

# Springfield, MA National Compensation Survey September 2003

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U.S. Department of Labor  
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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](mailto:ocltinfo@bls.gov).

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are 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 Springfield, MA, metropolitan area. Data were collected between March 2003 and April 2004; the average reference month is September 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 earnings<sup>1</sup> and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>Total</b> .....	\$19.31	6.8	32.4	\$17.73	10.2	31.6	\$23.80	1.8	35.2
<b>Worker characteristics:<sup>4</sup></b>									
White-collar occupations <sup>5</sup> .....	25.85	6.9	33.6	24.30	10.8	33.3	29.60	1.8	34.2
Professional specialty and technical .....	34.07	10.8	33.8	32.18	18.5	33.6	37.35	2.8	34.2
Executive, administrative, and managerial .....	31.48	6.2	37.4	32.63	5.9	39.1	25.70	14.0	30.6
Sales .....	12.35	9.8	26.7	12.35	9.8	26.7	-	-	-
Administrative support .....	14.03	4.2	34.2	13.78	5.9	33.9	14.64	3.3	35.1
Blue-collar occupations <sup>5</sup> .....	15.51	4.4	37.7	15.09	4.2	37.8	18.31	11.6	36.6
Precision production, craft, and repair .....	20.62	3.6	39.5	21.28	3.1	39.2	19.19	11.3	40.0
Machine operators, assemblers, and inspectors .....	13.14	2.9	39.7	13.14	2.9	39.7	-	-	-
Transportation and material moving .....	14.02	9.2	31.3	13.13	3.7	30.2	-	-	-
Handlers, equipment cleaners, helpers, and laborers .....	13.31	5.1	30.4	13.17	5.8	31.8	-	-	-
Service occupations <sup>5</sup> .....	11.04	9.3	27.8	8.76	4.7	25.1	16.15	10.5	36.6
Full time .....	21.26	7.2	38.4	19.85	11.0	38.8	24.44	1.6	37.5
Part time .....	11.19	9.4	19.7	11.21	10.0	20.0	10.95	9.5	16.0
Union .....	22.16	3.1	36.0	16.51	9.1	33.8	24.26	.7	36.8
Nonunion .....	17.95	10.9	31.0	17.90	11.3	31.3	19.33	17.6	24.8
Time .....	19.33	6.8	32.4	17.76	10.2	31.5	23.80	1.8	35.2
Incentive .....	-	-	-	-	-	-	-	-	-
<b>Establishment characteristics:</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
50-99 workers <sup>7</sup> .....	18.40	32.6	29.4	18.41	34.6	29.6	-	-	-
100-499 workers .....	16.55	7.1	31.1	15.01	8.8	30.5	23.23	2.8	34.0
500 workers or more .....	23.35	2.9	36.3	22.44	4.7	36.0	24.44	1.5	36.6

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

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

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

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

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

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

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

<sup>7</sup> 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,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$19.31	6.8	\$17.73	10.2	\$23.80	1.8
All excluding sales .....	19.60	7.0	18.04	10.5	23.80	1.8
<b>White collar</b> .....	25.85	6.9	24.30	10.8	29.60	1.8
White collar excluding sales .....	27.03	6.7	25.84	10.6	29.60	1.8
<b>Professional specialty and technical</b> .....	34.07	10.8	32.18	18.5	37.35	2.8
Professional specialty .....	35.95	11.4	33.98	20.7	38.89	1.6
Engineers, architects, and surveyors .....	32.07	2.8	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	39.65	23.6	40.69	24.6	29.41	1.8
Registered nurses .....	25.61	5.4	24.94	5.9	29.41	1.8
Teachers, college and university .....	51.40	8.1	55.45	22.3	—	—
Other post-secondary teachers .....	45.65	5.7	—	—	—	—
Teachers, except college and university .....	36.56	.2	—	—	37.74	.5
Elementary school teachers .....	38.40	.2	—	—	38.40	.2
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	23.52	13.2	24.79	14.2	—	—
Licensed practical nurses .....	17.48	2.9	17.21	2.7	—	—
<b>Executive, administrative, and managerial</b> .....	31.48	6.2	32.63	5.9	25.70	14.0
Executives, administrators, and managers .....	31.77	6.6	31.72	7.4	32.20	8.8
Administrators, education and related fields .....	30.77	11.1	—	—	—	—
Management related .....	31.01	16.3	34.34	14.6	—	—
Accountants and auditors .....	32.16	25.6	—	—	—	—
Management related, n.e.c. ....	34.55	7.1	34.55	7.1	—	—
<b>Sales</b> .....	12.35	9.8	12.35	9.8	—	—
Cashiers .....	8.76	1.1	8.76	1.1	—	—
<b>Administrative support, including clerical</b> .....	14.03	4.2	13.78	5.9	14.64	3.3
Secretaries .....	15.03	5.6	14.66	5.0	—	—
Stock and inventory clerks .....	15.31	4.1	—	—	—	—
General office clerks .....	13.93	3.1	12.38	6.4	14.97	1.3
Teachers' aides .....	11.74	3.7	—	—	11.74	3.7
<b>Blue collar</b> .....	15.51	4.4	15.09	4.2	18.31	11.6
<b>Precision production, craft, and repair</b> .....	20.62	3.6	21.28	3.1	19.19	11.3
Electricians .....	20.70	7.4	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	13.14	2.9	13.14	2.9	—	—
Extruding and forming machine operators .....	16.11	.0	16.11	.0	—	—
Miscellaneous machine operators, n.e.c. ....	13.06	7.9	13.06	7.9	—	—
<b>Transportation and material moving</b> .....	14.02	9.2	13.13	3.7	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	13.31	5.1	13.17	5.8	—	—
Stock handlers and baggers .....	8.08	.8	8.08	.8	—	—
<b>Service</b> .....	11.04	9.3	8.76	4.7	16.15	10.5
Protective service .....	16.46	17.4	9.53	12.5	20.57	7.5
Police and detectives, public service .....	19.62	1.9	—	—	19.62	1.9
Guards and police, except public service .....	9.70	12.1	9.53	12.5	—	—
Food service .....	8.56	7.3	7.95	5.7	12.61	12.7
Waiters, waitresses, and bartenders .....	5.02	3.8	5.02	3.8	—	—
Waiters and waitresses .....	4.83	3.6	4.83	3.6	—	—
Other food service .....	9.71	3.2	9.09	2.8	12.61	12.7
Cooks .....	13.05	7.7	12.01	4.7	—	—
Food preparation, n.e.c. ....	9.08	5.6	—	—	10.38	5.4
Health service .....	11.76	3.9	10.98	4.9	12.93	1.1

See footnotes at end of table.

Table 2-1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Health service—Continued						
Nursing aides, orderlies and attendants .....	\$11.67	3.9	\$10.74	4.2	\$12.95	1.2
Cleaning and building service .....	10.12	4.6	8.79	4.2	13.47	2.1
Janitors and cleaners .....	10.29	4.9	8.90	4.3	13.60	1.7
Personal service .....	8.38	5.9	8.41	6.3	—	—

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

<sup>2</sup> All workers include full-time and part-time workers.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, 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,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$21.26	7.2	\$19.85	11.0	\$24.44	1.6
All excluding sales .....	21.41	7.3	20.01	11.2	24.44	1.6
<b>White collar</b> .....	27.76	8.6	26.64	13.7	29.92	2.1
White collar excluding sales .....	28.41	8.7	27.56	14.0	29.92	2.1
<b>Professional specialty and technical</b> .....	35.59	12.0	34.10	21.5	37.72	2.9
Professional specialty .....	37.35	12.6	35.80	24.0	39.31	1.8
Engineers, architects, and surveyors .....	32.07	2.8	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	43.88	28.2	45.84	29.2	29.58	1.7
Registered nurses .....	25.37	8.7	24.04	10.4	29.58	1.7
Teachers, college and university .....	51.56	8.5	55.95	23.7	—	—
Teachers, except college and university .....	37.79	1.6	—	—	38.30	1.1
Elementary school teachers .....	38.40	.2	—	—	38.40	.2
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	24.79	14.2	26.75	15.2	—	—
<b>Executive, administrative, and managerial</b> .....	31.52	6.3	32.63	5.9	25.51	15.1
Executives, administrators, and managers .....	31.84	6.8	31.72	7.4	—	—
Administrators, education and related fields .....	30.77	11.1	—	—	—	—
Management related .....	31.01	16.3	34.34	14.6	—	—
Accountants and auditors .....	32.16	25.6	—	—	—	—
Management related, n.e.c. ....	34.55	7.1	34.55	7.1	—	—
<b>Sales</b> .....	15.63	14.0	15.63	14.0	—	—
<b>Administrative support, including clerical</b> .....	14.26	4.9	14.02	7.3	14.71	3.2
Secretaries .....	14.97	6.6	14.43	5.9	—	—
Stock and inventory clerks .....	15.31	4.1	—	—	—	—
General office clerks .....	14.45	2.5	—	—	14.97	1.3
Teachers' aides .....	11.80	3.0	—	—	11.80	3.0
<b>Blue collar</b> .....	15.83	4.6	15.39	4.5	18.91	10.7
<b>Precision production, craft, and repair</b> .....	20.62	3.6	21.28	3.1	19.19	11.3
Electricians .....	20.70	7.4	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	13.15	2.9	13.15	2.9	—	—
Extruding and forming machine operators .....	16.11	.0	16.11	.0	—	—
Miscellaneous machine operators, n.e.c. ....	13.06	7.9	13.06	7.9	—	—
<b>Transportation and material moving</b> .....	14.89	10.3	13.58	3.4	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	15.61	12.2	15.73	12.8	—	—
<b>Service</b> .....	12.83	9.4	9.64	4.1	16.75	10.2
Protective service .....	18.38	12.8	10.63	9.0	21.58	5.1
Police and detectives, public service .....	19.62	1.9	—	—	19.62	1.9
Guards and police, except public service .....	10.79	8.5	10.63	9.0	—	—
Food service .....	10.11	6.4	9.12	5.8	—	—
Other food service .....	11.12	6.4	10.28	6.8	—	—
Cooks .....	13.04	7.8	11.99	4.8	—	—
Health service .....	11.83	4.9	10.76	5.4	12.97	.9
Nursing aides, orderlies and attendants .....	11.81	5.1	10.63	5.5	12.98	1.0

See footnotes at end of table.



**Table 2-2. Mean hourly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Cleaning and building service .....	\$10.97	5.1	\$9.23	4.8	\$13.47	2.1
Janitors and cleaners .....	11.32	5.7	9.51	4.5	13.60	1.7
Personal service .....	—	—	—	—	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, 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,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$11.19	9.4	\$11.21	10.0	\$10.95	9.5
All excluding sales .....	11.46	10.2	11.50	11.0	10.95	9.5
<b>White collar</b> .....	15.76	5.6	15.82	5.8	14.32	16.7
White collar excluding sales .....	17.99	3.2	18.18	3.7	14.32	16.7
<b>Professional specialty and technical</b> .....	22.79	4.5	23.35	4.5	—	—
Professional specialty .....	24.29	4.0	25.11	4.1	—	—
Health related .....	26.66	3.8	26.70	3.8	—	—
Registered nurses .....	25.98	1.1	26.02	1.1	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	—	—	—	—	—	—
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Technical .....	17.72	13.0	17.72	13.0	—	—
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—	—
<b>Sales</b> .....	8.71	.1	8.71	.1	—	—
Cashiers .....	8.68	.6	8.68	.6	—	—
<b>Administrative support, including clerical</b> .....	13.08	4.7	13.12	4.8	—	—
<b>Blue collar</b> .....	9.43	10.5	8.73	8.7	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—	—
<b>Transportation and material moving</b> .....	—	—	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	9.09	15.3	7.95	1.1	—	—
<b>Service</b> .....	7.95	6.0	7.86	6.1	9.15	4.8
Protective service .....	—	—	—	—	—	—
Food service .....	7.25	6.0	7.13	5.8	—	—
Waiters, waitresses, and bartenders .....	5.50	3.4	5.50	3.4	—	—
Other food service .....	8.14	3.2	8.03	4.1	—	—
Food preparation, n.e.c. ....	8.58	1.4	—	—	—	—
Health service .....	11.49	4.8	11.40	5.2	—	—
Nursing aides, orderlies and attendants .....	11.13	4.0	10.96	3.7	—	—
Cleaning and building service .....	8.23	7.9	8.23	7.9	—	—
Janitors and cleaners .....	8.22	7.9	8.22	7.9	—	—
Personal service .....	—	—	—	—	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, 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,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>All</b> .....	\$817	7.3	38.4	\$771	11.2	38.8	\$916	1.5	37.5
All excluding sales .....	822	7.4	38.4	777	11.4	38.8	916	1.5	37.5
<b>White collar</b> .....	1,041	9.0	37.5	1,023	14.2	38.4	1,074	1.4	35.9
White collar excluding sales .....	1,064	9.0	37.4	1,058	14.6	38.4	1,074	1.4	35.9
<b>Professional specialty and technical</b> .....	1,326	12.2	37.3	1,307	21.8	38.3	1,352	2.3	35.9
Professional specialty .....	1,387	12.9	37.1	1,374	24.2	38.4	1,402	1.4	35.7
Engineers, architects, and surveyors .....	1,277	3.1	39.8	-	-	-	-	-	-
Mathematical and computer scientists .....	-	-	-	-	-	-	-	-	-
Natural scientists .....	-	-	-	-	-	-	-	-	-
Health related .....	1,709	29.2	39.0	1,787	30.3	39.0	1,145	4.1	38.7
Registered nurses .....	964	10.6	38.0	908	12.6	37.8	1,145	4.1	38.7
Teachers, college and university .....	1,912	6.2	37.1	1,893	15.4	33.8	-	-	-
Teachers, except college and university .....	1,301	1.2	34.4	-	-	-	1,314	.6	34.3
Elementary school teachers ...	1,305	.4	34.0	-	-	-	1,305	.4	34.0
Librarians, archivists, and curators .....	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-	-	-	-	-
Lawyers and judges .....	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-	-	-	-	-
Technical .....	946	14.9	38.2	1,018	16.3	38.1	-	-	-
<b>Executive, administrative, and managerial</b> .....	1,226	7.3	38.9	1,276	7.1	39.1	967	16.2	37.9
Executives, administrators, and managers .....	1,247	8.6	39.2	1,241	9.5	39.1	-	-	-
Administrators, education and related fields .....	1,201	12.0	39.0	-	-	-	-	-	-
Management related .....	1,194	17.0	38.5	1,341	14.8	39.0	-	-	-
Accountants and auditors .....	1,258	27.0	39.1	-	-	-	-	-	-
Management related, n.e.c. ....	1,304	5.4	37.7	1,304	5.4	37.7	-	-	-
<b>Sales</b> .....	607	14.1	38.8	607	14.1	38.8	-	-	-
<b>Administrative support, including clerical</b> .....	530	5.1	37.1	533	8.0	38.0	523	3.3	35.6
Secretaries .....	587	5.7	39.2	572	5.5	39.6	-	-	-
Stock and inventory clerks .....	611	4.0	39.9	-	-	-	-	-	-
General office clerks .....	538	2.8	37.2	-	-	-	556	1.5	37.2
Teachers' aides .....	367	6.5	31.1	-	-	-	367	6.5	31.1
<b>Blue collar</b> .....	627	4.8	39.6	609	4.5	39.6	756	10.7	40.0
<b>Precision production, craft, and repair</b> .....	814	4.0	39.5	835	4.0	39.2	767	11.3	40.0
Electricians .....	828	7.4	40.0	-	-	-	-	-	-
<b>Machine operators, assemblers, and inspectors</b> .....	521	2.3	39.7	521	2.3	39.7	-	-	-
Extruding and forming machine operators .....	602	.0	37.4	602	.0	37.4	-	-	-
Miscellaneous machine operators, n.e.c. ....	522	7.9	40.0	522	7.9	40.0	-	-	-
<b>Transportation and material moving</b> .....	580	11.5	38.9	524	4.6	38.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> —Continued									
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	\$637	13.5	40.8	\$642	14.2	40.8	—	—	—
<b>Service</b> .....	502	9.9	39.1	373	4.6	38.7	\$666	10.6	39.7
Protective service .....	732	13.4	39.8	424	8.9	39.9	859	6.2	39.8
Police and detectives, public service .....	757	2.7	38.6	—	—	—	757	2.7	38.6
Guards and police, except public service .....	431	8.4	39.9	424	8.9	39.9	—	—	—
Food service .....	387	7.3	38.3	347	6.8	38.0	—	—	—
Other food service .....	433	5.2	39.0	400	4.3	38.9	—	—	—
Cooks .....	508	8.8	39.0	465	6.0	38.8	—	—	—
Health service .....	454	6.1	38.4	400	5.0	37.2	514	.9	39.7
Nursing aides, orderlies and attendants .....	453	6.4	38.4	393	4.6	37.0	517	1.1	39.8
Cleaning and building service .....	438	5.1	39.9	367	4.9	39.8	539	2.1	40.0
Janitors and cleaners .....	451	5.8	39.9	378	4.6	39.8	544	1.7	40.0
Personal service .....	—	—	—	—	—	—	—	—	—

<sup>1</sup> 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.

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

<sup>3</sup> A classification system including about 480 individual occupations is used to

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

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

<sup>5</sup> 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,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>All</b> .....	\$40,311	7.3	1,896	\$39,771	11.2	2,004	\$41,338	1.5	1,691
All excluding sales .....	40,530	7.4	1,893	40,088	11.4	2,003	41,338	1.5	1,691
<b>White collar</b> .....	49,376	9.0	1,779	52,471	14.2	1,969	44,818	1.4	1,498
White collar excluding sales .....	50,209	9.0	1,767	54,167	14.6	1,965	44,818	1.4	1,498
<b>Professional specialty and technical</b> .....	59,780	12.2	1,680	66,002	21.8	1,935	53,258	2.3	1,412
Professional specialty .....	61,208	12.9	1,639	68,932	24.2	1,926	54,235	1.4	1,380
Engineers, architects, and surveyors .....	66,406	3.1	2,071	-	-	-	-	-	-
Mathematical and computer scientists .....	-	-	-	-	-	-	-	-	-
Natural scientists .....	-	-	-	-	-	-	-	-	-
Health related .....	88,324	29.2	2,013	92,940	30.3	2,027	56,554	4.1	1,912
Registered nurses .....	49,501	10.6	1,951	47,209	12.6	1,964	56,554	4.1	1,912
Teachers, college and university .....	74,159	6.2	1,438	74,675	15.4	1,335	-	-	-
Teachers, except college and university .....	48,493	1.2	1,283	-	-	-	48,682	.6	1,271
Elementary school teachers .....	48,287	.4	1,257	-	-	-	48,287	.4	1,257
Librarians, archivists, and curators .....	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-	-	-	-	-
Lawyers and judges .....	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-	-	-	-	-
Technical .....	49,187	14.9	1,984	52,927	16.3	1,979	-	-	-
<b>Executive, administrative, and managerial</b> .....	63,725	7.3	2,022	66,283	7.1	2,031	50,293	16.2	1,972
Executives, administrators, and managers .....	64,777	8.6	2,034	64,446	9.5	2,032	-	-	-
Administrators, education and related fields .....	62,096	12.0	2,018	-	-	-	-	-	-
Management related .....	62,077	17.0	2,002	69,713	14.8	2,030	-	-	-
Accountants and auditors .....	65,435	27.0	2,035	-	-	-	-	-	-
Management related, n.e.c. ....	67,796	5.4	1,962	67,796	5.4	1,962	-	-	-
<b>Sales</b> .....	31,551	14.1	2,019	31,551	14.1	2,019	-	-	-
<b>Administrative support, including clerical</b> .....	26,207	5.1	1,837	27,730	8.0	1,978	23,933	3.3	1,627
Secretaries .....	30,545	5.7	2,041	29,724	5.5	2,060	-	-	-
Stock and inventory clerks .....	31,788	4.0	2,076	-	-	-	-	-	-
General office clerks .....	27,464	2.8	1,901	-	-	-	28,260	1.5	1,888
Teachers' aides .....	13,783	6.5	1,168	-	-	-	13,783	6.5	1,168
<b>Blue collar</b> .....	32,613	4.8	2,060	31,666	4.5	2,058	39,326	10.7	2,080
<b>Precision production, craft, and repair</b> .....	42,328	4.0	2,053	43,430	4.0	2,041	39,906	11.3	2,080
Electricians .....	43,051	7.4	2,080	-	-	-	-	-	-
<b>Machine operators, assemblers, and inspectors</b> .....	27,112	2.3	2,062	27,112	2.3	2,062	-	-	-
Extruding and forming machine operators .....	31,316	.0	1,944	31,316	.0	1,944	-	-	-
Miscellaneous machine operators, n.e.c. ....	27,160	7.9	2,080	27,160	7.9	2,080	-	-	-
<b>Transportation and material moving</b> .....	30,136	11.5	2,024	27,228	4.6	2,006	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> —Continued									
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	\$33,105	13.5	2,120	\$33,405	14.2	2,124	—	—	—
<b>Service</b> .....	25,776	9.9	2,010	19,296	4.6	2,002	\$33,824	10.6	2,020
Protective service .....	38,081	13.4	2,071	22,073	8.9	2,076	44,663	6.2	2,070
Police and detectives, public service .....	39,387	2.7	2,007	—	—	—	39,387	2.7	2,007
Guards and police, except public service .....	22,397	8.4	2,076	22,073	8.9	2,076	—	—	—
Food service .....	19,248	7.3	1,905	17,840	6.8	1,957	—	—	—
Other food service .....	21,380	5.2	1,922	20,507	4.3	1,994	—	—	—
Cooks .....	24,631	8.8	1,888	23,534	6.0	1,963	—	—	—
Health service .....	23,607	6.1	1,995	20,802	5.0	1,934	26,752	.9	2,063
Nursing aides, orderlies and attendants .....	23,567	6.4	1,995	20,440	4.6	1,923	26,892	1.1	2,071
Cleaning and building service .....	22,767	5.1	2,075	19,105	4.9	2,071	28,010	2.1	2,080
Janitors and cleaners .....	23,472	5.8	2,074	19,669	4.6	2,069	28,286	1.7	2,080
Personal service .....	—	—	—	—	—	—	—	—	—

<sup>1</sup> 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.

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

<sup>3</sup> A classification system including about 480 individual occupations is used to

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

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

<sup>5</sup> 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 occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$19.31	6.8	\$17.73	10.2	\$23.80	1.8
All excluding sales .....	19.60	7.0	18.04	10.5	23.80	1.8
<b>White collar</b> .....	25.85	6.9	24.30	10.8	29.60	1.8
1 .....	10.15	10.2	8.69	2.1	—	—
2 .....	10.96	7.4	9.80	6.6	13.33	8.1
3 .....	12.04	3.8	11.60	4.1	13.06	5.8
4 .....	14.46	6.3	13.97	7.9	16.36	3.2
5 .....	15.54	5.1	15.35	5.7	17.07	6.0
6 .....	18.24	4.8	17.60	6.3	—	—
7 .....	20.25	3.3	19.99	3.8	21.42	2.3
8 .....	30.92	4.8	24.95	4.4	—	—
9 .....	32.42	3.5	27.85	6.6	36.55	2.4
10 .....	32.52	4.8	32.65	5.0	—	—
11 .....	39.64	1.6	38.58	1.4	41.54	2.9
12 .....	58.46	11.3	59.92	24.0	—	—
Not able to be leveled .....	43.98	29.4	45.61	29.9	—	—
White collar excluding sales .....	27.03	6.7	25.84	10.6	29.60	1.8
2 .....	12.08	5.8	10.79	6.2	13.33	8.1
3 .....	12.06	4.2	11.56	4.6	13.06	5.8
4 .....	14.73	6.8	14.23	8.4	16.36	3.2
5 .....	15.64	5.1	15.46	5.7	17.07	6.0
6 .....	18.24	4.8	17.60	6.3	—	—
7 .....	20.00	3.0	19.66	3.3	21.42	2.3
8 .....	30.95	4.8	24.99	4.4	—	—
9 .....	32.73	3.5	28.29	6.8	36.55	2.4
10 .....	32.52	4.8	32.65	5.0	—	—
11 .....	39.76	1.8	38.72	1.8	41.54	2.9
12 .....	58.46	11.3	59.92	24.0	—	—
Not able to be leveled .....	44.47	29.8	46.18	30.3	—	—
<b>Professional specialty and technical</b> .....	34.07	10.8	32.18	18.5	37.35	2.8
Professional specialty .....	35.95	11.4	33.98	20.7	38.89	1.6
5 .....	13.77	5.9	—	—	—	—
7 .....	20.66	8.4	20.12	8.4	—	—
8 .....	31.24	5.1	24.90	4.9	—	—
9 .....	33.23	3.6	26.15	5.5	36.94	2.3
11 .....	40.03	2.7	—	—	42.26	2.6
Not able to be leveled .....	63.63	33.4	63.63	33.4	—	—
Engineers, architects, and surveyors .....	32.07	2.8	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	39.65	23.6	40.69	24.6	29.41	1.8
7 .....	21.36	10.8	—	—	—	—
8 .....	25.99	2.2	—	—	—	—
9 .....	28.67	2.8	28.18	3.4	—	—
Registered nurses .....	25.61	5.4	24.94	5.9	29.41	1.8
7 .....	21.36	10.8	—	—	—	—
9 .....	27.67	4.0	26.76	3.7	—	—
Teachers, college and university .....	51.40	8.1	55.45	22.3	—	—
11 .....	43.60	1.0	—	—	—	—
Other post-secondary teachers .....	45.65	5.7	—	—	—	—
Teachers, except college and university .....	36.56	.2	—	—	37.74	.5
9 .....	37.21	2.5	—	—	37.98	1.9
Elementary school teachers .....	38.40	.2	—	—	38.40	.2
9 .....	38.52	.2	—	—	38.52	.2
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
<b>Technical</b> .....	23.52	13.2	24.79	14.2	—	—
5 .....	17.60	4.0	17.31	3.1	—	—
Licensed practical nurses .....	17.48	2.9	17.21	2.7	—	—
5 .....	17.64	4.6	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar —Continued</b>						
<b>Executive, administrative, and managerial</b> .....	\$31.48	6.2	\$32.63	5.9	\$25.70	14.0
7 .....	19.69	8.7	—	—	—	—
9 .....	28.02	10.8	—	—	—	—
11 .....	38.90	2.6	39.36	2.9	—	—
Not able to be leveled .....	33.00	10.4	33.18	10.6	—	—
Executives, administrators, and managers .....	31.77	6.6	31.72	7.4	32.20	8.8
11 .....	37.57	3.6	37.93	4.2	—	—
Not able to be leveled .....	29.92	8.6	—	—	—	—
Administrators, education and related fields .....	30.77	11.1	—	—	—	—
Management related .....	31.01	16.3	34.34	14.6	—	—
7 .....	19.03	9.4	—	—	—	—
Accountants and auditors .....	32.16	25.6	—	—	—	—
Management related, n.e.c. ....	34.55	7.1	34.55	7.1	—	—
<b>Sales</b> .....	12.35	9.8	12.35	9.8	—	—
2 .....	8.90	1.6	8.90	1.6	—	—
Cashiers .....	8.76	1.1	8.76	1.1	—	—
2 .....	8.90	1.6	8.90	1.6	—	—
<b>Administrative support, including clerical</b> .....	14.03	4.2	13.78	5.9	14.64	3.3
2 .....	12.13	5.8	10.86	6.2	13.33	8.1
3 .....	12.44	3.9	12.01	3.7	13.06	5.8
4 .....	14.46	7.3	14.14	8.6	16.01	4.4
5 .....	15.60	9.5	15.11	11.3	—	—
Not able to be leveled .....	14.95	7.0	15.03	9.9	—	—
Secretaries .....	15.03	5.6	14.66	5.0	—	—
Stock and inventory clerks .....	15.31	4.1	—	—	—	—
General office clerks .....	13.93	3.1	12.38	6.4	14.97	1.3
3 .....	14.04	2.2	—	—	—	—
Teachers' aides .....	11.74	3.7	—	—	11.74	3.7
<b>Blue collar</b> .....	15.51	4.4	15.09	4.2	18.31	11.6
1 .....	9.79	6.4	9.67	7.2	—	—
2 .....	12.69	2.0	12.59	2.4	—	—
3 .....	14.16	2.3	14.16	2.3	—	—
4 .....	14.25	2.6	14.01	3.0	—	—
5 .....	16.68	8.3	16.68	8.3	—	—
6 .....	19.98	6.2	18.54	3.7	—	—
7 .....	21.47	3.5	22.86	4.0	—	—
Not able to be leveled .....	16.76	2.6	—	—	—	—
<b>Precision production, craft, and repair</b> .....	20.62	3.6	21.28	3.1	19.19	11.3
7 .....	21.75	3.7	23.56	2.7	—	—
Electricians .....	20.70	7.4	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	13.14	2.9	13.14	2.9	—	—
1 .....	9.77	7.8	9.77	7.8	—	—
2 .....	12.08	1.7	12.08	1.7	—	—
3 .....	14.10	2.5	14.10	2.5	—	—
4 .....	13.86	2.4	13.86	2.4	—	—
Extruding and forming machine operators .....	16.11	.0	16.11	.0	—	—
Miscellaneous machine operators, n.e.c. ....	13.06	7.9	13.06	7.9	—	—
<b>Transportation and material moving</b> .....	14.02	9.2	13.13	3.7	—	—
2 .....	13.78	1.5	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	13.31	5.1	13.17	5.8	—	—
1 .....	9.54	11.7	8.84	8.6	—	—
Stock handlers and baggers .....	8.08	.8	8.08	.8	—	—
<b>Service</b> .....	11.04	9.3	8.76	4.7	16.15	10.5
1 .....	8.28	5.0	7.63	4.0	11.74	1.6
2 .....	10.20	2.1	8.97	3.0	12.65	.8

See footnotes at end of table.



Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service—Continued</b>						
3 .....	\$9.23	12.4	\$8.74	13.7	\$12.65	8.7
4 .....	12.24	5.2	12.16	6.7	—	—
5 .....	16.97	13.1	—	—	19.32	7.4
Not able to be leveled .....	13.12	11.1	12.08	2.0	—	—
Protective service .....	16.46	17.4	9.53	12.5	20.57	7.5
3 .....	10.89	4.2	—	—	—	—
5 .....	19.32	7.4	—	—	19.32	7.4
Police and detectives, public service .....	19.62	1.9	—	—	19.62	1.9
Guards and police, except public service .....	9.70	12.1	9.53	12.5	—	—
3 .....	11.37	.9	—	—	—	—
Food service .....	8.56	7.3	7.95	5.7	12.61	12.7
1 .....	7.49	7.7	7.31	8.4	—	—
2 .....	8.14	6.3	—	—	—	—
3 .....	7.47	23.1	7.28	23.1	—	—
Waiters, waitresses, and bartenders .....	5.02	3.8	5.02	3.8	—	—
1 .....	4.56	8.9	4.56	8.9	—	—
Waiters and waitresses .....	4.83	3.6	4.83	3.6	—	—
Other food service .....	9.71	3.2	9.09	2.8	12.61	12.7
1 .....	8.46	5.3	8.34	5.5	—	—
3 .....	10.59	4.1	10.41	4.1	—	—
Cooks .....	13.05	7.7	12.01	4.7	—	—
Food preparation, n.e.c. ....	9.08	5.6	—	—	10.38	5.4
1 .....	8.83	1.4	—	—	—	—
Health service .....	11.76	3.9	10.98	4.9	12.93	1.1
2 .....	11.89	2.6	11.01	2.8	—	—
4 .....	12.73	5.1	—	—	—	—
Nursing aides, orderlies and attendants .....	11.67	3.9	10.74	4.2	12.95	1.2
2 .....	11.89	2.6	11.01	2.8	—	—
Cleaning and building service .....	10.12	4.6	8.79	4.2	13.47	2.1
1 .....	9.33	7.6	7.92	2.6	13.98	3.0
Janitors and cleaners .....	10.29	4.9	8.90	4.3	13.60	1.7
1 .....	9.56	9.6	7.98	2.7	—	—
Personal service .....	8.38	5.9	8.41	6.3	—	—

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

<sup>2</sup> 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.

<sup>3</sup> All workers include full-time and part-time workers.

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

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

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

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

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$21.26	7.2	\$19.85	11.0	\$24.44	1.6
All excluding sales .....	21.41	7.3	20.01	11.2	24.44	1.6
<b>White collar</b> .....	27.76	8.6	26.64	13.7	29.92	2.1
2 .....	12.15	6.3	—	—	—	—
3 .....	12.01	4.9	11.24	5.0	13.08	5.8
4 .....	14.34	6.7	13.76	8.6	16.36	3.2
5 .....	15.49	8.4	14.89	9.6	—	—
6 .....	18.96	4.1	18.52	5.3	—	—
7 .....	20.18	4.0	19.87	4.9	—	—
8 .....	32.19	5.0	24.77	6.8	—	—
9 .....	33.15	3.5	28.24	8.1	36.55	2.4
10 .....	32.60	4.8	32.72	4.9	—	—
11 .....	39.64	1.6	38.58	1.4	41.54	2.9
12 .....	58.46	11.3	59.92	24.0	—	—
Not able to be leveled .....	44.62	30.3	46.15	30.6	—	—
White collar excluding sales .....	28.41	8.7	27.56	14.0	29.92	2.1
2 .....	12.52	6.5	—	—	—	—
3 .....	12.04	5.6	11.09	5.8	13.08	5.8
4 .....	14.62	7.4	14.01	9.2	16.36	3.2
5 .....	15.55	8.5	14.95	9.8	—	—
6 .....	18.96	4.1	18.52	5.3	—	—
7 .....	19.91	3.8	19.52	4.5	—	—
8 .....	32.23	5.0	24.82	6.8	—	—
9 .....	33.52	3.5	28.85	8.3	36.55	2.4
10 .....	32.60	4.8	32.72	4.9	—	—
11 .....	39.76	1.8	38.72	1.8	41.54	2.9
12 .....	58.46	11.3	59.92	24.0	—	—
Not able to be leveled .....	45.15	30.7	46.76	31.0	—	—
<b>Professional specialty and technical</b> .....	35.59	12.0	34.10	21.5	37.72	2.9
Professional specialty .....	37.35	12.6	35.80	24.0	39.31	1.8
7 .....	20.88	10.0	20.33	10.0	—	—
8 .....	32.67	5.2	24.65	7.8	—	—
9 .....	34.34	3.3	25.85	8.8	36.94	2.3
11 .....	40.03	2.7	—	—	42.26	2.6
Not able to be leveled .....	63.79	33.7	63.79	33.7	—	—
Engineers, architects, and surveyors .....	32.07	2.8	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	43.88	28.2	45.84	29.2	29.58	1.7
9 .....	30.78	3.9	—	—	—	—
Registered nurses .....	25.37	8.7	24.04	10.4	29.58	1.7
Teachers, college and university .....	51.56	8.5	55.95	23.7	—	—
11 .....	43.60	1.0	—	—	—	—
Teachers, except college and university .....	37.79	1.6	—	—	38.30	1.1
9 .....	37.21	2.5	—	—	37.98	1.9
Elementary school teachers .....	38.40	.2	—	—	38.40	.2
9 .....	38.52	.2	—	—	38.52	.2
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	24.79	14.2	26.75	15.2	—	—
<b>Executive, administrative, and managerial</b> .....	31.52	6.3	32.63	5.9	25.51	15.1
7 .....	19.69	8.7	—	—	—	—
9 .....	28.02	10.8	—	—	—	—
11 .....	38.90	2.6	39.36	2.9	—	—
Not able to be leveled .....	33.18	10.6	33.18	10.6	—	—
Executives, administrators, and managers .....	31.84	6.8	31.72	7.4	—	—
11 .....	37.57	3.6	37.93	4.2	—	—
Administrators, education and related fields .....	30.77	11.1	—	—	—	—
Management related .....	31.01	16.3	34.34	14.6	—	—
7 .....	19.03	9.4	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar –Continued</b>						
<b>Executive, administrative, and managerial –Continued</b>						
Management related –Continued						
Accountants and auditors .....	\$32.16	25.6	–	–	–	–
Management related, n.e.c. ....	34.55	7.1	\$34.55	7.1	–	–
<b>Sales</b> .....	15.63	14.0	15.63	14.0	–	–
<b>Administrative support, including clerical</b> .....	14.26	4.9	14.02	7.3	\$14.71	3.2
2 .....	12.52	6.5	–	–	–	–
3 .....	12.63	4.9	–	–	13.08	5.8
4 .....	14.33	7.8	13.93	9.4	16.01	4.4
5 .....	16.16	14.6	15.38	19.4	–	–
Not able to be leveled .....	15.32	7.4	–	–	–	–
Secretaries .....	14.97	6.6	14.43	5.9	–	–
Stock and inventory clerks .....	15.31	4.1	–	–	–	–
General office clerks .....	14.45	2.5	–	–	14.97	1.3
3 .....	14.25	2.6	–	–	–	–
Teachers' aides .....	11.80	3.0	–	–	11.80	3.0
<b>Blue collar</b> .....	15.83	4.6	15.39	4.5	18.91	10.7
1 .....	10.00	6.6	10.00	6.6	–	–
2 .....	12.69	2.1	12.57	2.5	–	–
3 .....	14.21	2.4	14.21	2.4	–	–
4 .....	14.25	2.6	14.01	3.0	–	–
5 .....	16.68	8.3	16.68	8.3	–	–
6 .....	19.98	6.2	18.54	3.7	–	–
7 .....	21.47	3.5	22.86	4.0	–	–
Not able to be leveled .....	16.76	2.6	–	–	–	–
<b>Precision production, craft, and repair</b> .....	20.62	3.6	21.28	3.1	19.19	11.3
7 .....	21.75	3.7	23.56	2.7	–	–
Electricians .....	20.70	7.4	–	–	–	–
<b>Machine operators, assemblers, and inspectors</b> .....	13.15	2.9	13.15	2.9	–	–
1 .....	9.77	7.8	9.77	7.8	–	–
2 .....	12.09	1.7	12.09	1.7	–	–
3 .....	14.10	2.5	14.10	2.5	–	–
4 .....	13.86	2.4	13.86	2.4	–	–
Extruding and forming machine operators .....	16.11	.0	16.11	.0	–	–
Miscellaneous machine operators, n.e.c. ....	13.06	7.9	13.06	7.9	–	–
<b>Transportation and material moving</b> .....	14.89	10.3	13.58	3.4	–	–
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	15.61	12.2	15.73	12.8	–	–
<b>Service</b> .....	12.83	9.4	9.64	4.1	16.75	10.2
1 .....	9.14	8.8	7.74	7.9	13.98	3.0
2 .....	11.56	4.9	9.58	8.7	12.67	.8
3 .....	10.30	4.0	9.86	4.5	–	–
4 .....	12.05	4.8	–	–	–	–
5 .....	16.99	13.1	–	–	19.32	7.4
Not able to be leveled .....	13.12	11.1	12.08	2.0	–	–
Protective service .....	18.38	12.8	10.63	9.0	21.58	5.1
3 .....	10.89	4.4	–	–	–	–
5 .....	19.32	7.4	–	–	19.32	7.4
Police and detectives, public service .....	19.62	1.9	–	–	19.62	1.9
Guards and police, except public service .....	10.79	8.5	10.63	9.0	–	–
Food service .....	10.11	6.4	9.12	5.8	–	–
3 .....	9.37	9.7	–	–	–	–
Other food service .....	11.12	6.4	10.28	6.8	–	–
Cooks .....	13.04	7.8	11.99	4.8	–	–
Health service .....	11.83	4.9	10.76	5.4	12.97	.9
Nursing aides, orderlies and attendants .....	11.81	5.1	10.63	5.5	12.98	1.0

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service—Continued</b>						
Cleaning and building service .....	\$10.97	5.1	\$9.23	4.8	\$13.47	2.1
1 .....	10.26	6.5	8.10	3.7	13.98	3.0
2 .....	12.87	3.7	—	—	—	—
Janitors and cleaners .....	11.32	5.7	9.51	4.5	13.60	1.7
1 .....	10.90	8.2	—	—	—	—
2 .....	12.87	3.7	—	—	—	—
Personal service .....	—	—	—	—	—	—

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

<sup>2</sup> 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.

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

<sup>4</sup> 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.

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

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

Table 4-3. Selected occupations<sup>1</sup> and levels,<sup>2</sup> part-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$11.19	9.4	\$11.21	10.0	\$10.95	9.5
All excluding sales .....	11.46	10.2	11.50	11.0	10.95	9.5
<b>White collar</b> .....	15.76	5.6	15.82	5.8	14.32	16.7
1 .....	8.79	1.7	—	—	—	—
2 .....	9.08	5.6	8.66	1.9	—	—
3 .....	12.10	3.9	12.12	3.9	—	—
4 .....	15.76	2.9	15.76	2.9	—	—
5 .....	15.64	5.4	16.28	7.5	—	—
9 .....	26.57	4.7	26.57	4.7	—	—
Not able to be leveled .....	25.46	47.9	—	—	—	—
White collar excluding sales .....	17.99	3.2	18.18	3.7	14.32	16.7
3 .....	12.10	3.9	12.12	3.9	—	—
4 .....	15.76	2.9	15.76	2.9	—	—
5 .....	15.83	6.1	16.52	8.5	—	—
9 .....	26.57	4.7	26.57	4.7	—	—
Not able to be leveled .....	25.46	47.9	—	—	—	—
<b>Professional specialty and technical</b> .....	22.79	4.5	23.35	4.5	—	—
Professional specialty .....	24.29	4.0	25.11	4.1	—	—
9 .....	26.57	4.7	26.57	4.7	—	—
Health related .....	26.66	3.8	26.70	3.8	—	—
9 .....	26.57	4.7	26.57	4.7	—	—
Registered nurses .....	25.98	1.1	26.02	1.1	—	—
9 .....	26.57	4.7	26.57	4.7	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	—	—	—	—	—	—
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Technical .....	17.72	13.0	17.72	13.0	—	—
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—	—
<b>Sales</b> .....	8.71	.1	8.71	.1	—	—
Cashiers .....	8.68	.6	8.68	.6	—	—
<b>Administrative support, including clerical</b> .....	13.08	4.7	13.12	4.8	—	—
3 .....	12.06	4.4	—	—	—	—
4 .....	15.61	3.3	15.61	3.3	—	—
<b>Blue collar</b> .....	9.43	10.5	8.73	8.7	—	—
1 .....	8.92	11.6	7.89	2.0	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—	—
<b>Transportation and material moving</b> .....	—	—	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	9.09	15.3	7.95	1.1	—	—
1 .....	9.12	15.7	7.97	.8	—	—
<b>Service</b> .....	7.95	6.0	7.86	6.1	9.15	4.8
1 .....	7.66	4.8	7.57	5.2	8.44	.7
2 .....	8.84	2.8	8.74	3.2	—	—
3 .....	5.43	20.5	—	—	—	—
Protective service .....	—	—	—	—	—	—
Food service .....	7.25	6.0	7.13	5.8	—	—
1 .....	7.71	9.8	7.51	10.1	—	—
Waiters, waitresses, and bartenders .....	5.50	3.4	5.50	3.4	—	—
Other food service .....	8.14	3.2	8.03	4.1	—	—
1 .....	8.39	6.4	8.24	7.0	—	—
Food preparation, n.e.c. ....	8.58	1.4	—	—	—	—
1 .....	8.85	2.0	—	—	—	—
Health service .....	11.49	4.8	11.40	5.2	—	—
2 .....	11.14	4.3	—	—	—	—
Nursing aides, orderlies and attendants .....	11.13	4.0	10.96	3.7	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> part-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service</b> —Continued						
Health service—Continued						
Nursing aides, orderlies and attendants—Continued						
2 .....	\$11.14	4.3	—	—	—	—
Cleaning and building service .....	8.23	7.9	\$8.23	7.9	—	—
1 .....	7.73	1.6	7.73	1.6	—	—
Janitors and cleaners .....	8.22	7.9	8.22	7.9	—	—
Personal service .....	—	—	—	—	—	—

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

<sup>2</sup> 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.

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

<sup>4</sup> 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, 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 earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Springfield, MA, September 2003**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$21.26	\$11.19	\$22.16	\$17.95	\$19.33	—
All excluding sales .....	21.41	11.46	22.58	18.15	19.60	—
<b>White collar</b> .....	27.76	15.76	28.01	24.87	25.93	—
White-collar excluding sales .....	28.41	17.99	29.34	25.97	27.03	—
Professional specialty and technical .....	35.59	22.79	36.59	32.52	34.07	—
Professional specialty .....	37.35	24.29	37.89	34.54	35.95	—
Technical .....	24.79	17.72	18.15	24.60	23.52	—
Executive, administrative, and managerial .....	31.52	—	—	32.78	31.48	—
Sales .....	15.63	8.71	—	13.54	12.39	—
Administrative support, including clerical .....	14.26	13.08	14.56	13.83	14.03	—
<b>Blue collar</b> .....	15.83	9.43	17.92	14.12	15.51	—
Precision production, craft, and repair .....	20.62	—	21.38	18.58	20.62	—
Machine operators, assemblers, and inspectors .....	13.15	—	12.11	13.33	13.14	—
Transportation and material moving .....	14.89	—	—	12.93	14.02	—
Handlers, equipment cleaners, helpers, and laborers .....	15.61	9.09	11.00	14.86	13.31	—
<b>Service</b> .....	12.83	7.95	16.06	8.75	11.04	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	7.2	9.4	3.1	10.9	6.8	—
All excluding sales .....	7.3	10.2	2.9	11.2	7.0	—
<b>White collar</b> .....	8.6	5.6	2.8	10.7	6.9	—
White-collar excluding sales .....	8.7	3.2	2.5	10.6	6.7	—
Professional specialty and technical .....	12.0	4.5	3.3	18.8	10.8	—
Professional specialty .....	12.6	4.0	2.2	21.1	11.4	—
Technical .....	14.2	13.0	4.9	14.2	13.2	—
Executive, administrative, and managerial .....	6.3	—	—	5.6	6.2	—
Sales .....	14.0	.1	—	12.5	10.8	—
Administrative support, including clerical .....	4.9	4.7	2.7	5.8	4.2	—
<b>Blue collar</b> .....	4.6	10.5	7.3	3.1	4.4	—
Precision production, craft, and repair .....	3.6	—	3.9	3.2	3.6	—
Machine operators, assemblers, and inspectors .....	2.9	—	6.3	4.6	2.9	—
Transportation and material moving .....	10.3	—	—	3.9	9.2	—
Handlers, equipment cleaners, helpers, and laborers .....	12.2	15.3	16.6	11.5	5.1	—
<b>Service</b> .....	9.4	6.0	11.5	4.6	9.3	—

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

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

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

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> 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.

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

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

Table 5-2. Major industry division: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Springfield, MA, September 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries <sup>3</sup>				Service-producing industries <sup>4</sup>				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
<b>All occupations</b> .....	\$17.73	-	-	-	-	-	-	-	-	-
All excluding sales .....	18.04	-	-	-	-	-	-	-	-	-
<b>White collar</b> .....	24.30	-	-	-	-	-	-	-	-	-
White-collar excluding sales .....	25.84	-	-	-	-	-	-	-	-	-
Professional specialty and technical .....	32.18	-	-	-	-	-	-	-	-	-
Professional specialty .....	33.98	-	-	-	-	-	-	-	-	-
Technical .....	24.79	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial .....	32.63	-	-	-	-	-	-	-	-	-
Sales .....	12.35	-	-	-	-	-	-	-	-	-
Administrative support, including clerical .....	13.78	-	-	-	-	-	-	-	-	-
<b>Blue collar</b> .....	15.09	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair .....	21.28	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors ....	13.14	-	-	-	-	-	-	-	-	-
Transportation and material moving .....	13.13	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers .....	13.17	-	-	-	-	-	-	-	-	-
<b>Service</b> .....	8.76	-	-	-	-	-	-	-	-	-
	Relative error <sup>5</sup> (percent)									
<b>All occupations</b> .....	10.2	-	-	-	-	-	-	-	-	-
All excluding sales .....	10.5	-	-	-	-	-	-	-	-	-
<b>White collar</b> .....	10.8	-	-	-	-	-	-	-	-	-
White-collar excluding sales .....	10.6	-	-	-	-	-	-	-	-	-
Professional specialty and technical .....	18.5	-	-	-	-	-	-	-	-	-
Professional specialty .....	20.7	-	-	-	-	-	-	-	-	-
Technical .....	14.2	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial .....	5.9	-	-	-	-	-	-	-	-	-
Sales .....	9.8	-	-	-	-	-	-	-	-	-
Administrative support, including clerical .....	5.9	-	-	-	-	-	-	-	-	-
<b>Blue collar</b> .....	4.2	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair .....	3.1	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors ....	2.9	-	-	-	-	-	-	-	-	-
Transportation and material moving .....	3.7	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers .....	5.8	-	-	-	-	-	-	-	-	-
<b>Service</b> .....	4.7	-	-	-	-	-	-	-	-	-

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

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

<sup>3</sup> Goods-producing industries include mining, construction, and manufacturing.

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

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

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



Table 5-3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Springfield, MA, September 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
<b>All occupations</b> .....	\$17.73	\$18.41	\$17.53	\$15.01	\$22.44
All excluding sales .....	18.04	18.60	17.87	15.40	22.35
<b>White collar</b> .....	24.30	–	22.83	19.11	27.77
White-collar excluding sales .....	25.84	–	24.35	21.23	27.73
Professional specialty and technical .....	32.18	41.58	28.40	24.02	31.92
Professional specialty .....	33.98	42.10	29.61	24.42	33.44
Technical .....	24.79	–	25.05	23.10	27.06
Executive, administrative, and managerial .....	32.63	–	32.63	33.10	32.18
Sales .....	12.35	–	12.06	10.69	–
Administrative support, including clerical .....	13.78	–	13.93	13.39	14.89
<b>Blue collar</b> .....	15.09	–	15.71	15.82	15.50
Precision production, craft, and repair .....	21.28	–	21.70	22.80	17.63
Machine operators, assemblers, and inspectors .....	13.14	–	13.67	12.61	15.38
Transportation and material moving .....	13.13	–	12.94	–	–
Handlers, equipment cleaners, helpers, and laborers .....	13.17	–	13.74	13.03	–
<b>Service</b> .....	8.76	7.82	9.22	8.69	12.30
Relative error <sup>4</sup> (percent)					
<b>All occupations</b> .....	10.2	34.6	6.2	8.8	4.7
All excluding sales .....	10.5	35.7	6.3	9.3	4.8
<b>White collar</b> .....	10.8	–	7.3	11.7	4.3
White-collar excluding sales .....	10.6	–	7.4	13.2	4.5
Professional specialty and technical .....	18.5	40.0	6.4	11.9	5.6
Professional specialty .....	20.7	39.8	5.9	11.0	7.8
Technical .....	14.2	–	14.4	19.7	10.7
Executive, administrative, and managerial .....	5.9	–	5.9	13.5	6.4
Sales .....	9.8	–	11.3	7.4	–
Administrative support, including clerical .....	5.9	–	8.4	10.1	7.2
<b>Blue collar</b> .....	4.2	–	6.4	11.5	3.8
Precision production, craft, and repair .....	3.1	–	2.8	.9	5.3
Machine operators, assemblers, and inspectors .....	2.9	–	6.8	9.2	4.3
Transportation and material moving .....	3.7	–	4.0	–	–
Handlers, equipment cleaners, helpers, and laborers .....	5.8	–	4.1	3.8	–
<b>Service</b> .....	4.7	7.4	4.6	4.0	5.3

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

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

<sup>3</sup> Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$8.00	\$10.50	\$14.79	\$24.15	\$36.97
All excluding sales .....	8.00	10.91	14.91	24.33	37.22
<b>White collar</b> .....	10.50	13.99	20.75	34.62	42.64
White collar excluding sales .....	11.45	14.71	22.93	35.24	43.49
<b>Professional specialty and technical</b> .....	16.00	21.47	30.44	38.48	47.17
Professional specialty .....	16.35	24.36	31.84	40.00	48.97
Engineers, architects, and surveyors .....	24.04	26.76	34.92	36.97	36.97
Mathematical and computer scientists .....	-	-	-	-	-
Natural scientists .....	-	-	-	-	-
Health related .....	19.05	24.36	29.00	37.89	74.83
Registered nurses .....	17.78	22.90	25.73	29.45	32.33
Teachers, college and university .....	26.92	36.80	46.80	59.73	75.27
Other post-secondary teachers .....	26.67	35.27	45.92	54.58	62.87
Teachers, except college and university .....	25.01	30.74	39.01	43.49	46.32
Elementary school teachers .....	28.53	32.91	40.01	44.06	46.32
Librarians, archivists, and curators .....	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-
Lawyers and judges .....	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-
Technical .....	16.00	16.85	18.70	32.80	34.95
Licensed practical nurses .....	16.00	16.50	17.00	17.95	19.85
<b>Executive, administrative, and managerial</b> .....	19.60	24.73	30.42	39.59	45.29
Executives, administrators, and managers .....	24.73	25.00	31.99	38.13	39.59
Administrators, education and related fields .....	23.03	24.73	31.53	35.97	39.59
Management related .....	17.25	18.67	25.28	45.29	45.29
Accountants and auditors .....	17.25	18.05	23.49	45.29	45.29
Management related, n.e.c. ....	20.81	23.42	40.74	42.56	42.56
<b>Sales</b> .....	7.35	8.25	9.50	14.87	22.58
Cashiers .....	7.13	7.65	8.25	9.63	11.15
<b>Administrative support, including clerical</b> .....	10.50	11.47	13.99	15.95	18.86
Secretaries .....	11.30	12.67	14.79	16.85	19.49
Stock and inventory clerks .....	14.01	14.38	14.96	16.55	17.78
General office clerks .....	10.52	12.31	14.71	15.89	16.68
Teachers' aides .....	8.95	10.18	11.39	11.92	17.84
<b>Blue collar</b> .....	9.40	11.74	14.54	18.02	24.15
<b>Precision production, craft, and repair</b> .....	15.81	16.72	19.45	26.06	26.90
Electricians .....	17.28	17.69	19.60	22.97	27.47
<b>Machine operators, assemblers, and inspectors</b> .....	8.91	11.00	12.54	15.89	18.02
Extruding and forming machine operators .....	14.08	14.08	15.86	18.51	18.51
Miscellaneous machine operators, n.e.c. ....	10.32	10.40	12.75	14.67	16.54
<b>Transportation and material moving</b> .....	8.78	11.74	14.18	14.54	16.31
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.59	8.91	13.52	15.97	21.50
Stock handlers and baggers .....	7.05	7.35	7.65	8.55	9.45
<b>Service</b> .....	6.90	7.75	9.86	12.82	17.69
Protective service .....	7.35	9.17	16.22	23.19	25.21
Police and detectives, public service .....	9.17	18.54	19.72	23.40	23.40
Guards and police, except public service .....	7.25	7.50	9.37	11.30	13.16
Food service .....	2.70	7.00	8.25	10.05	12.75
Waiters, waitresses, and bartenders .....	2.63	2.63	3.00	8.50	9.00
Waiters and waitresses .....	2.63	2.63	2.70	8.50	9.00
Other food service .....	7.00	7.55	9.00	11.35	13.58
Cooks .....	9.89	11.00	12.75	14.24	17.69
Food preparation, n.e.c. ....	7.30	7.76	9.00	10.00	11.55
Health service .....	9.11	10.25	11.67	13.83	14.76
Nursing aides, orderlies and attendants .....	9.01	10.16	11.42	13.83	14.17

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Springfield, MA, September 2003 — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service —Continued</b>					
Cleaning and building service .....	\$7.50	\$8.00	\$9.24	\$11.77	\$13.69
Janitors and cleaners .....	7.50	8.00	9.50	12.00	13.80
Personal service .....	7.20	7.43	7.75	9.25	10.30

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

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> 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,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>All</b> .....	\$7.65	\$9.86	\$13.20	\$20.19	\$32.45
All excluding sales .....	7.65	10.00	13.50	20.96	33.17
<b>White collar</b> .....	10.00	12.35	18.05	29.45	38.44
White collar excluding sales .....	11.18	13.97	19.85	30.87	39.42
<b>Professional specialty and technical</b> .....	13.20	17.76	25.73	35.10	40.00
Professional specialty .....	11.97	18.76	26.29	36.97	53.05
Engineers, architects, and surveyors .....	-	-	-	-	-
Mathematical and computer scientists .....	-	-	-	-	-
Natural scientists .....	-	-	-	-	-
Health related .....	19.00	24.36	28.60	37.89	120.19
Registered nurses .....	17.76	21.97	25.73	28.42	30.39
Teachers, college and university .....	25.64	27.84	40.00	74.62	113.99
Teachers, except college and university .....	-	-	-	-	-
Librarians, archivists, and curators .....	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-
Technical .....	16.00	17.00	20.75	34.17	35.97
Licensed practical nurses .....	15.50	16.35	17.00	17.64	19.48
<b>Executive, administrative, and managerial</b> .....	21.25	25.00	34.62	40.74	45.29
Executives, administrators, and managers .....	24.73	25.00	32.76	38.13	39.59
Management related .....	18.05	20.81	40.74	45.29	45.29
Management related, n.e.c. ....	20.81	23.42	40.74	42.56	42.56
<b>Sales</b> .....	7.35	8.25	9.50	14.87	22.58
Cashiers .....	7.13	7.65	8.25	9.63	11.15
<b>Administrative support, including clerical</b> .....	10.50	11.30	13.00	15.53	18.58
Secretaries .....	11.30	12.67	14.79	16.27	17.65
General office clerks .....	8.00	10.52	12.07	13.83	16.42
<b>Blue collar</b> .....	9.00	11.47	14.08	18.02	22.97
<b>Precision production, craft, and repair</b> .....	16.12	17.50	20.00	26.26	26.90
<b>Machine operators, assemblers, and inspectors</b> .....	8.91	11.00	12.54	15.89	18.02
Extruding and forming machine operators .....	14.08	14.08	15.86	18.51	18.51
Miscellaneous machine operators, n.e.c. ....	10.32	10.40	12.75	14.67	16.54
<b>Transportation and material moving</b> .....	10.11	12.25	13.67	14.54	15.48
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.35	8.25	11.25	19.38	21.50
Stock handlers and baggers .....	7.05	7.35	7.65	8.55	9.45
<b>Service</b> .....	6.75	7.50	8.50	10.20	12.00
Protective service .....	7.25	7.50	8.50	11.02	11.88
Guards and police, except public service .....	7.25	7.50	8.50	11.02	11.88
Food service .....	2.63	6.75	8.00	9.30	12.05
Waiters, waitresses, and bartenders .....	2.63	2.63	3.00	8.50	9.00
Waiters and waitresses .....	2.63	2.63	2.70	8.50	9.00
Other food service .....	6.90	7.50	8.25	10.00	12.50
Cooks .....	9.75	10.25	12.25	13.00	14.25
Health service .....	9.00	9.62	10.58	12.00	13.58
Nursing aides, orderlies and attendants .....	9.00	9.53	10.34	12.00	12.93
Cleaning and building service .....	7.00	7.75	8.36	9.84	10.84
Janitors and cleaners .....	7.25	7.75	8.50	10.00	11.22
Personal service .....	7.20	7.63	7.75	9.25	10.30

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

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> 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,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	State and local government				
	10	25	Median 50	75	90
<b>All</b> .....	\$11.25	\$13.89	\$18.82	\$32.60	\$43.49
All excluding sales .....	11.25	13.89	18.82	32.60	43.49
<b>White collar</b> .....	12.49	16.18	29.94	40.39	46.32
White collar excluding sales .....	12.49	16.18	29.94	40.39	46.32
<b>Professional specialty and technical</b> .....	22.77	30.76	38.47	44.06	48.56
Professional specialty .....	27.21	32.43	39.01	44.51	48.95
Engineers, architects, and surveyors .....	-	-	-	-	-
Health related .....	22.14	26.25	32.43	32.43	32.43
Registered nurses .....	22.14	26.25	32.43	32.43	32.43
Teachers, college and university .....	-	-	-	-	-
Teachers, except college and university .....	27.42	32.05	39.73	43.71	46.32
Elementary school teachers .....	28.53	32.91	40.01	44.06	46.32
Social, recreation, and religious workers .....	-	-	-	-	-
Lawyers and judges .....	-	-	-	-	-
Technical .....	-	-	-	-	-
<b>Executive, administrative, and managerial</b> .....	17.25	20.75	23.49	27.89	35.97
Executives, administrators, and managers .....	26.20	26.20	27.89	35.97	37.26
Management related .....	-	-	-	-	-
<b>Administrative support, including clerical</b> .....	10.37	11.92	14.62	17.30	19.87
General office clerks .....	12.70	14.53	14.93	15.89	17.30
Teachers' aides .....	8.95	10.18	11.39	11.92	17.84
<b>Blue collar</b> .....	13.89	14.94	16.54	22.20	27.47
<b>Precision production, craft, and repair</b> .....	14.74	16.54	16.72	22.20	27.47
<b>Transportation and material moving</b> .....	-	-	-	-	-
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	-	-	-	-	-
<b>Service</b> .....	10.05	11.75	13.83	19.72	23.40
Protective service .....	9.17	17.66	21.30	23.40	25.62
Police and detectives, public service .....	9.17	18.54	19.72	23.40	23.40
Food service .....	9.15	10.05	12.37	14.33	17.69
Other food service .....	9.15	10.05	12.37	14.33	17.69
Food preparation, n.e.c. ....	7.92	9.28	10.26	11.55	12.62
Health service .....	10.94	11.67	13.83	13.83	15.12
Nursing aides, orderlies and attendants .....	10.94	11.58	13.83	13.83	15.12
Cleaning and building service .....	10.93	11.77	13.69	14.93	16.29
Janitors and cleaners .....	10.99	12.18	13.69	14.93	16.29
Personal service .....	-	-	-	-	-

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

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> 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,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$9.75	\$11.85	\$16.50	\$26.15	\$38.44
All excluding sales .....	9.86	11.88	16.54	26.25	38.48
<b>White collar</b> .....	11.47	14.86	23.36	36.38	44.06
White collar excluding sales .....	11.47	15.28	24.58	36.97	44.67
<b>Professional specialty and technical</b> .....	16.18	23.00	32.43	40.00	48.44
Professional specialty .....	16.97	25.05	34.05	41.07	51.21
Engineers, architects, and surveyors .....	24.04	26.76	34.92	36.97	36.97
Mathematical and computer scientists .....	-	-	-	-	-
Natural scientists .....	-	-	-	-	-
Health related .....	18.30	24.75	30.87	37.89	120.19
Registered nurses .....	17.00	19.05	26.24	30.39	32.43
Teachers, college and university .....	26.92	37.10	46.85	59.93	75.59
Teachers, except college and university .....	27.38	31.91	39.73	43.60	46.32
Elementary school teachers .....	28.53	32.91	40.01	44.06	46.32
Librarians, archivists, and curators .....	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-
Lawyers and judges .....	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-
Technical .....	16.18	17.00	19.00	34.17	35.97
<b>Executive, administrative, and managerial</b> .....	19.60	24.73	30.77	39.59	45.29
Executives, administrators, and managers .....	24.73	25.00	32.76	38.13	39.59
Administrators, education and related fields .....	23.03	24.73	31.53	35.97	39.59
Management related .....	17.25	18.67	25.28	45.29	45.29
Accountants and auditors .....	17.25	18.05	23.49	45.29	45.29
Management related, n.e.c. ....	20.81	23.42	40.74	42.56	42.56
<b>Sales</b> .....	9.00	9.00	14.00	18.16	26.50
<b>Administrative support, including clerical</b> .....	10.50	11.47	14.10	16.42	19.49
Secretaries .....	11.30	12.24	14.52	16.98	19.87
Stock and inventory clerks .....	14.01	14.38	14.96	16.55	17.78
General office clerks .....	11.61	13.15	14.71	15.89	16.88
Teachers' aides .....	9.35	10.27	11.39	11.92	17.84
<b>Blue collar</b> .....	10.16	12.10	14.72	18.34	24.15
<b>Precision production, craft, and repair</b> .....	15.81	16.72	19.45	26.06	26.90
Electricians .....	17.28	17.69	19.60	22.97	27.47
<b>Machine operators, assemblers, and inspectors</b> .....	8.91	11.00	12.54	15.89	18.02
Extruding and forming machine operators .....	14.08	14.08	15.86	18.51	18.51
Miscellaneous machine operators, n.e.c. ....	10.32	10.40	12.75	14.67	16.54
<b>Transportation and material moving</b> .....	11.38	13.30	14.27	14.64	26.15
<b>Handlers, equipment cleaners, helpers, and laborers</b>	10.47	11.25	14.44	21.50	21.50
<b>Service</b> .....	7.75	9.17	11.40	14.80	21.45
Protective service .....	9.17	11.46	19.17	23.40	25.21
Police and detectives, public service .....	9.17	18.54	19.72	23.40	23.40
Guards and police, except public service .....	7.50	9.37	11.00	11.88	14.10
Food service .....	3.69	8.00	10.00	12.50	14.25
Waiters, waitresses, and bartenders .....	-	-	-	-	-
Other food service .....	7.75	9.00	10.26	12.75	15.10
Cooks .....	9.89	11.00	12.75	14.01	17.69
Health service .....	9.00	10.34	11.67	13.83	15.05
Nursing aides, orderlies and attendants .....	9.00	10.15	11.48	13.83	15.12

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Springfield, MA, September 2003** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service</b> —Continued					
Cleaning and building service .....	\$7.66	\$8.60	\$10.50	\$13.43	\$15.09
Janitors and cleaners .....	8.25	9.16	10.93	13.69	15.11
Personal service .....	—	—	—	—	—

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

<sup>2</sup> Employees are classified as working either a full-time or a part-time

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

<sup>3</sup> 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,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Springfield, MA, September 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$6.75	\$7.50	\$9.00	\$12.89	\$21.80
All excluding sales .....	6.75	7.50	9.00	13.29	23.55
<b>White collar</b> .....	7.95	10.00	13.69	21.77	25.73
White collar excluding sales .....	10.70	12.04	15.23	24.36	26.46
<b>Professional specialty and technical</b> .....	12.18	17.85	24.36	25.73	29.27
Professional specialty .....	14.26	22.97	25.10	26.29	29.45
Health related .....	22.97	24.36	25.73	27.59	29.85
Registered nurses .....	22.75	24.36	25.73	27.59	29.45
Teachers, college and university .....	-	-	-	-	-
Teachers, except college and university .....	-	-	-	-	-
Librarians, archivists, and curators .....	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-
Technical .....	11.70	13.69	17.64	20.44	25.68
<b>Executive, administrative, and managerial</b> .....	-	-	-	-	-
Executives, administrators, and managers .....	-	-	-	-	-
<b>Sales</b> .....	7.00	7.65	8.25	9.50	11.00
Cashiers .....	7.00	7.65	8.25	9.50	11.00
<b>Administrative support, including clerical</b> .....	10.00	11.28	13.28	14.79	15.95
<b>Blue collar</b> .....	7.05	7.47	8.38	9.75	13.89
<b>Machine operators, assemblers, and inspectors</b> .....	-	-	-	-	-
<b>Transportation and material moving</b> .....	-	-	-	-	-
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.05	7.35	7.95	9.45	13.89
<b>Service</b> .....	6.00	7.05	7.75	9.00	11.00
Protective service .....	-	-	-	-	-
Food service .....	2.63	6.75	7.50	9.00	9.50
Waiters, waitresses, and bartenders .....	2.63	2.63	6.00	9.00	9.00
Other food service .....	6.75	7.10	7.55	9.00	10.00
Food preparation, n.e.c. ....	7.25	7.50	8.25	9.15	10.00
Health service .....	9.11	10.25	11.76	12.43	13.91
Nursing aides, orderlies and attendants .....	9.11	10.25	11.26	12.00	12.72
Cleaning and building service .....	6.75	7.50	8.00	8.75	10.00
Janitors and cleaners .....	6.75	7.50	8.00	8.71	10.00
Personal service .....	-	-	-	-	-

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

<sup>2</sup> Employees are classified as working either a full-time or a part-time

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

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

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# 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 Springfield, MA, Metropolitan Statistical Area includes:

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

### Sampling frame

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

resses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

### Sample design

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

## Data collection

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

### Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for

which a correct classification or level could not be determined.

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

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

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

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

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based

on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

### **Occupational leveling**

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

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

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

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

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

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

## Collection period

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

## Earnings

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

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

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

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

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

## Definition of terms

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

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

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

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

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

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

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

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

## Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

## Weighting and nonresponse

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

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

### Survey response

	<i>Establishments</i>
Total in sampling frame	826
Total in sample	133
Responding	89
Out of business or not in survey scope	11
Unable or refused to provide data	33

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

### Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

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

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

### Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

### Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$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 workers<sup>1</sup> represented by the survey, by occupational group,<sup>2</sup> National Compensation Survey, Springfield, MA, September 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
<b>All occupations</b> .....	127,900	93,800	34,100
All excluding sales .....	122,000	87,900	34,100
<b>White collar</b> .....	62,800	42,000	20,700
White-collar excluding sales .....	56,900	36,200	20,700
Professional specialty and technical .....	32,700	19,000	13,800
Professional specialty .....	28,500	15,400	13,100
Technical .....	4,200	3,500	—
Executive, administrative, and managerial .....	5,700	4,500	1,200
Sales .....	5,900	5,900	—
Administrative support, including clerical .....	18,500	12,700	5,700
<b>Blue collar</b> .....	23,600	20,400	3,200
Precision production, craft, and repair .....	6,900	4,700	2,100
Machine operators, assemblers, and inspectors .....	11,500	11,500	—
Transportation and material moving .....	2,400	—	—
Handlers, equipment cleaners, helpers, and laborers .....	2,800	—	—
<b>Service</b> .....	41,500	31,300	10,100

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

<sup>2</sup> 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.