	20,566	25.8	2,080	20,566	25.8	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	26,186	8.5	2,080	26,295	8.7	2,080	—	—	—
Hand packers and packagers	16,425	10.0	1,652	16,425	10.0	1,652	—	—	—
Laborers, except construction, n.e.c.	20,314	3.7	2,064	20,267	3.9	2,063	—	—	—
Service	24,255	4.2	1,930	20,924	6.0	1,824	31,823	6.4	2,171
Protective service	37,488	5.2	2,217	—	—	—	38,742	3.5	2,242
Supervisors, police and detectives	52,740	9.1	2,109	—	—	—	52,740	9.1	2,109
Police and detectives, public service	39,183	4.4	2,151	—	—	—	39,183	4.4	2,151
Correctional institution officers	27,497	4.0	2,103	—	—	—	27,497	4.0	2,103
Food service	13,445	11.6	1,874	13,336	12.4	1,876	—	—	—
Waiters, waitresses, and bartenders	5,321	26.6	1,844	5,321	26.6	1,844	—	—	—
Other food service	17,086	14.7	1,888	17,208	15.7	1,891	—	—	—
Cooks	17,692	3.0	2,026	17,818	3.4	2,017	—	—	—
Food preparation, n.e.c.	15,418	10.3	1,850	15,880	10.9	1,900	—	—	—
Health service	20,535	4.5	2,046	20,626	5.1	2,034	20,279	9.2	2,080
Health aides, except nursing ..	21,651	6.3	2,077	—	—	—	20,279	9.2	2,080
Nursing aides, orderlies and attendants	19,670	4.1	2,021	19,670	4.1	2,021	—	—	—
Cleaning and building service	19,435	6.3	2,060	19,451	9.3	2,052	19,397	2.1	2,080
Janitors and cleaners	19,336	3.2	2,080	19,642	6.2	2,080	19,008	1.8	2,080
Personal service	—	—	—	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$18.55	3.2	\$18.65	3.7	\$18.08	4.1
All excluding sales	18.46	2.8	18.53	3.2	18.11	4.1
White collar	22.51	4.5	23.29	5.5	19.99	4.6
1	7.43	3.9	—	—	—	—
2	9.09	2.3	9.01	3.1	9.64	1.0
3	10.86	1.7	11.04	2.1	10.39	2.3
4	13.28	2.6	13.67	3.4	11.78	1.8
5	14.80	2.8	15.35	3.5	13.58	1.5
6	17.95	5.5	18.35	6.5	16.57	5.1
7	21.25	2.0	21.50	2.1	20.39	4.3
8	23.53	5.0	24.20	7.9	22.48	1.4
9	27.41	6.3	30.12	9.5	23.89	3.0
10	35.93	5.8	36.66	5.8	—	—
11	42.82	13.1	45.38	15.8	35.50	14.0
12	40.64	3.1	41.96	3.1	35.82	3.9
13	51.66	7.1	59.16	8.2	40.56	7.6
14	67.33	3.3	—	—	—	—
Not able to be leveled	27.83	15.5	27.83	15.5	—	—
White collar excluding sales	22.72	4.0	23.66	4.9	20.04	4.5
2	9.78	2.4	9.83	3.0	9.61	.9
3	11.33	1.6	11.76	2.3	10.43	2.6
4	13.36	2.7	13.79	3.6	11.78	1.8
5	14.79	2.9	15.37	3.6	13.58	1.5
6	18.03	5.4	18.54	6.5	16.57	5.1
7	21.28	2.1	21.56	2.2	20.39	4.3
8	23.42	4.4	24.08	7.3	22.48	1.4
9	27.36	6.5	30.18	10.0	23.89	3.0
10	35.60	6.4	36.37	6.4	—	—
11	42.82	15.6	46.12	20.1	35.50	14.0
12	40.64	3.1	41.96	3.1	35.82	3.9
13	51.66	7.1	59.16	8.2	40.56	7.6
14	67.33	3.3	—	—	—	—
Not able to be leveled	26.89	11.9	26.89	11.9	—	—
Professional specialty and technical	27.09	2.4	29.28	3.1	23.59	3.6
Professional specialty	26.72	3.3	28.60	4.2	24.39	4.0
5	12.72	3.7	12.46	3.9	13.33	6.7
6	20.90	8.5	20.20	11.7	—	—
7	21.40	3.0	21.64	4.6	21.23	3.7
8	24.86	3.2	26.65	6.4	23.70	2.3
9	25.01	2.6	27.45	3.4	23.78	3.8
10	36.08	7.0	36.92	7.0	—	—
11	41.38	9.0	39.18	3.2	—	—
12	39.74	2.1	40.23	1.4	—	—
13	44.63	8.8	—	—	42.08	12.0
Not able to be leveled	22.48	19.3	22.48	19.3	—	—
Engineers, architects, and surveyors	31.95	4.0	31.98	4.1	—	—
9	26.42	1.2	26.42	1.2	—	—
11	37.43	6.3	—	—	—	—
Electrical and electronic engineers	37.66	4.9	37.66	4.9	—	—
Engineers, n.e.c.	41.14	6.5	41.14	6.5	—	—
Mathematical and computer scientists	30.54	6.7	30.56	6.7	—	—
9	27.72	6.0	27.76	6.3	—	—
Computer systems analysts and scientists	30.62	6.8	30.64	6.8	—	—
9	27.75	6.9	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.97	11.9	26.80	15.4	25.06	18.2
7	21.39	3.5	22.07	3.5	—	—
8	24.23	9.2	24.23	9.2	—	—
9	22.28	5.0	—	—	21.35	1.6
Registered nurses	24.18	10.6	26.55	15.3	21.30	1.5
7	22.07	2.5	22.48	1.3	—	—
8	22.25	3.8	22.25	3.8	—	—
9	21.70	2.7	—	—	21.35	1.6
Teachers, college and university	33.49	6.4	30.08	2.5	—	—

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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Teachers, college and university –Continued						
Other post-secondary teachers	\$29.05	9.3	–	–	–	–
Teachers, except college and university	24.52	2.7	–	–	\$24.67	2.7
7	23.41	1.7	–	–	–	–
8	25.68	2.8	\$26.02	15.1	25.61	1.5
Prekindergarten and kindergarten	21.96	8.8	–	–	–	–
Elementary school teachers	24.04	1.2	25.26	12.2	23.99	1.1
8	25.17	1.9	25.26	12.2	–	–
Secondary school teachers	24.42	3.5	–	–	24.20	3.3
8	25.98	7.2	–	–	–	–
Teachers, special education	28.46	8.8	–	–	28.46	8.8
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	17.92	4.3	–	–	17.65	4.4
8	19.23	3.5	–	–	–	–
Social workers	17.92	4.3	–	–	17.65	4.4
8	19.23	3.5	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.18	17.9	16.19	18.0	–	–
Not able to be leveled	14.85	13.8	14.85	13.8	–	–
Technical	28.38	6.4	30.82	8.2	16.13	7.4
4	14.76	3.5	15.32	4.4	–	–
5	15.50	4.4	16.01	3.6	–	–
7	19.32	4.5	19.77	5.5	–	–
8	19.62	3.1	–	–	18.45	7.1
9	41.05	30.8	41.16	30.8	–	–
Licensed practical nurses	17.21	2.7	17.21	2.7	–	–
Health technologists and technicians, n.e.c.	14.85	4.6	16.09	7.8	12.44	4.3
4	13.69	6.7	–	–	–	–
Electrical and electronic technicians	18.30	9.6	–	–	–	–
Engineering technicians, n.e.c.	24.38	7.8	25.81	5.4	–	–
Executive, administrative, and managerial	30.98	5.3	31.10	6.0	30.05	7.2
6	16.21	.9	–	–	–	–
7	22.09	3.4	22.08	3.5	–	–
8	22.65	12.5	22.98	13.4	–	–
9	26.65	3.4	27.02	3.8	24.83	3.7
10	33.20	8.2	33.63	8.2	–	–
11	34.46	4.5	35.92	5.7	32.31	.5
12	41.20	5.2	43.42	6.2	–	–
13	57.75	10.7	–	–	–	–
Not able to be leveled	36.23	9.1	36.23	9.1	–	–
Executives, administrators, and managers	35.60	5.4	35.92	6.1	33.79	6.3
9	27.17	5.3	27.42	5.6	–	–
11	34.30	5.6	36.51	7.8	32.31	.5
12	41.49	5.4	44.28	5.9	–	–
13	57.85	10.7	–	–	–	–
Not able to be leveled	41.68	4.3	41.68	4.3	–	–
Administrators and officials, public administration	37.86	16.3	–	–	37.86	16.3
Financial managers	38.81	4.7	38.80	4.7	–	–
Managers, marketing, advertising, and public relations	24.80	13.1	24.76	13.1	–	–
Administrators, education and related fields	31.78	1.0	–	–	31.78	1.0
Managers and administrators, n.e.c.	36.31	10.0	36.30	10.2	–	–
9	25.88	5.6	25.88	5.6	–	–
Not able to be leveled	42.12	15.0	42.12	15.0	–	–
Management related	24.89	4.6	25.20	4.9	21.70	11.5
7	22.32	3.8	22.34	3.9	–	–
8	25.44	18.2	26.50	19.5	–	–
9	26.10	1.8	26.50	1.9	–	–

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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Accountants and auditors	\$21.75	10.0	\$22.07	10.0	–	–
Personnel, training, and labor relations specialists	23.31	10.8	–	–	–	–
Management related, n.e.c.	24.19	16.6	24.19	16.6	–	–
Sales	20.42	20.5	20.57	20.6	–	–
2	8.31	4.8	8.29	5.0	–	–
3	8.23	7.0	8.20	7.3	–	–
Supervisors, sales	29.77	17.3	29.77	17.3	–	–
Sales workers, other commodities	8.98	3.3	8.98	3.3	–	–
3	8.21	1.6	8.21	1.6	–	–
Cashiers	8.16	1.1	8.13	1.1	–	–
2	8.31	5.1	8.28	5.3	–	–
Administrative support, including clerical	13.97	2.8	14.62	3.6	\$11.82	0.8
2	9.78	2.4	9.83	3.0	9.61	.9
3	11.32	1.7	11.75	2.4	10.43	2.6
4	13.20	2.9	13.60	3.9	11.82	1.8
5	15.07	3.6	15.93	3.7	13.46	1.7
6	16.58	6.9	18.50	7.8	13.78	1.2
7	20.35	7.8	21.26	8.0	–	–
Secretaries	17.56	5.7	18.99	4.7	13.23	4.8
3	12.16	3.3	–	–	–	–
4	13.07	7.9	–	–	–	–
5	17.52	7.1	–	–	–	–
6	18.15	13.8	–	–	–	–
Receptionists	11.03	8.4	11.03	8.4	–	–
3	9.95	11.3	9.95	11.3	–	–
Order clerks	13.90	12.0	13.90	12.0	–	–
3	12.15	4.1	12.15	4.1	–	–
Library clerks	11.51	4.0	–	–	11.70	4.4
Records clerks, n.e.c.	12.91	7.9	13.77	7.6	–	–
Bookkeepers, accounting and auditing clerks	12.91	3.0	12.88	3.3	–	–
4	13.06	3.3	–	–	–	–
Dispatchers	15.84	5.7	–	–	12.93	4.1
Traffic, shipping and receiving clerks	13.13	4.9	13.13	4.9	–	–
3	12.21	4.9	12.21	4.9	–	–
Stock and inventory clerks	12.76	7.1	13.17	6.2	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	13.53	15.1	13.53	15.1	–	–
Eligibility clerks, social welfare	13.67	.9	–	–	–	–
General office clerks	11.71	6.5	11.32	10.5	12.30	2.2
2	10.07	2.3	–	–	–	–
3	11.77	5.9	–	–	–	–
4	10.97	10.7	10.58	16.4	11.65	1.4
5	13.15	3.3	–	–	–	–
Teachers' aides	9.93	1.5	–	–	9.88	1.3
4	10.71	1.6	–	–	–	–
Administrative support, n.e.c.	14.55	6.6	–	–	–	–
4	15.66	9.4	–	–	–	–
Blue collar	15.05	1.9	15.14	2.0	13.22	3.2
1	8.52	1.9	8.47	1.8	9.80	1.5
2	10.75	3.6	10.77	3.7	10.05	1.4
3	13.59	7.5	13.64	7.8	12.17	3.6
4	15.08	1.9	15.27	1.9	12.01	.5
5	16.13	3.1	16.40	3.1	12.96	5.6
6	20.39	3.5	20.64	3.3	13.65	6.1
7	21.23	3.0	21.51	3.1	17.15	3.6
8	22.64	2.7	22.64	2.7	–	–
9	24.91	4.1	25.29	4.5	–	–

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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Not able to be leveled	\$16.13	7.7	\$16.13	7.7	—	—
Precision production, craft, and repair	18.34	3.5	18.56	3.7	\$14.95	10.2
2	8.45	5.0	—	—	—	—
3	11.97	1.3	—	—	—	—
4	13.63	8.6	13.65	8.7	—	—
5	14.81	4.0	15.11	4.0	12.60	5.5
6	19.54	5.5	19.76	5.3	—	—
7	21.46	3.3	21.68	3.3	17.11	5.3
8	22.37	2.7	22.37	2.7	—	—
9	24.91	4.1	25.29	4.5	—	—
Supervisors, mechanics and repairers	22.89	8.7	22.86	9.4	—	—
Bus, truck, and stationary engine mechanics	17.01	5.7	—	—	—	—
Industrial machinery repairers	19.52	5.5	19.52	5.5	—	—
5	15.04	4.0	15.04	4.0	—	—
7	20.79	2.4	20.79	2.4	—	—
Machinery maintenance	13.49	3.5	—	—	—	—
Mechanics and repairers, n.e.c.	20.63	2.8	21.00	2.7	—	—
Electricians						
7	19.63	2.9	19.63	2.9	—	—
Electrical power installers and repairers	21.34	5.1	21.56	5.6	—	—
Construction trades, n.e.c.	12.40	7.4	—	—	11.91	5.4
Supervisors, production	21.76	3.9	21.80	4.0	—	—
7	21.02	5.1	21.02	5.1	—	—
Inspectors, testers, and graders	15.78	10.6	15.78	10.6	—	—
Machine operators, assemblers, and inspectors	14.07	3.6	14.05	3.6	—	—
1	8.51	5.9	8.51	5.9	—	—
2	10.80	6.3	10.80	6.3	—	—
3	15.10	10.5	15.10	10.5	—	—
4	15.48	3.7	15.48	3.7	—	—
5	18.21	3.4	18.21	3.4	—	—
6	23.04	5.0	23.04	5.0	—	—
Winding and twisting machine operators	9.28	1.7	9.28	1.7	—	—
2	9.28	1.7	9.28	1.7	—	—
Miscellaneous machine operators, n.e.c.	16.55	7.3	16.55	7.3	—	—
2	10.72	10.3	10.72	10.3	—	—
3	16.41	24.3	16.41	24.3	—	—
4	15.57	10.4	15.57	10.4	—	—
Assemblers	12.29	12.4	12.29	12.4	—	—
1	8.66	16.9	8.66	16.9	—	—
3	14.98	13.0	14.98	13.0	—	—
4	13.22	5.3	13.22	5.3	—	—
Production inspectors, checkers and examiners ..	14.82	4.6	14.82	4.6	—	—
4	17.96	7.6	17.96	7.6	—	—
Transportation and material moving	15.04	4.7	15.44	4.7	11.62	1.5
2	10.57	3.5	10.82	4.7	9.91	.4
3	13.11	11.9	13.21	12.1	—	—
4	15.15	3.6	15.55	3.1	—	—
5	15.72	3.9	15.83	4.1	—	—
Truck drivers	15.16	7.3	15.71	8.2	—	—
4	13.82	4.1	14.41	3.3	—	—
5	15.58	4.4	15.69	4.6	—	—
Bus drivers	—	—	—	—	9.98	.4
2	9.91	.4	—	—	9.91	.4
Industrial truck and tractor equipment operators ..	13.82	4.6	13.82	4.6	—	—
3	13.24	12.2	13.24	12.2	—	—
4	17.58	6.7	17.58	6.7	—	—
Handlers, equipment cleaners, helpers, and laborers	11.15	3.1	11.15	3.3	11.33	7.1
1	8.47	2.5	8.39	2.6	9.89	1.1
2	11.30	7.1	11.31	7.1	—	—
3	11.94	4.8	11.86	4.9	—	—

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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
4	\$15.43	2.4	\$15.66	2.7	—	—
Groundskeepers and gardeners, except farm	10.31	3.4	—	—	—	—
Stock handlers and baggers	10.34	4.9	10.34	4.9	—	—
1	7.91	3.9	7.91	3.9	—	—
Machine feeders and offbearers	9.89	25.8	9.89	25.8	—	—
Freight, stock, and material handlers, n.e.c.	12.95	7.1	13.01	7.3	—	—
2	13.83	16.6	13.83	16.6	—	—
Hand packers and packagers	9.94	10.2	9.94	10.2	—	—
1	9.03	6.9	9.03	6.9	—	—
Laborers, except construction, n.e.c.	9.69	3.6	9.66	3.7	—	—
1	8.53	2.2	8.51	2.3	—	—
2	9.95	4.3	9.94	4.5	—	—
Service	11.65	5.0	10.59	7.4	\$13.80	4.6
1	7.29	3.7	7.20	3.6	8.05	4.1
2	6.79	17.0	6.52	19.0	8.70	1.0
3	8.70	8.0	8.49	13.5	9.05	2.7
4	10.83	5.1	10.27	7.4	11.80	2.5
5	—	—	—	—	13.00	3.7
6	14.60	.9	—	—	—	—
7	16.90	12.9	—	—	14.34	.7
8	19.16	4.7	—	—	18.24	2.5
9	17.98	12.2	—	—	17.98	12.2
10	25.02	5.0	—	—	25.02	5.0
Protective service	16.74	3.3	—	—	17.17	1.5
4	12.19	2.8	—	—	—	—
5	12.87	4.4	—	—	12.87	4.4
7	16.90	12.9	—	—	14.34	.7
8	18.24	2.5	—	—	18.24	2.5
9	17.98	12.2	—	—	17.98	12.2
10	25.02	5.0	—	—	25.02	5.0
Supervisors, police and detectives	25.00	8.6	—	—	25.00	8.6
Police and detectives, public service	18.24	4.2	—	—	18.24	4.2
8	19.86	1.8	—	—	19.86	1.8
Correctional institution officers	13.07	3.2	—	—	13.07	3.2
Food service	7.00	8.7	6.82	10.3	8.63	1.9
1	6.50	4.8	6.47	5.0	—	—
2	5.16	24.0	4.94	24.6	—	—
3	7.56	15.7	7.20	21.7	—	—
Waiters, waitresses, and bartenders	3.14	22.5	3.14	22.5	—	—
Waiters and waitresses	2.95	20.9	2.95	20.9	—	—
Other food service	8.62	11.0	8.62	12.9	8.63	1.9
1	6.97	4.3	6.94	4.1	—	—
2	8.02	1.4	7.96	1.3	—	—
3	8.70	4.9	8.76	7.2	—	—
Cooks	8.72	4.5	8.83	5.4	—	—
Food preparation, n.e.c.	8.03	2.7	7.77	2.5	—	—
1	8.11	3.8	8.08	3.9	—	—
Health service	10.01	3.5	10.12	3.8	9.65	9.4
2	9.67	2.8	9.84	3.8	—	—
3	9.62	5.3	—	—	—	—
4	10.72	3.9	—	—	—	—
Health aides, except nursing	10.24	6.3	10.89	6.7	9.65	9.4
3	9.69	11.9	—	—	—	—
Nursing aides, orderlies and attendants	9.84	4.1	9.84	4.1	—	—
2	9.84	4.3	9.84	4.3	—	—
Cleaning and building service	8.96	5.4	8.91	7.7	9.08	2.7
1	7.99	4.0	7.95	4.6	—	—
Janitors and cleaners	8.67	5.2	8.51	8.1	8.91	2.5
1	7.80	4.0	7.70	4.5	—	—

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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Personal service	—	—	—	—	\$10.24	2.9

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

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

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$19.03	3.3	\$19.18	3.9	\$18.31	4.0
All excluding sales	18.81	3.0	18.92	3.5	18.31	4.0
White collar	23.06	4.5	24.08	5.4	19.86	4.0
2	9.54	2.8	9.50	3.6	—	—
3	11.05	1.7	11.35	2.2	10.27	1.8
4	13.19	3.1	13.54	3.9	11.83	2.1
5	14.80	2.8	15.37	3.5	13.58	1.5
6	17.84	5.6	18.22	6.8	16.57	5.1
7	21.18	2.0	21.43	2.1	20.30	4.5
8	23.60	5.1	24.34	8.4	22.50	1.3
9	27.47	6.3	30.12	9.5	23.93	3.1
10	35.93	5.8	36.66	5.8	—	—
11	42.13	13.4	45.38	15.8	31.93	1.0
12	40.64	3.1	41.96	3.1	35.82	3.9
13	51.03	7.6	59.16	8.2	37.83	5.9
14	67.33	3.3	—	—	—	—
Not able to be leveled	28.59	15.0	28.59	15.0	—	—
White collar excluding sales	22.95	4.0	24.04	5.0	19.86	4.0
2	9.81	3.0	9.83	4.0	—	—
3	11.34	1.7	11.83	2.4	10.27	1.8
4	13.27	3.2	13.64	4.1	11.83	2.1
5	14.80	2.9	15.39	3.6	13.58	1.5
6	17.91	5.6	18.39	6.9	16.57	5.1
7	21.22	2.1	21.50	2.2	20.30	4.5
8	23.49	4.5	24.22	7.7	22.50	1.3
9	27.42	6.5	30.18	10.0	23.93	3.1
10	35.60	6.4	36.37	6.4	—	—
11	41.99	16.2	46.12	20.1	31.93	1.0
12	40.64	3.1	41.96	3.1	35.82	3.9
13	51.03	7.6	59.16	8.2	37.83	5.9
14	67.33	3.3	—	—	—	—
Not able to be leveled	27.65	11.5	27.65	11.5	—	—
Professional specialty and technical	27.25	2.2	29.87	3.3	23.07	2.2
Professional specialty	26.70	3.0	29.17	4.1	23.72	2.3
5	12.58	3.0	—	—	13.33	6.7
6	20.81	9.6	19.99	13.7	—	—
7	21.21	3.0	21.21	4.8	21.21	4.0
8	25.10	3.3	27.60	6.4	23.73	2.2
9	25.06	2.6	27.45	3.4	23.82	3.9
10	36.08	7.0	36.92	7.0	—	—
11	38.14	2.9	39.18	3.2	—	—
12	39.74	2.1	40.23	1.4	—	—
13	42.49	8.6	—	—	—	—
Not able to be leveled	22.48	19.3	22.48	19.3	—	—
Engineers, architects, and surveyors	31.95	4.0	31.98	4.1	—	—
9	26.42	1.2	26.42	1.2	—	—
11	37.43	6.3	—	—	—	—
Electrical and electronic engineers	37.66	4.9	37.66	4.9	—	—
Engineers, n.e.c.	41.14	6.5	41.14	6.5	—	—
Mathematical and computer scientists	30.54	6.7	30.56	6.7	—	—
9	27.72	6.0	27.76	6.3	—	—
Computer systems analysts and scientists	30.62	6.8	30.64	6.8	—	—
9	27.75	6.9	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.91	11.3	28.52	14.9	21.17	1.1
7	21.17	2.1	—	—	—	—
8	24.85	9.9	24.85	9.9	—	—
9	22.25	5.4	—	—	—	—
Registered nurses	24.48	11.7	27.65	16.2	21.17	1.0
7	21.16	1.7	—	—	—	—
9	21.61	2.6	—	—	—	—
Teachers, college and university	33.49	6.4	30.08	2.5	—	—
Other post-secondary teachers	29.05	9.3	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Teachers, except college and university	\$24.75	2.6	\$26.16	9.0	\$24.67	2.7
7	23.20	.8	–	–	–	–
8	25.75	2.8	26.09	15.3	25.69	1.3
Elementary school teachers	24.04	1.2	25.26	12.2	23.99	1.1
8	25.17	1.9	25.26	12.2	–	–
Secondary school teachers	24.33	3.9	–	–	24.11	3.8
8	25.98	7.2	–	–	–	–
Teachers, special education	28.46	8.8	–	–	28.46	8.8
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	17.65	4.4	–	–	17.65	4.4
Social workers	17.65	4.4	–	–	17.65	4.4
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.18	17.9	16.19	18.0	–	–
Not able to be leveled	14.85	13.8	14.85	13.8	–	–
Technical	29.10	6.7	31.42	8.4	16.66	10.1
4	15.16	5.8	15.41	6.4	–	–
5	15.50	4.4	16.01	3.6	–	–
7	19.32	4.5	19.77	5.5	–	–
8	19.62	3.1	–	–	18.45	7.1
9	41.05	30.8	41.16	30.8	–	–
Licensed practical nurses	17.10	2.9	17.10	2.9	–	–
Health technologists and technicians, n.e.c.	15.35	6.4	16.60	9.1	–	–
Electrical and electronic technicians	18.30	9.6	–	–	–	–
Engineering technicians, n.e.c.	24.38	7.8	25.81	5.4	–	–
Executive, administrative, and managerial	30.98	5.3	31.10	6.0	30.05	7.2
6	16.21	.9	–	–	–	–
7	22.09	3.4	22.08	3.5	–	–
8	22.65	12.5	22.98	13.4	–	–
9	26.65	3.4	27.02	3.8	24.83	3.7
10	33.20	8.2	33.63	8.2	–	–
11	34.46	4.5	35.92	5.7	32.31	.5
12	41.20	5.2	43.42	6.2	–	–
13	57.75	10.7	–	–	–	–
Not able to be leveled	36.23	9.1	36.23	9.1	–	–
Executives, administrators, and managers	35.60	5.4	35.92	6.1	33.79	6.3
9	27.17	5.3	27.42	5.6	–	–
11	34.30	5.6	36.51	7.8	32.31	.5
12	41.49	5.4	44.28	5.9	–	–
13	57.85	10.7	–	–	–	–
Not able to be leveled	41.68	4.3	41.68	4.3	–	–
Administrators and officials, public administration	37.86	16.3	–	–	37.86	16.3
Financial managers	38.81	4.7	38.80	4.7	–	–
Managers, marketing, advertising, and public relations	24.80	13.1	24.76	13.1	–	–
Administrators, education and related fields	31.78	1.0	–	–	31.78	1.0
Managers and administrators, n.e.c.	36.31	10.0	36.30	10.2	–	–
9	25.88	5.6	25.88	5.6	–	–
Not able to be leveled	42.12	15.0	42.12	15.0	–	–
Management related	24.89	4.6	25.20	4.9	21.70	11.5
7	22.32	3.8	22.34	3.9	–	–
8	25.44	18.2	26.50	19.5	–	–
9	26.10	1.8	26.50	1.9	–	–
Accountants and auditors	21.75	10.0	22.07	10.0	–	–
Personnel, training, and labor relations specialists	23.31	10.8	–	–	–	–
Management related, n.e.c.	24.19	16.6	24.19	16.6	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Sales	\$24.43	19.1	\$24.43	19.1	—	—
Supervisors, sales	29.77	17.3	29.77	17.3	—	—
Cashiers	8.94	1.7	8.94	1.7	—	—
Administrative support, including clerical	13.98	2.9	14.64	3.8	\$11.85	0.8
2	9.81	3.0	9.83	4.0	—	—
3	11.34	1.7	11.83	2.4	10.27	1.8
4	13.11	3.4	13.47	4.4	11.86	2.0
5	15.07	3.6	15.93	3.7	13.46	1.7
6	16.59	6.9	18.52	7.8	13.78	1.2
7	20.35	7.8	21.26	8.0	—	—
Secretaries	17.86	5.3	19.02	4.7	13.49	4.3
4	13.07	7.9	—	—	—	—
5	17.52	7.1	—	—	—	—
6	18.15	13.8	—	—	—	—
Receptionists	11.03	8.4	11.03	8.4	—	—
3	9.95	11.3	9.95	11.3	—	—
Order clerks	13.90	12.0	13.90	12.0	—	—
3	12.15	4.1	12.15	4.1	—	—
Library clerks	11.78	4.7	—	—	11.78	4.7
Records clerks, n.e.c.	12.91	7.9	13.77	7.6	—	—
Bookkeepers, accounting and auditing clerks	13.21	2.4	13.23	2.7	—	—
4	13.06	3.3	—	—	—	—
Dispatchers	15.84	5.7	—	—	12.93	4.1
Traffic, shipping and receiving clerks	13.13	4.9	13.13	4.9	—	—
3	12.21	4.9	12.21	4.9	—	—
Stock and inventory clerks	12.76	7.1	13.17	6.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	13.53	15.1	13.53	15.1	—	—
Investigators and adjusters, except insurance	13.35	5.5	13.35	5.5	—	—
Eligibility clerks, social welfare	13.67	.9	—	—	—	—
General office clerks	11.77	7.0	11.36	11.3	12.38	2.4
3	11.92	5.6	—	—	—	—
4	10.92	11.8	—	—	11.76	2.3
5	13.15	3.3	—	—	—	—
Teachers' aides	9.96	1.5	—	—	9.90	1.4
4	10.71	1.6	—	—	—	—
Administrative support, n.e.c.	14.61	6.6	—	—	—	—
4	15.81	9.3	—	—	—	—
Blue collar	15.22	1.9	15.29	2.0	13.65	3.6
1	8.67	2.3	8.62	2.2	—	—
2	10.74	4.5	10.74	4.6	10.27	2.9
3	13.60	7.5	13.65	7.8	—	—
4	15.13	1.8	15.32	1.9	12.01	.5
5	16.13	3.1	16.40	3.1	12.96	5.6
6	20.36	3.5	20.63	3.4	13.65	6.1
7	21.23	3.0	21.51	3.1	17.15	3.6
8	22.64	2.7	22.64	2.7	—	—
9	24.91	4.1	25.29	4.5	—	—
Not able to be leveled	16.13	7.7	16.13	7.7	—	—
Precision production, craft, and repair	18.32	3.5	18.54	3.7	14.95	10.2
2	8.45	5.0	—	—	—	—
3	11.97	1.3	—	—	—	—
4	13.63	8.6	13.65	8.7	—	—
5	14.81	4.0	15.11	4.0	12.60	5.5
6	19.49	5.6	19.72	5.4	—	—
7	21.46	3.3	21.68	3.3	17.11	5.3
8	22.37	2.7	22.37	2.7	—	—
9	24.91	4.1	25.29	4.5	—	—
Supervisors, mechanics and repairers	22.89	8.7	22.86	9.4	—	—

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, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Precision production, craft, and repair —Continued						
Bus, truck, and stationary engine mechanics	\$16.36	5.8	—	—	—	—
Industrial machinery repairers	19.52	5.5	\$19.52	5.5	—	—
5	15.04	4.0	15.04	4.0	—	—
7	20.79	2.4	20.79	2.4	—	—
Machinery maintenance	13.49	3.5	—	—	—	—
Mechanics and repairers, n.e.c.	20.63	2.8	21.00	2.7	—	—
Electricians						
7	19.63	2.9	19.63	2.9	—	—
Electrical power installers and repairers	21.34	5.1	21.56	5.6	—	—
Construction trades, n.e.c.	12.40	7.4	—	—	\$11.91	5.4
Supervisors, production	21.76	3.9	21.80	4.0	—	—
7	21.02	5.1	21.02	5.1	—	—
Inspectors, testers, and graders	15.78	10.6	15.78	10.6	—	—
Machine operators, assemblers, and inspectors	14.07	3.6	14.05	3.6	—	—
1	8.51	5.9	8.51	5.9	—	—
2	10.80	6.3	10.80	6.3	—	—
3	15.10	10.5	15.10	10.5	—	—
4	15.48	3.7	15.48	3.7	—	—
5	18.21	3.4	18.21	3.4	—	—
6	23.04	5.0	23.04	5.0	—	—
Winding and twisting machine operators	9.28	1.7	9.28	1.7	—	—
2	9.28	1.7	9.28	1.7	—	—
Miscellaneous machine operators, n.e.c.	16.55	7.3	16.55	7.3	—	—
2	10.72	10.3	10.72	10.3	—	—
3	16.41	24.3	16.41	24.3	—	—
4	15.57	10.4	15.57	10.4	—	—
Assemblers	12.29	12.4	12.29	12.4	—	—
1	8.66	16.9	8.66	16.9	—	—
3	14.98	13.0	14.98	13.0	—	—
4	13.22	5.3	13.22	5.3	—	—
Production inspectors, checkers and examiners ..	14.82	4.6	14.82	4.6	—	—
4	17.96	7.6	17.96	7.6	—	—
Transportation and material moving	15.27	4.5	15.53	4.5	12.27	2.3
2	10.74	4.6	—	—	—	—
3	13.15	12.0	13.23	12.1	—	—
4	15.27	3.3	15.71	2.4	—	—
5	15.72	3.9	15.83	4.1	—	—
Truck drivers	15.32	6.8	15.95	7.3	—	—
4	13.94	4.9	—	—	—	—
5	15.58	4.4	15.69	4.6	—	—
Industrial truck and tractor equipment operators ..	13.82	4.6	13.82	4.6	—	—
3	13.24	12.2	13.24	12.2	—	—
4	17.58	6.7	17.58	6.7	—	—
Handlers, equipment cleaners, helpers, and laborers	11.43	3.7	11.43	3.9	11.56	6.8
1	8.71	2.6	8.63	2.8	—	—
2	11.28	9.2	11.29	9.3	—	—
3	11.94	4.8	11.86	4.9	—	—
4	15.43	2.4	15.66	2.7	—	—
Groundskeepers and gardeners, except farm	10.36	3.3	—	—	—	—
Machine feeders and offbearers	9.89	25.8	9.89	25.8	—	—
Freight, stock, and material handlers, n.e.c.	12.59	8.5	12.64	8.7	—	—
Hand packers and packagers	9.94	10.2	9.94	10.2	—	—
1	9.03	6.9	9.03	6.9	—	—
Laborers, except construction, n.e.c.	9.84	3.7	9.82	3.8	—	—
1	8.58	1.9	8.57	2.0	—	—
2	10.28	3.5	10.27	3.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$12.57	5.6	\$11.47	8.4	\$14.66	5.4
1	7.58	3.8	7.48	3.6	—	—
2	6.82	19.9	6.58	21.9	—	—
3	8.75	9.3	8.69	13.6	8.87	4.1
4	11.03	4.8	10.40	7.9	11.98	2.1
5	—	—	—	—	13.00	3.7
6	14.60	.9	—	—	—	—
7	16.99	12.8	—	—	14.39	.6
8	19.16	4.7	—	—	18.24	2.5
10	25.02	5.0	—	—	25.02	5.0
Protective service	16.91	4.1	—	—	17.28	2.3
5	12.87	4.4	—	—	12.87	4.4
7	16.99	12.8	—	—	14.39	.6
8	18.24	2.5	—	—	18.24	2.5
10	25.02	5.0	—	—	25.02	5.0
Supervisors, police and detectives	25.00	8.6	—	—	25.00	8.6
Police and detectives, public service	18.22	4.4	—	—	18.22	4.4
8	19.86	1.8	—	—	19.86	1.8
Correctional institution officers	13.07	3.2	—	—	13.07	3.2
Food service	7.17	12.8	7.11	13.6	—	—
3	7.45	19.0	7.33	22.6	—	—
Waiters, waitresses, and bartenders	2.89	24.4	2.89	24.4	—	—
Other food service	9.05	11.0	9.10	11.7	—	—
2	8.12	2.9	8.14	3.1	—	—
Cooks	8.73	4.8	8.83	5.4	—	—
Food preparation, n.e.c.	8.34	7.6	8.36	8.0	—	—
Health service	10.04	4.4	10.14	5.1	9.75	9.2
2	9.58	2.7	9.77	4.0	—	—
3	9.45	4.6	—	—	—	—
Health aides, except nursing	10.42	6.4	—	—	9.75	9.2
Nursing aides, orderlies and attendants	9.73	4.6	9.73	4.6	—	—
Cleaning and building service	9.43	5.7	9.48	8.5	9.33	2.1
1	8.46	2.3	8.43	2.4	—	—
Janitors and cleaners	9.30	3.2	9.44	6.2	9.14	1.8
1	8.39	2.7	—	—	—	—
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 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$11.61	7.5	\$10.64	6.7	\$15.36	19.7
All excluding sales	12.46	8.5	11.46	8.3	15.67	19.2
White collar	14.49	11.5	12.68	7.6	22.37	37.1
1	7.43	3.9	—	—	—	—
2	8.28	3.5	8.25	3.7	—	—
3	9.32	10.6	8.40	8.9	—	—
4	14.51	10.9	15.87	11.3	—	—
7	22.41	9.2	—	—	—	—
White collar excluding sales	17.98	12.0	16.00	5.8	23.80	35.7
2	9.66	3.3	9.82	3.9	—	—
3	11.12	6.6	10.24	9.8	—	—
4	14.75	10.7	16.28	10.8	—	—
7	22.41	9.2	—	—	—	—
Professional specialty and technical	24.33	14.7	19.13	6.5	33.46	21.0
Professional specialty	26.96	19.1	20.18	5.9	38.73	31.3
7	22.41	9.2	—	—	—	—
Health related	29.58	22.5	21.66	6.0	—	—
7	21.80	9.6	—	—	—	—
Registered nurses	22.65	4.1	22.69	5.6	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	7.57	2.7	7.50	2.9	—	—
2	7.67	3.6	7.61	3.6	—	—
3	7.69	6.9	—	—	—	—
Sales workers, other commodities	8.04	3.2	8.04	3.2	—	—
Cashiers	7.45	1.9	7.34	2.0	—	—
2	7.59	3.7	7.52	3.6	—	—
Administrative support, including clerical	13.82	7.9	14.41	8.9	11.21	4.5
2	9.66	3.3	9.82	3.9	—	—
3	10.86	7.9	—	—	—	—
General office clerks	10.84	4.4	10.74	6.6	—	—
Blue collar	9.98	8.7	10.02	10.4	9.76	1.1
1	7.65	3.7	7.56	4.1	—	—
2	10.96	15.2	11.52	22.6	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Transportation and material moving	11.15	6.2	—	—	9.91	.4
2	10.08	1.4	—	—	—	—
Bus drivers	10.01	.3	—	—	10.01	.3
Handlers, equipment cleaners, helpers, and laborers	8.74	11.4	8.74	11.8	—	—
1	7.62	3.8	7.56	4.1	—	—
2	11.53	24.0	11.53	24.0	—	—
Stock handlers and baggers	7.63	4.8	7.63	4.8	—	—
1	7.55	4.5	7.55	4.5	—	—
Service	7.54	5.9	7.02	7.5	8.91	2.3
1	6.88	5.8	6.78	6.6	—	—
2	6.64	10.1	6.19	11.2	—	—
3	8.55	6.7	—	—	9.35	3.6
Protective service	—	—	—	—	—	—
Food service	6.43	6.4	5.62	5.8	—	—
2	5.63	17.5	4.68	17.0	—	—
Waiters, waitresses, and bartenders	4.08	10.7	4.08	10.7	—	—
2	4.08	17.6	4.08	17.6	—	—
Waiters and waitresses	3.76	10.7	3.76	10.7	—	—
2	4.08	17.6	4.08	17.6	—	—
Other food service	7.32	10.3	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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						
Other food service—Continued						
Food preparation, n.e.c.	\$7.64	11.4	—	—	—	—
Health service	9.92	2.4	\$10.05	1.9	—	—
Health aides, except nursing	9.43	8.7	—	—	—	—
Nursing aides, orderlies and attendants	10.23	2.1	10.23	2.1	—	—
Cleaning and building service	7.40	2.8	—	—	—	—
1	7.40	2.8	—	—	—	—
Personal service	8.06	6.3	—	—	\$8.62	2.7

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

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

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$19.03	\$11.61	\$23.74	\$18.04	\$18.22	\$24.63
All excluding sales	18.81	12.46	23.73	17.91	18.40	19.99
White collar	23.06	14.49	–	21.98	21.91	33.02
White-collar excluding sales	22.95	17.98	–	22.14	22.53	29.27
Professional specialty and technical	27.25	24.33	–	25.34	27.09	–
Professional specialty	26.70	26.96	–	26.72	26.72	–
Technical	29.10	–	–	20.04	28.38	–
Executive, administrative, and managerial	30.98	–	–	30.98	30.61	34.72
Sales	24.43	7.57	–	20.42	13.27	36.42
Administrative support, including clerical	13.98	13.82	18.32	13.78	14.00	–
Blue collar	15.22	9.98	19.55	14.03	15.06	14.85
Precision production, craft, and repair	18.32	–	22.76	17.42	18.32	–
Machine operators, assemblers, and inspectors	14.07	–	21.01	12.76	14.22	13.34
Transportation and material moving	15.27	11.15	–	14.25	14.61	–
Handlers, equipment cleaners, helpers, and laborers	11.43	8.74	15.52	10.27	11.19	–
Service	12.57	7.54	–	10.26	11.65	–
	Relative error ⁶ (percent)					
All occupations	3.3	7.5	6.5	3.6	2.7	14.2
All excluding sales	3.0	8.5	6.5	3.1	2.7	10.3
White collar	4.5	11.5	–	4.7	4.0	12.6
White-collar excluding sales	4.0	12.0	–	4.2	3.9	9.8
Professional specialty and technical	2.2	14.7	–	2.6	2.4	–
Professional specialty	3.0	19.1	–	3.3	3.3	–
Technical	6.7	–	–	3.7	6.4	–
Executive, administrative, and managerial	5.3	–	–	5.3	4.3	24.2
Sales	19.1	2.7	–	20.5	10.3	19.4
Administrative support, including clerical	2.9	7.9	4.8	2.9	2.7	–
Blue collar	1.9	8.7	5.8	2.0	2.1	4.8
Precision production, craft, and repair	3.5	–	4.1	2.5	3.6	–
Machine operators, assemblers, and inspectors	3.6	–	1.9	4.5	4.3	.7
Transportation and material moving	4.5	6.2	–	3.8	3.8	–
Handlers, equipment cleaners, helpers, and laborers	3.7	11.4	13.4	3.4	3.2	–
Service	5.6	5.9	–	2.7	5.0	–

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

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

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

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

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$18.65	\$17.00	–	\$15.23	\$17.29	\$19.80	\$25.09	\$13.90	–	\$17.96
All excluding sales	18.53	16.78	–	15.24	17.03	19.84	24.99	13.99	–	18.02
White collar	23.29	21.77	–	17.42	22.25	23.81	32.87	17.69	–	22.18
White-collar excluding sales	23.66	21.38	–	17.68	21.77	24.48	32.74	20.69	–	22.30
Professional specialty and technical	29.28	24.46	–	–	24.36	31.01	51.71	31.97	–	26.99
Professional specialty	28.60	25.96	–	–	25.88	29.67	–	31.97	–	30.33
Technical	30.82	19.72	–	–	19.72	33.77	–	–	–	20.54
Executive, administrative, and managerial	31.10	28.65	–	–	30.74	32.05	–	29.18	–	29.37
Sales	20.57	26.37	–	–	–	19.38	–	13.57	–	–
Administrative support, including clerical	14.62	13.87	–	–	14.14	14.89	16.78	13.89	–	13.28
Blue collar	15.14	15.03	–	14.65	15.10	15.35	19.23	12.31	–	12.57
Precision production, craft, and repair	18.56	17.75	–	16.14	18.54	20.12	22.41	15.90	–	18.55
Machine operators, assemblers, and inspectors	14.05	14.17	–	–	14.17	11.44	–	–	–	10.00
Transportation and material moving	15.44	15.31	–	–	15.61	15.52	16.18	14.64	–	–
Handlers, equipment cleaners, helpers, and laborers	11.15	11.17	–	–	11.32	11.12	–	9.38	–	10.96
Service	10.59	–	–	–	–	10.60	–	6.14	–	9.43
	Relative error ⁵ (percent)									
All occupations	3.7	4.2	–	8.1	4.4	5.3	3.9	8.5	–	10.0
All excluding sales	3.2	4.2	–	8.4	4.4	4.4	3.7	9.8	–	10.1
White collar	5.5	7.9	–	5.7	8.6	6.7	8.0	10.3	–	13.0
White-collar excluding sales	4.9	8.9	–	7.9	9.7	5.8	7.8	6.5	–	13.1
Professional specialty and technical	3.1	6.7	–	–	6.9	3.6	28.5	14.6	–	4.9
Professional specialty	4.2	8.2	–	–	8.4	4.7	–	14.6	–	5.6
Technical	8.2	7.9	–	–	7.9	10.9	–	–	–	7.2
Executive, administrative, and managerial	6.0	6.9	–	–	6.6	7.3	–	12.4	–	13.8
Sales	20.6	24.8	–	–	–	24.7	–	10.3	–	–
Administrative support, including clerical	3.6	6.1	–	–	6.8	4.2	5.8	5.3	–	8.0
Blue collar	2.0	2.2	–	6.3	2.3	5.6	4.5	11.0	–	10.7
Precision production, craft, and repair	3.7	3.0	–	2.4	2.9	6.8	5.3	5.2	–	11.5
Machine operators, assemblers, and inspectors	3.6	3.9	–	–	3.9	2.3	–	–	–	3.3
Transportation and material moving	4.7	5.8	–	–	5.6	7.4	5.9	18.1	–	–
Handlers, equipment cleaners, helpers, and laborers	3.3	1.9	–	–	1.9	5.7	–	3.8	–	11.1
Service	7.4	–	–	–	–	7.5	–	10.9	–	2.8

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 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	\$18.65	\$14.11	\$19.71	\$17.16	\$22.60
All excluding sales	18.53	14.31	19.40	16.92	22.16
White collar	23.29	16.36	24.59	21.79	27.46
White-collar excluding sales	23.66	18.37	24.33	21.75	26.82
Professional specialty and technical	29.28	24.71	29.66	26.61	33.30
Professional specialty	28.60	25.46	28.96	28.66	29.39
Technical	30.82	—	31.11	21.17	39.65
Executive, administrative, and managerial	31.10	22.71	32.26	31.78	32.51
Sales	20.57	12.97	28.08	22.20	41.26
Administrative support, including clerical	14.62	13.00	14.87	14.03	15.93
Blue collar	15.14	13.60	15.54	14.39	16.82
Precision production, craft, and repair	18.56	18.55	18.56	17.67	19.81
Machine operators, assemblers, and inspectors	14.05	9.98	14.91	12.73	16.78
Transportation and material moving	15.44	14.01	15.65	14.54	16.70
Handlers, equipment cleaners, helpers, and laborers	11.15	9.60	11.68	10.80	12.73
Service	10.59	8.49	11.35	7.50	—
	Relative error ⁴ (percent)				
All occupations	3.7	7.7	4.2	6.5	5.8
All excluding sales	3.2	7.6	3.6	6.8	4.1
White collar	5.5	9.2	5.8	8.9	8.1
White-collar excluding sales	4.9	7.4	5.3	9.8	5.9
Professional specialty and technical	3.1	15.8	3.4	6.7	5.0
Professional specialty	4.2	15.5	4.8	7.8	6.4
Technical	8.2	—	8.3	8.0	11.7
Executive, administrative, and managerial	6.0	15.0	5.8	4.0	8.2
Sales	20.6	19.3	23.7	19.1	28.2
Administrative support, including clerical	3.6	6.0	3.9	4.5	4.1
Blue collar	2.0	5.9	2.2	5.4	3.0
Precision production, craft, and repair	3.7	3.8	5.2	9.0	3.7
Machine operators, assemblers, and inspectors	3.6	6.9	1.9	5.5	4.4
Transportation and material moving	4.7	6.8	4.2	7.7	1.7
Handlers, equipment cleaners, helpers, and laborers	3.3	5.8	4.4	6.9	6.1
Service	7.4	17.1	13.8	9.1	—

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$10.92	\$15.86	\$22.54	\$31.49
All excluding sales	8.73	11.05	16.00	22.37	31.11
White collar	9.97	13.00	18.96	27.77	38.46
White collar excluding sales	10.70	13.69	19.35	27.48	37.60
Professional specialty and technical	15.09	18.35	23.94	31.25	39.39
Professional specialty	16.76	19.87	25.00	31.85	38.46
Engineers, architects, and surveyors	23.43	26.52	30.40	38.92	42.57
Electrical and electronic engineers	30.40	32.95	39.23	41.60	43.56
Engineers, n.e.c.	28.04	38.92	44.86	46.02	46.02
Mathematical and computer scientists	21.00	24.83	31.01	35.22	37.75
Computer systems analysts and scientists	21.00	24.83	31.73	35.42	37.92
Natural scientists	—	—	—	—	—
Health related	17.50	19.07	21.62	25.60	42.94
Registered nurses	17.50	18.86	21.78	25.34	28.30
Teachers, college and university	22.12	26.76	32.08	36.85	48.43
Other post-secondary teachers	17.92	21.96	28.21	33.88	40.58
Teachers, except college and university	17.29	19.69	23.81	28.83	33.63
Prekindergarten and kindergarten	11.48	17.58	21.97	26.14	31.63
Elementary school teachers	17.29	19.34	23.11	27.87	32.01
Secondary school teachers	17.58	19.67	23.29	28.22	32.53
Teachers, special education	20.25	23.94	28.83	33.34	35.25
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.62	15.37	17.50	19.86	23.02
Social workers	13.62	15.37	17.50	19.86	23.02
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	10.66	11.90	16.03	17.64	23.87
Technical	13.49	15.75	18.98	25.09	50.06
Licensed practical nurses	14.46	16.18	17.50	18.14	19.36
Health technologists and technicians, n.e.c.	10.98	12.62	14.65	16.22	19.00
Electrical and electronic technicians	13.50	14.46	17.68	21.21	23.89
Engineering technicians, n.e.c.	15.99	17.31	23.44	30.36	33.39
Executive, administrative, and managerial	17.70	21.85	27.89	36.96	46.15
Executives, administrators, and managers	20.19	24.98	31.91	41.83	58.17
Administrators and officials, public administration	21.27	28.84	34.59	41.80	69.23
Financial managers	24.04	30.00	37.02	45.19	59.14
Managers, marketing, advertising, and public relations	17.70	20.19	21.64	30.29	34.26
Administrators, education and related fields	25.92	29.68	31.33	33.83	37.90
Managers and administrators, n.e.c.	18.00	21.95	30.49	47.60	60.10
Management related	16.16	20.10	24.97	29.09	35.00
Accountants and auditors	15.54	16.16	21.15	27.15	27.40
Personnel, training, and labor relations specialists	15.52	20.80	24.18	25.53	27.78
Management related, n.e.c.	12.25	16.35	22.28	33.02	37.38
Sales	7.00	8.00	10.61	31.25	45.00
Supervisors, sales	13.50	15.00	31.25	45.00	45.00
Sales workers, other commodities	7.50	8.25	8.50	10.00	10.61
Cashiers	6.75	7.00	7.76	8.88	10.04
Administrative support, including clerical	9.33	10.85	13.21	16.25	19.71
Secretaries	10.80	13.65	18.41	20.91	22.84
Receptionists	6.83	10.00	11.00	13.00	14.73
Order clerks	10.41	11.17	12.90	14.16	24.69
Library clerks	9.44	10.00	10.68	12.70	14.46
Records clerks, n.e.c.	9.35	11.20	12.66	15.33	16.79
Bookkeepers, accounting and auditing clerks	10.30	11.75	13.25	13.73	14.71
Dispatchers	12.16	13.12	16.04	16.58	22.50
Traffic, shipping and receiving clerks	10.10	11.46	12.80	14.40	17.63
Stock and inventory clerks	9.76	11.25	12.35	13.66	16.63
Material recording, scheduling, and distribution clerks, n.e.c.	9.30	9.80	10.48	17.85	20.48
Eligibility clerks, social welfare	12.14	12.52	13.21	14.60	15.90
General office clerks	8.00	9.50	11.38	13.77	15.44
Teachers' aides	8.58	8.92	9.42	10.71	12.53

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Administrative support, n.e.c.	\$11.29	\$11.88	\$14.31	\$17.28	\$18.32
Blue collar					
8.54	10.37	14.08	19.00	23.20	
Precision production, craft, and repair					
11.08	14.54	18.50	21.77	25.26	
Supervisors, mechanics and repairers	18.93	19.00	21.15	27.89	30.14
Bus, truck, and stationary engine mechanics	13.83	15.33	16.49	19.25	21.77
Industrial machinery repairers	13.02	15.89	20.07	22.78	25.12
Machinery maintenance	11.63	12.09	12.89	15.09	15.16
Mechanics and repairers, n.e.c.	13.00	17.30	19.78	26.29	26.29
Electrical power installers and repairers	17.13	20.42	21.18	23.79	24.50
Construction trades, n.e.c.	9.67	10.45	12.00	13.51	15.34
Supervisors, production	17.80	19.83	20.67	22.69	28.37
Inspectors, testers, and graders	11.98	15.10	17.49	17.55	17.55
Machine operators, assemblers, and inspectors					
8.30	9.50	12.16	17.38	21.66	
Winding and twisting machine operators	8.12	8.65	8.65	9.19	11.04
Miscellaneous machine operators, n.e.c.	9.22	11.14	16.62	19.95	27.36
Assemblers	6.91	9.00	11.27	14.66	20.90
Production inspectors, checkers and examiners ..	8.00	8.50	12.10	21.26	24.54
Transportation and material moving					
10.50	11.85	14.08	17.75	20.50	
Truck drivers	11.40	13.00	14.21	17.11	18.75
Industrial truck and tractor equipment operators ..	9.75	10.60	12.24	15.79	20.90
Handlers, equipment cleaners, helpers, and laborers					
7.25	8.73	10.00	12.45	17.13	
Groundskeepers and gardeners, except farm	8.70	9.75	10.00	11.00	12.05
Stock handlers and baggers	6.75	7.20	8.75	10.40	22.82
Machine feeders and offbearers	6.50	6.50	9.22	13.08	14.37
Freight, stock, and material handlers, n.e.c.	9.00	10.00	11.20	15.88	19.64
Hand packers and packagers	7.56	8.50	9.55	11.03	13.65
Laborers, except construction, n.e.c.	7.50	8.00	9.40	10.66	12.60
Service					
5.40	7.50	9.27	13.34	22.99	
Protective service	11.05	12.50	15.22	20.74	24.01
Supervisors, police and detectives	18.24	20.49	23.58	31.38	31.38
Police and detectives, public service	13.35	14.66	17.07	21.78	25.21
Correctional institution officers	11.54	11.75	12.85	14.01	15.23
Food service	2.18	4.50	7.25	8.60	10.00
Waiters, waitresses, and bartenders	2.13	2.13	2.28	2.75	7.00
Waiters and waitresses	2.13	2.13	2.28	2.38	7.21
Other food service	6.25	6.90	8.25	9.05	10.35
Cooks	7.00	8.00	8.50	9.40	10.35
Food preparation, n.e.c.	6.72	7.05	8.35	9.00	9.54
Health service	8.12	8.61	9.85	10.95	11.96
Health aides, except nursing	8.12	8.33	9.84	11.93	12.79
Nursing aides, orderlies and attendants	8.17	8.99	9.85	10.78	11.33
Cleaning and building service	7.00	7.75	8.51	9.46	11.12
Janitors and cleaners	6.60	7.90	8.57	9.32	10.50
Personal service	—	—	—	—	—

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

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.25	\$10.71	\$15.85	\$22.39	\$31.98
All excluding sales	8.50	11.00	16.01	22.15	31.25
White collar	10.00	13.33	19.47	29.33	40.87
White collar excluding sales	11.15	14.30	20.07	29.09	39.77
Professional specialty and technical	14.65	18.95	25.25	34.36	43.56
Professional specialty	16.35	21.25	27.29	34.52	41.86
Engineers, architects, and surveyors	23.43	26.52	30.83	38.92	42.66
Electrical and electronic engineers	30.40	32.95	39.23	41.60	43.56
Engineers, n.e.c.	28.04	38.92	44.86	46.02	46.02
Mathematical and computer scientists	21.00	24.83	31.11	35.42	37.75
Computer systems analysts and scientists	21.00	24.83	31.74	35.42	37.92
Natural scientists	-	-	-	-	-
Health related	17.75	19.90	22.25	25.75	46.50
Registered nurses	17.75	19.77	22.50	25.75	56.00
Teachers, college and university	17.92	19.33	28.10	32.35	57.98
Teachers, except college and university	-	-	-	-	-
Elementary school teachers	18.98	20.27	23.37	27.98	32.99
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.	10.66	11.90	16.03	17.64	23.87
Technical	14.61	16.59	19.42	26.42	80.31
Licensed practical nurses	14.46	16.18	17.50	18.14	19.36
Health technologists and technicians, n.e.c.	13.40	14.65	15.14	19.00	19.00
Engineering technicians, n.e.c.	17.31	18.57	26.42	31.07	33.39
Executive, administrative, and managerial	17.70	21.42	27.89	37.98	48.08
Executives, administrators, and managers	19.76	24.04	31.91	43.16	60.10
Financial managers	24.04	29.81	36.54	45.19	59.14
Managers, marketing, advertising, and public relations	17.70	20.19	21.64	30.29	34.19
Managers and administrators, n.e.c.	18.00	21.95	30.49	47.76	60.10
Management related	16.16	20.19	24.97	29.33	35.00
Accountants and auditors	15.54	16.16	22.45	27.27	27.40
Management related, n.e.c.	12.25	16.35	22.28	33.02	37.38
Sales	7.00	8.00	11.00	31.25	45.00
Supervisors, sales	13.50	15.00	31.25	45.00	45.00
Sales workers, other commodities	7.50	8.25	8.50	10.00	10.61
Cashiers	6.60	7.00	7.75	8.75	10.00
Administrative support, including clerical	9.50	11.41	14.00	16.98	20.30
Secretaries	12.32	17.79	19.86	21.58	23.27
Receptionists	6.83	10.00	11.00	13.00	14.73
Order clerks	10.41	11.17	12.90	14.16	24.69
Records clerks, n.e.c.	11.43	12.00	13.28	16.79	17.09
Bookkeepers, accounting and auditing clerks	10.00	11.56	13.25	13.73	14.71
Traffic, shipping and receiving clerks	10.10	11.46	12.80	14.40	17.63
Stock and inventory clerks	10.19	12.27	12.72	14.63	16.63
Material recording, scheduling, and distribution clerks, n.e.c.	9.30	9.80	10.48	17.85	20.48
General office clerks	8.00	8.00	10.50	13.98	15.44
Blue collar	8.50	10.30	14.26	19.16	23.37
Precision production, craft, and repair	11.50	15.00	19.00	22.06	25.26
Supervisors, mechanics and repairers	18.93	19.00	21.15	26.54	30.14
Industrial machinery repairers	13.02	15.89	20.07	22.78	25.12
Mechanics and repairers, n.e.c.	13.00	17.74	19.95	26.29	26.29
Electrical power installers and repairers	19.76	20.73	21.22	23.79	24.50
Supervisors, production	17.80	19.83	20.67	22.69	28.37
Inspectors, testers, and graders	11.98	15.10	17.49	17.55	17.55
Machine operators, assemblers, and inspectors	8.30	9.50	12.10	17.47	21.66

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors –Continued					
Winding and twisting machine operators	\$8.12	\$8.65	\$8.65	\$9.19	\$11.04
Miscellaneous machine operators, n.e.c.	9.22	11.14	16.62	19.95	27.36
Assemblers	6.91	9.00	11.27	14.66	20.90
Production inspectors, checkers and examiners ..	8.00	8.50	12.10	21.26	24.54
Transportation and material moving	10.60	12.76	14.58	18.23	20.50
Truck drivers	12.74	13.00	15.76	17.40	20.36
Industrial truck and tractor equipment operators ..	9.75	10.60	12.24	15.79	20.90
Handlers, equipment cleaners, helpers, and laborers	7.25	8.65	10.00	12.40	17.13
Stock handlers and baggers	6.75	7.20	8.75	10.40	22.82
Machine feeders and offbearers	6.50	6.50	9.22	13.08	14.37
Freight, stock, and material handlers, n.e.c.	9.00	10.10	11.20	17.47	19.64
Hand packers and packagers	7.56	8.50	9.55	11.03	13.65
Laborers, except construction, n.e.c.	7.50	8.00	9.35	10.65	12.60
Service	2.38	6.75	8.50	10.59	22.13
Protective service	–	–	–	–	–
Food service	2.18	2.75	7.00	8.50	10.00
Waiters, waitresses, and bartenders	2.13	2.13	2.28	2.75	7.00
Waiters and waitresses	2.13	2.13	2.28	2.38	7.21
Other food service	6.25	6.60	8.00	9.10	10.67
Cooks	6.50	8.02	8.84	9.80	10.35
Food preparation, n.e.c.	6.15	7.00	7.54	8.50	10.00
Health service	8.00	9.04	10.22	11.00	11.96
Health aides, except nursing	7.65	9.83	10.55	11.96	12.79
Nursing aides, orderlies and attendants	8.17	8.99	9.85	10.78	11.33
Cleaning and building service	7.00	7.50	8.18	9.54	12.49
Janitors and cleaners	6.50	7.50	8.00	9.27	10.50
Personal service	–	–	–	–	–

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

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.25	\$11.30	\$15.89	\$22.99	\$30.36
All excluding sales	9.27	11.34	15.92	22.99	30.42
White collar	9.93	12.47	17.88	25.44	31.63
White collar excluding sales	9.97	12.51	17.88	25.50	31.69
Professional specialty and technical	16.19	17.88	21.99	26.83	32.97
Professional specialty	17.02	18.73	22.83	27.71	33.63
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	17.50	18.63	20.92	24.70	25.78
Registered nurses	17.50	18.54	20.81	24.25	25.50
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	17.29	19.80	23.93	29.01	33.63
Elementary school teachers	17.29	19.03	23.03	27.86	31.98
Secondary school teachers	17.58	19.64	23.03	28.14	32.09
Teachers, special education	20.25	23.94	28.83	33.34	35.25
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.56	15.16	17.31	19.08	22.24
Social workers	13.56	15.16	17.31	19.08	22.24
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	10.60	12.62	16.77	19.14	21.21
Health technologists and technicians, n.e.c.	9.97	10.98	11.85	13.28	16.66
Executive, administrative, and managerial	17.56	25.53	30.27	34.50	39.62
Executives, administrators, and managers	24.67	29.33	31.33	36.25	41.80
Administrators and officials, public administration	21.27	28.84	34.59	41.80	69.23
Administrators, education and related fields	25.92	29.68	31.33	33.83	37.90
Management related	13.70	17.30	25.53	25.53	25.53
Sales	—	—	—	—	—
Administrative support, including clerical	8.95	9.86	11.54	13.39	15.07
Secretaries	10.47	11.90	13.39	14.71	15.86
Library clerks	9.53	10.22	11.07	13.02	15.30
Dispatchers	11.32	11.98	12.94	13.67	14.40
General office clerks	9.66	10.70	11.69	13.65	15.43
Teachers' aides	8.58	8.91	9.42	10.62	12.36
Blue collar	9.60	10.57	12.06	15.39	17.23
Precision production, craft, and repair	10.39	11.14	14.59	16.69	20.53
Construction trades, n.e.c.	9.64	10.41	11.80	13.25	14.63
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	9.00	10.49	11.28	12.45	14.41
Bus drivers	8.31	8.96	9.80	10.79	12.06
Handlers, equipment cleaners, helpers, and laborers	8.96	9.97	10.82	12.70	14.34
Service	8.29	9.08	12.21	16.55	22.99
Protective service	11.54	13.11	15.77	20.50	25.21
Supervisors, police and detectives	18.24	20.49	23.58	31.38	31.38
Police and detectives, public service	13.35	14.66	17.07	21.78	25.21
Correctional institution officers	11.54	11.75	12.85	14.01	15.23
Food service	7.50	8.42	8.60	8.80	9.67
Other food service	7.50	8.42	8.60	8.80	9.67
Health service	8.12	8.12	8.94	10.64	12.70
Health aides, except nursing	8.12	8.12	8.94	10.64	12.70

See footnotes at end of table.

Table 6-3. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003 — Continued**

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Cleaning and building service	\$7.26	\$8.67	\$8.97	\$9.36	\$10.20
Janitors and cleaners	7.23	8.65	8.95	9.36	10.06
Personal service	6.75	9.03	9.42	11.34	15.53

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

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$11.34	\$16.35	\$23.17	\$31.97
All excluding sales	9.00	11.45	16.35	22.82	31.33
White collar	10.44	13.51	19.53	28.69	39.42
White collar excluding sales	10.87	13.87	19.64	27.89	37.90
Professional specialty and technical	15.43	18.54	24.15	31.35	39.39
Professional specialty	16.76	19.89	25.27	32.05	38.46
Engineers, architects, and surveyors	23.43	26.52	30.40	38.92	42.57
Electrical and electronic engineers	30.40	32.95	39.23	41.60	43.56
Engineers, n.e.c.	28.04	38.92	44.86	46.02	46.02
Mathematical and computer scientists	21.00	24.83	31.01	35.22	37.75
Computer systems analysts and scientists	21.00	24.83	31.73	35.42	37.92
Natural scientists	—	—	—	—	—
Health related	17.50	19.05	21.60	25.50	40.96
Registered nurses	17.40	18.65	21.56	25.36	29.74
Teachers, college and university	22.12	26.76	32.08	36.85	48.43
Other post-secondary teachers	17.92	21.96	28.21	33.88	40.58
Teachers, except college and university	17.29	19.89	23.94	28.93	33.63
Elementary school teachers	17.29	19.34	23.11	27.87	32.01
Secondary school teachers	17.58	19.67	23.17	28.08	32.78
Teachers, special education	20.25	23.94	28.83	33.34	35.25
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.56	15.16	17.31	19.08	22.24
Social workers	13.56	15.16	17.31	19.08	22.24
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	10.66	11.90	16.03	17.64	23.87
Technical	13.92	16.49	19.00	25.39	80.31
Licensed practical nurses	14.30	16.18	17.50	18.11	19.00
Health technologists and technicians, n.e.c.	11.85	12.65	15.08	16.67	19.00
Electrical and electronic technicians	13.50	14.46	17.68	21.21	23.89
Engineering technicians, n.e.c.	15.99	17.31	23.44	30.36	33.39
Executive, administrative, and managerial	17.70	21.85	27.89	36.96	46.15
Executives, administrators, and managers	20.19	24.98	31.91	41.83	58.17
Administrators and officials, public administration	21.27	28.84	34.59	41.80	69.23
Financial managers	24.04	30.00	37.02	45.19	59.14
Managers, marketing, advertising, and public relations	17.70	20.19	21.64	30.29	34.26
Administrators, education and related fields	25.92	29.68	31.33	33.83	37.90
Managers and administrators, n.e.c.	18.00	21.95	30.49	47.60	60.10
Management related	16.16	20.10	24.97	29.09	35.00
Accountants and auditors	15.54	16.16	21.15	27.15	27.40
Personnel, training, and labor relations specialists	15.52	20.80	24.18	25.53	27.78
Management related, n.e.c.	12.25	16.35	22.28	33.02	37.38
Sales	8.00	9.25	17.38	40.49	45.67
Supervisors, sales	13.50	15.00	31.25	45.00	45.00
Cashiers	7.23	7.75	8.55	9.72	11.00
Administrative support, including clerical	9.46	11.00	13.15	16.19	19.48
Secretaries	11.85	14.00	18.75	21.15	22.88
Receptionists	6.83	10.00	11.00	13.00	14.73
Order clerks	10.41	11.17	12.90	14.16	24.69
Library clerks	9.53	10.32	11.14	13.06	15.30
Records clerks, n.e.c.	9.35	11.20	12.66	15.33	16.79
Bookkeepers, accounting and auditing clerks	10.61	12.60	13.46	14.14	14.94
Dispatchers	12.16	13.12	16.04	16.58	22.50
Traffic, shipping and receiving clerks	10.10	11.46	12.80	14.40	17.63
Stock and inventory clerks	9.76	11.25	12.35	13.66	16.63
Material recording, scheduling, and distribution clerks, n.e.c.	9.30	9.80	10.48	17.85	20.48
Investigators and adjusters, except insurance	10.14	11.22	12.69	15.83	15.85
Eligibility clerks, social welfare	12.14	12.52	13.21	14.60	15.90
General office clerks	8.00	9.50	11.44	14.00	15.60
Teachers' aides	8.58	8.92	9.45	10.74	12.53
Administrative support, n.e.c.	11.29	11.88	14.31	17.28	18.32

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$8.75	\$10.50	\$14.28	\$19.10	\$23.31
Precision production, craft, and repair	11.08	14.54	18.40	21.68	25.26
Supervisors, mechanics and repairers	18.93	19.00	21.15	27.89	30.14
Bus, truck, and stationary engine mechanics	12.45	15.28	16.03	18.54	19.70
Industrial machinery repairers	13.02	15.89	20.07	22.78	25.12
Machinery maintenance	11.63	12.09	12.89	15.09	15.16
Mechanics and repairers, n.e.c.	13.00	17.30	19.78	26.29	26.29
Electrical power installers and repairers	17.13	20.42	21.18	23.79	24.50
Construction trades, n.e.c.	9.67	10.45	12.00	13.51	15.34
Supervisors, production	17.80	19.83	20.67	22.69	28.37
Inspectors, testers, and graders	11.98	15.10	17.49	17.55	17.55
Machine operators, assemblers, and inspectors	8.30	9.50	12.16	17.38	21.66
Winding and twisting machine operators	8.12	8.65	8.65	9.19	11.04
Miscellaneous machine operators, n.e.c.	9.22	11.14	16.62	19.95	27.36
Assemblers	6.91	9.00	11.27	14.66	20.90
Production inspectors, checkers and examiners ..	8.00	8.50	12.10	21.26	24.54
Transportation and material moving	10.60	12.24	14.26	18.23	20.50
Truck drivers	11.40	13.00	14.26	17.40	18.75
Industrial truck and tractor equipment operators ..	9.75	10.60	12.24	15.79	20.90
Handlers, equipment cleaners, helpers, and laborers	8.00	9.00	10.30	12.92	17.13
Groundskeepers and gardeners, except farm	8.50	9.85	10.00	11.00	12.05
Machine feeders and offbearers	6.50	6.50	9.22	13.08	14.37
Freight, stock, and material handlers, n.e.c.	8.94	10.00	11.05	15.35	19.64
Hand packers and packagers	7.56	8.50	9.55	11.03	13.65
Laborers, except construction, n.e.c.	7.94	8.50	9.48	10.75	13.00
Service	6.25	8.00	9.88	14.89	25.80
Protective service	11.37	12.50	15.41	21.00	24.01
Supervisors, police and detectives	18.24	20.49	23.58	31.38	31.38
Police and detectives, public service	13.35	14.66	17.07	21.78	25.21
Correctional institution officers	11.54	11.75	12.85	14.01	15.23
Food service	2.18	2.70	7.42	8.87	10.35
Waiters, waitresses, and bartenders	2.13	2.13	2.28	2.38	5.00
Other food service	6.50	7.00	8.49	9.45	10.80
Cooks	6.50	8.00	8.70	9.45	10.35
Food preparation, n.e.c.	7.00	7.20	8.25	9.00	11.00
Health service	8.12	8.71	9.83	10.81	11.95
Health aides, except nursing	8.12	8.60	10.22	11.61	13.11
Nursing aides, orderlies and attendants	8.00	8.75	9.61	10.71	11.40
Cleaning and building service	7.50	8.00	8.83	9.88	12.49
Janitors and cleaners	7.90	8.50	9.10	9.88	10.81
Personal service	—	—	—	—	—

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.50	\$7.25	\$8.60	\$13.39	\$20.30
All excluding sales	6.25	7.50	9.42	16.11	20.53
White collar	7.00	7.85	10.98	18.27	21.64
White collar excluding sales	8.90	10.76	16.25	20.30	24.01
Professional specialty and technical	11.03	14.65	20.00	24.07	52.88
Professional specialty	15.75	18.74	20.78	25.66	58.11
Health related	17.88	19.64	21.86	25.78	64.88
Registered nurses	17.88	19.61	22.52	25.27	26.75
Teachers, except college and university	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Technical	-	-	-	-	-
Sales	6.50	7.00	7.35	8.20	8.50
Sales workers, other commodities	7.10	7.50	8.25	8.30	8.50
Cashiers	6.50	6.95	7.25	7.80	8.40
Administrative support, including clerical	8.76	9.54	14.30	17.31	20.30
General office clerks	9.00	9.25	10.76	12.00	12.18
Blue collar	6.85	7.25	8.31	11.55	19.44
Precision production, craft, and repair	-	-	-	-	-
Transportation and material moving	8.48	9.80	11.00	13.00	13.00
Bus drivers	8.47	9.00	9.80	10.62	12.06
Handlers, equipment cleaners, helpers, and laborers	6.75	7.00	7.50	8.55	12.45
Stock handlers and baggers	6.55	6.85	7.25	8.00	9.25
Service	5.15	6.15	7.62	8.69	10.15
Protective service	-	-	-	-	-
Food service	2.33	5.15	6.90	8.43	9.00
Waiters, waitresses, and bartenders	2.13	2.18	2.75	6.00	7.21
Waiters and waitresses	2.13	2.13	2.75	4.00	7.35
Other food service	5.15	5.50	7.75	8.60	9.05
Food preparation, n.e.c.	5.25	6.75	8.42	8.75	9.13
Health service	7.65	8.30	10.06	11.00	11.96
Health aides, except nursing	7.10	7.50	8.12	11.96	11.96
Nursing aides, orderlies and attendants	8.76	9.60	10.10	11.00	11.30
Cleaning and building service	6.00	6.50	7.45	8.25	8.50
Personal service	6.00	6.65	7.57	9.42	10.15

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

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

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

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

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

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

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

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

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

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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

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

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

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period.

For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	2,435
Total in sample	353
Responding	238
Out of business or not in survey scope	53
Unable or refused to provide data	62

In this survey, the nonresponse rates for all industries, private industry, and State and local government were within 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, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	332,800	270,100	62,700
All excluding sales	315,200	252,900	62,300
White collar	171,500	127,200	44,200
White-collar excluding sales	153,900	110,000	43,800
Professional specialty and technical	57,800	34,000	23,800
Professional specialty	45,500	23,700	21,800
Technical	12,300	10,200	2,000
Executive, administrative, and managerial	34,300	30,000	–
Sales	17,600	17,200	–
Administrative support, including clerical	61,700	46,100	15,700
Blue collar	122,200	115,200	7,000
Precision production, craft, and repair	40,400	38,000	2,400
Machine operators, assemblers, and inspectors	32,500	32,300	–
Transportation and material moving	19,700	16,500	3,200
Handlers, equipment cleaners, helpers, and laborers	29,600	28,400	1,200
Service	39,200	27,700	11,400

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.