

Portland–Salem, OR–WA National Compensation Survey September 2003



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Portland–Salem, OR–WA, 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 earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$19.34	1.6	36.6	\$18.48	1.7	36.8	\$22.63	3.3	35.9
Worker characteristics:⁴									
White-collar occupations ⁵	23.33	2.6	37.2	23.10	3.4	37.6	23.92	3.1	36.2
Professional specialty and technical	28.26	2.5	36.5	28.16	3.4	37.3	28.45	3.1	35.0
Executive, administrative, and managerial	33.14	5.3	40.9	33.24	6.4	41.2	32.76	9.1	40.0
Sales	16.08	8.1	35.0	16.06	8.2	35.0	—	—	—
Administrative support	14.88	1.8	37.2	14.82	2.3	37.4	15.00	2.6	36.9
Blue-collar occupations ⁵	16.37	4.7	37.7	15.98	5.0	37.8	20.02	7.3	36.2
Precision production, craft, and repair	20.46	4.4	38.9	20.26	4.8	38.8	22.14	8.7	40.0
Machine operators, assemblers, and inspectors	13.81	9.1	39.1	13.78	9.2	39.4	—	—	—
Transportation and material moving	16.12	13.4	36.7	15.26	16.1	37.3	19.33	9.2	34.3
Handlers, equipment cleaners, helpers, and laborers	13.34	6.4	34.9	13.00	6.7	34.6	17.84	7.9	38.9
Service occupations ⁵	12.18	4.0	33.4	10.49	3.0	33.2	19.20	2.8	34.3
Full time	19.90	1.7	39.9	19.00	1.8	39.9	23.43	3.3	40.2
Part time	13.86	4.7	20.3	13.27	6.1	20.9	15.83	3.1	18.8
Union	20.12	2.9	35.2	18.63	5.0	34.4	21.66	2.1	36.0
Nonunion	18.91	2.0	37.5	18.43	2.0	37.6	27.76	6.3	35.5
Time	19.32	1.7	36.6	18.44	1.8	36.8	22.63	3.3	35.9
Incentive	21.08	6.7	38.8	21.08	6.7	38.8	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	20.72	2.0	40.1	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.93	5.3	36.5	15.93	5.3	36.5	—	—	—
100-499 workers	17.76	4.4	36.1	17.46	4.7	36.3	23.29	.9	32.5
500 workers or more	22.59	2.4	37.3	22.62	2.9	38.2	22.55	3.9	36.3

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.34	1.6	\$18.48	1.7	\$22.63	3.3
All excluding sales	19.50	1.6	18.63	1.7	22.65	3.3
White collar	23.33	2.6	23.10	3.4	23.92	3.1
White collar excluding sales	24.05	2.4	24.10	3.2	23.95	3.1
Professional specialty and technical	28.26	2.5	28.16	3.4	28.45	3.1
Professional specialty	29.33	2.2	29.26	3.2	29.46	2.1
Engineers, architects, and surveyors	32.67	3.2	33.00	3.6	—	—
Industrial engineers	33.85	4.5	33.85	4.5	—	—
Mechanical engineers	28.85	5.6	28.85	5.6	—	—
Engineers, n.e.c.	27.33	22.3	27.33	22.3	—	—
Mathematical and computer scientists	31.57	7.9	31.51	8.3	—	—
Computer systems analysts and scientists	31.47	8.0	31.41	8.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	30.06	4.1	30.86	4.5	—	—
Registered nurses	28.62	2.3	28.26	2.5	—	—
Teachers, college and university	33.67	17.2	—	—	35.81	5.6
Other post-secondary teachers	28.44	25.5	—	—	24.52	11.0
Teachers, except college and university	27.74	4.3	17.18	13.0	29.70	.2
Elementary school teachers	29.51	.5	—	—	29.71	.1
Secondary school teachers	29.75	2.1	—	—	30.37	.3
Teachers, special education	26.95	6.5	—	—	28.77	1.6
Teachers, n.e.c.	24.35	19.5	23.90	19.5	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	29.97	6.1	—	—	—	—
Social, recreation, and religious workers	17.60	4.6	16.80	6.6	—	—
Social workers	18.19	4.2	16.88	7.8	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.85	5.1	18.50	5.5	—	—
Designers	19.87	5.5	—	—	—	—
Technical	22.91	9.5	23.80	11.0	19.32	5.2
Licensed practical nurses	19.34	5.0	19.36	5.0	—	—
Health technologists and technicians, n.e.c.	18.33	5.1	17.38	7.7	—	—
Executive, administrative, and managerial	33.14	5.3	33.24	6.4	32.76	9.1
Executives, administrators, and managers	37.75	7.6	37.92	8.8	37.02	14.1
Managers, marketing, advertising, and public relations	42.03	8.9	42.03	8.9	—	—
Managers and administrators, n.e.c.	39.65	10.0	41.63	9.8	—	—
Management related	23.62	5.6	22.48	6.1	26.72	9.7
Accountants and auditors	22.93	2.4	22.61	1.2	—	—
Management related, n.e.c.	30.89	14.4	—	—	—	—
Sales	16.08	8.1	16.06	8.2	—	—
Sales workers, other commodities	15.21	19.1	15.06	20.3	—	—
Cashiers	13.95	13.0	13.83	14.2	—	—
Administrative support, including clerical	14.88	1.8	14.82	2.3	15.00	2.6
Supervisors, general office	19.74	8.0	—	—	—	—
Secretaries	16.03	5.0	16.66	6.7	14.95	3.4
Receptionists	11.72	2.8	11.72	2.8	—	—
Information clerks, n.e.c.	14.17	7.9	—	—	—	—
Order clerks	14.43	7.6	14.07	8.3	—	—
Records clerks, n.e.c.	16.95	7.0	17.27	7.3	—	—
Bookkeepers, accounting and auditing clerks	16.17	7.8	15.74	9.8	—	—
Traffic, shipping and receiving clerks	14.07	5.5	14.07	5.5	—	—
Stock and inventory clerks	14.69	12.5	13.11	11.4	—	—
General office clerks	13.81	3.2	15.19	5.8	12.86	2.7
Teachers' aides	12.62	7.4	—	—	12.62	7.4
Administrative support, n.e.c.	16.50	8.1	15.78	9.6	—	—
Blue collar	16.37	4.7	15.98	5.0	20.02	7.3
Precision production, craft, and repair	20.46	4.4	20.26	4.8	22.14	8.7

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Bus, truck, and stationary engine mechanics	\$18.55	13.5	—	—	—	—
Industrial machinery repairers	23.62	7.3	\$23.62	7.3	—	—
Mechanics and repairers, n.e.c.	18.03	5.3	17.91	6.0	—	—
Electricians	28.50	5.4	—	—	—	—
Plumbers, pipefitters and steamfitters	27.89	8.6	27.89	8.6	—	—
Construction trades, n.e.c.	18.62	2.8	—	—	—	—
Supervisors, production	21.99	13.5	21.99	13.5	—	—
Machinists	21.31	4.9	21.31	4.9	—	—
Electrical and electronic equipment assemblers ..	14.27	10.5	14.27	10.5	—	—
Inspectors, testers, and graders	19.27	10.4	19.27	10.4	—	—
Machine operators, assemblers, and inspectors						
Printing press operators	17.71	.0	17.71	.0	—	—
Miscellaneous machine operators, n.e.c.	12.65	.7	12.65	.7	—	—
Welders and cutters	18.88	10.6	18.88	10.6	—	—
Assemblers	11.99	3.3	11.99	3.3	—	—
Transportation and material moving						
Truck drivers	16.12	13.4	15.26	16.1	\$19.33	9.2
Bus drivers	16.78	6.4	16.91	7.0	—	—
Industrial truck and tractor equipment operators ..	16.00	13.3	—	—	17.62	9.5
.....	14.62	9.3	14.62	9.3	—	—
Handlers, equipment cleaners, helpers, and laborers						
Production helpers	13.34	6.4	13.00	6.7	17.84	7.9
Freight, stock, and material handlers, n.e.c.	12.85	4.1	12.85	4.1	—	—
Hand packers and packagers	13.22	5.4	13.22	5.4	—	—
Laborers, except construction, n.e.c.	10.81	12.4	10.81	12.4	—	—
.....	17.25	3.3	—	—	—	—
Service						
Protective service	12.18	4.0	10.49	3.0	19.20	2.8
Guards and police, except public service	15.13	4.5	10.54	7.0	23.25	4.6
Food service	9.91	2.7	9.85	2.7	—	—
Waiters, waitresses, and bartenders	10.59	7.4	10.50	8.1	11.52	10.3
Waiters and waitresses	7.29	4.0	7.04	.9	—	—
Other food service	7.03	1.2	7.03	1.2	—	—
Supervisors, food preparation and service	11.29	8.2	11.25	9.0	11.80	9.8
Cooks	14.66	11.4	14.66	11.4	—	—
Kitchen workers, food preparation	11.07	6.1	10.71	5.4	—	—
Food preparation, n.e.c.	9.81	8.0	9.73	8.4	—	—
Health service	8.94	8.1	8.60	8.5	—	—
Nursing aides, orderlies and attendants	11.05	4.4	11.03	4.4	—	—
Cleaning and building service	10.62	3.2	10.59	3.1	—	—
Maids and housemen	11.10	8.5	10.41	10.2	13.69	4.1
Janitors and cleaners	10.59	5.5	10.59	5.5	—	—
Personal service	10.68	6.0	9.74	5.4	13.62	4.5
Child care workers, n.e.c.	8.91	3.1	8.74	2.7	11.55	8.1
.....	8.91	5.1	—	—	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.90	1.7	\$19.00	1.8	\$23.43	3.3
All excluding sales	20.05	1.7	19.13	1.9	23.45	3.3
White collar	23.75	2.3	23.46	3.0	24.51	3.1
White collar excluding sales	24.40	2.4	24.34	3.2	24.54	3.1
Professional specialty and technical	28.44	2.7	28.18	3.7	28.97	3.2
Professional specialty	29.41	2.4	29.13	3.5	29.92	2.2
Engineers, architects, and surveyors	32.67	3.2	33.00	3.6	—	—
Industrial engineers	33.85	4.5	33.85	4.5	—	—
Mechanical engineers	28.85	5.6	28.85	5.6	—	—
Engineers, n.e.c.	27.33	22.3	27.33	22.3	—	—
Mathematical and computer scientists	31.57	7.9	31.51	8.3	—	—
Computer systems analysts and scientists	31.47	8.0	31.41	8.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	30.03	6.6	30.89	6.9	—	—
Registered nurses	28.69	2.8	28.19	3.0	—	—
Teachers, college and university	33.16	17.6	—	—	35.71	5.8
Other post-secondary teachers	28.37	25.6	—	—	—	—
Teachers, except college and university	27.96	4.7	16.00	8.7	30.23	.9
Elementary school teachers	29.88	1.4	—	—	30.09	1.4
Secondary school teachers	29.78	2.3	—	—	30.42	.2
Teachers, special education	26.98	6.5	—	—	28.82	1.5
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	30.20	6.4	—	—	—	—
Social, recreation, and religious workers	18.05	4.6	16.87	7.2	—	—
Social workers	18.27	4.6	16.96	8.4	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.85	5.1	18.50	5.5	—	—
Designers	19.87	5.5	—	—	—	—
Technical	23.45	10.2	24.27	11.7	20.02	7.1
Licensed practical nurses	19.36	5.0	19.36	5.0	—	—
Executive, administrative, and managerial	33.14	5.3	33.24	6.4	32.76	9.1
Executives, administrators, and managers	37.75	7.6	37.92	8.8	37.02	14.1
Managers, marketing, advertising, and public relations	42.03	8.9	42.03	8.9	—	—
Managers and administrators, n.e.c.	39.65	10.0	41.63	9.8	—	—
Management related	23.62	5.6	22.48	6.1	26.72	9.7
Accountants and auditors	22.93	2.4	22.61	1.2	—	—
Management related, n.e.c.	30.89	14.4	—	—	—	—
Sales	16.69	8.0	16.68	8.1	—	—
Sales workers, other commodities	16.06	15.3	—	—	—	—
Cashiers	14.04	12.8	13.92	14.0	—	—
Administrative support, including clerical	15.14	1.7	15.03	2.1	15.40	2.4
Supervisors, general office	19.74	8.0	—	—	—	—
Secretaries	16.11	5.0	16.75	6.7	15.01	3.5
Order clerks	14.56	7.5	14.19	8.2	—	—
Records clerks, n.e.c.	16.95	7.0	17.27	7.3	—	—
Bookkeepers, accounting and auditing clerks	16.17	7.8	15.74	9.8	—	—
Traffic, shipping and receiving clerks	14.07	5.5	14.07	5.5	—	—
Stock and inventory clerks	13.98	15.3	11.65	9.3	—	—
General office clerks	14.02	3.3	15.49	6.0	13.01	3.2
Administrative support, n.e.c.	16.65	8.3	15.97	10.7	—	—
Blue collar	16.67	4.7	16.24	5.0	21.13	6.6
Precision production, craft, and repair	20.53	4.5	20.34	4.9	22.14	8.7
Bus, truck, and stationary engine mechanics	18.55	13.5	—	—	—	—
Industrial machinery repairers	23.62	7.3	23.62	7.3	—	—
Mechanics and repairers, n.e.c.	18.03	5.3	17.91	6.0	—	—
Electricians	28.50	5.4	—	—	—	—
Plumbers, pipefitters and steamfitters	27.89	8.6	27.89	8.6	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Construction trades, n.e.c.	\$18.62	2.8	–	–	–	–
Supervisors, production	21.99	13.5	\$21.99	13.5	–	–
Machinists	21.31	4.9	21.31	4.9	–	–
Electrical and electronic equipment assemblers ..	14.27	10.5	14.27	10.5	–	–
Inspectors, testers, and graders	19.27	10.4	19.27	10.4	–	–
Machine operators, assemblers, and inspectors	13.85	9.2	13.82	9.3	–	–
Printing press operators	17.71	.0	17.71	.0	–	–
Miscellaneous machine operators, n.e.c.	12.65	.7	12.65	.7	–	–
Welders and cutters	18.88	10.6	18.88	10.6	–	–
Assemblers	11.99	3.3	11.99	3.3	–	–
Transportation and material moving	16.60	14.6	15.63	16.8	\$21.43	5.3
Truck drivers	16.78	6.4	16.91	7.0	–	–
Industrial truck and tractor equipment operators ..	14.62	9.3	14.62	9.3	–	–
Handlers, equipment cleaners, helpers, and laborers	13.87	5.5	13.50	5.9	18.21	5.7
Production helpers	12.85	4.1	12.85	4.1	–	–
Stock handlers and baggers	11.28	8.6	11.28	8.6	–	–
Freight, stock, and material handlers, n.e.c.	13.21	5.9	13.21	5.9	–	–
Laborers, except construction, n.e.c.	17.25	3.3	–	–	–	–
Service	12.94	3.9	10.95	3.6	20.36	3.6
Protective service	15.37	5.1	10.48	5.9	23.69	4.0
Guards and police, except public service	9.79	2.3	9.73	2.2	–	–
Food service	11.37	9.2	11.30	9.8	–	–
Other food service	11.68	9.2	11.62	9.8	–	–
Supervisors, food preparation and service	14.66	11.4	14.66	11.4	–	–
Cooks	11.13	6.4	10.77	5.2	–	–
Kitchen workers, food preparation	8.84	6.1	8.84	6.1	–	–
Health service	11.47	3.7	11.47	3.7	–	–
Nursing aides, orderlies and attendants	10.95	2.3	10.95	2.3	–	–
Cleaning and building service	11.83	5.8	11.16	7.7	13.76	4.1
Janitors and cleaners	11.40	3.5	10.42	2.9	13.69	4.5
Personal service	9.03	1.7	8.94	1.8	–	–

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$13.86	4.7	\$13.27	6.1	\$15.83	3.1
All excluding sales	13.98	5.6	13.37	7.4	15.83	3.1
White collar	18.39	4.7	18.62	6.5	17.88	6.2
White collar excluding sales	19.56	6.4	20.58	9.4	17.88	6.2
Professional specialty and technical	26.11	5.0	27.93	6.3	23.16	4.4
Professional specialty	28.36	5.2	31.07	5.9	24.60	5.4
Health related	30.17	5.0	30.74	6.2	-	-
Registered nurses	28.41	1.1	28.48	1.3	-	-
Teachers, college and university	39.80	5.5	-	-	36.80	4.8
Teachers, except college and university	24.22	11.8	-	-	21.72	4.4
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	18.31	13.3	19.51	15.6	-	-
Sales	-	-	-	-	-	-
Administrative support, including clerical	12.31	4.5	12.53	7.2	11.94	.9
General office clerks	10.85	7.4	-	-	-	-
Teachers' aides	11.98	3.7	-	-	11.98	3.7
Blue collar	12.33	3.0	11.69	2.0	14.44	4.8
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	12.84	4.2	-	-	14.68	3.6
Bus drivers	13.38	6.4	-	-	14.68	3.6
Handlers, equipment cleaners, helpers, and laborers	10.38	13.0	-	-	-	-
Service	8.98	3.0	8.77	3.7	10.54	4.3
Protective service	10.98	17.8	-	-	-	-
Food service	8.57	7.3	8.09	10.0	10.68	4.8
Waiters, waitresses, and bartenders	7.39	5.9	-	-	-	-
Other food service	9.58	8.3	9.16	13.3	10.85	5.1
Food preparation, n.e.c.	8.93	6.0	-	-	-	-
Health service	10.20	5.9	10.11	5.6	-	-
Nursing aides, orderlies and attendants	10.02	5.9	9.92	5.7	-	-
Cleaning and building service	8.03	5.6	8.02	5.7	-	-
Janitors and cleaners	7.86	4.6	-	-	-	-
Personal service	8.58	6.6	-	-	-	-

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$795	1.7	39.9	\$758	1.9	39.9	\$941	3.0	40.2
All excluding sales	801	1.7	39.9	763	2.0	39.9	941	3.1	40.2
White collar	952	2.3	40.1	941	3.0	40.1	978	3.0	39.9
White collar excluding sales	978	2.4	40.1	977	3.2	40.1	980	3.0	39.9
Professional specialty and technical	1,140	2.5	40.1	1,131	3.5	40.1	1,159	2.9	40.0
Professional specialty	1,184	2.2	40.2	1,176	3.3	40.4	1,197	1.5	40.0
Engineers, architects, and surveyors	1,330	2.6	40.7	1,345	3.0	40.8	-	-	-
Industrial engineers	1,377	2.8	40.7	1,377	2.8	40.7	-	-	-
Mechanical engineers	1,154	5.6	40.0	1,154	5.6	40.0	-	-	-
Engineers, n.e.c.	1,093	22.3	40.0	1,093	22.3	40.0	-	-	-
Mathematical and computer scientists	1,305	6.4	41.3	1,305	6.7	41.4	-	-	-
Computer systems analysts and scientists	1,302	6.5	41.4	1,302	6.9	41.4	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,216	6.2	40.5	1,209	7.1	39.1	-	-	-
Registered nurses	1,116	2.3	38.9	1,094	2.1	38.8	-	-	-
Teachers, college and university	1,251	15.3	37.7	-	-	-	1,304	3.6	36.5
Other post-secondary teachers	1,083	22.6	38.2	-	-	-	-	-	-
Teachers, except college and university	1,108	4.6	39.6	637	8.7	39.8	1,197	.1	39.6
Elementary school teachers ...	1,177	.5	39.4	-	-	-	1,185	.3	39.4
Secondary school teachers	1,191	2.3	40.0	-	-	-	1,217	.2	40.0
Teachers, special education ...	1,067	7.5	39.5	-	-	-	1,153	1.5	40.0
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	1,271	4.0	42.1	-	-	-	-	-	-
Social, recreation, and religious workers	722	4.6	40.0	675	7.2	40.0	-	-	-
Social workers	731	4.6	40.0	679	8.4	40.0	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	754	5.1	40.0	740	5.5	40.0	-	-	-
Designers	795	5.5	40.0	-	-	-	-	-	-
Technical	921	9.4	39.3	949	10.8	39.1	801	7.1	40.0
Licensed practical nurses	774	5.0	40.0	774	5.0	40.0	-	-	-
Executive, administrative, and managerial	1,356	5.8	40.9	1,369	7.1	41.2	1,310	9.1	40.0
Executives, administrators, and managers	1,552	8.2	41.1	1,568	9.6	41.4	1,481	14.1	40.0
Managers, marketing, advertising, and public relations	1,681	8.9	40.0	1,681	8.9	40.0	-	-	-
Managers and administrators, n.e.c.	1,654	10.8	41.7	1,751	10.2	42.1	-	-	-
Management related	959	5.4	40.6	917	5.7	40.8	1,069	9.7	40.0
Accountants and auditors	917	2.4	40.0	905	1.2	40.0	-	-	-
Management related, n.e.c.	1,204	13.9	39.0	-	-	-	-	-	-
Sales	667	8.2	40.0	667	8.3	40.0	-	-	-
Sales workers, other commodities	638	15.8	39.7	-	-	-	-	-	-
Cashiers	560	13.0	39.9	555	14.2	39.9	-	-	-
Administrative support, including clerical	601	1.6	39.7	596	2.0	39.7	612	2.4	39.8

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Supervisors, general office	\$790	8.0	40.0	—	—	—	—	—	—
Secretaries	632	4.6	39.2	\$657	5.9	39.2	\$589	3.7	39.3
Order clerks	563	9.0	38.6	547	9.6	38.6	—	—	—
Records clerks, n.e.c.	671	7.6	39.6	682	8.1	39.5	—	—	—
Bookkeepers, accounting and auditing clerks	647	7.8	40.0	630	9.8	40.0	—	—	—
Traffic, shipping and receiving clerks	563	5.5	40.0	563	5.5	40.0	—	—	—
Stock and inventory clerks	559	15.3	40.0	466	9.3	40.0	—	—	—
General office clerks	561	3.3	40.0	620	6.0	40.0	521	3.2	40.0
Administrative support, n.e.c.	654	9.3	39.3	617	11.8	38.6	—	—	—
Blue collar	665	4.8	39.9	648	5.0	39.9	845	6.6	40.0
Precision production, craft, and repair	820	4.6	39.9	812	4.9	39.9	885	8.7	40.0
Bus, truck, and stationary engine mechanics	742	13.5	40.0	—	—	—	—	—	—
Industrial machinery repairers	945	7.3	40.0	945	7.3	40.0	—	—	—
Mechanics and repairers, n.e.c.	721	5.3	40.0	717	6.0	40.0	—	—	—
Electricians	1,140	5.4	40.0	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	1,116	8.6	40.0	1,116	8.6	40.0	—	—	—
Construction trades, n.e.c.	740	2.9	39.7	—	—	—	—	—	—
Supervisors, production	855	16.2	38.9	855	16.2	38.9	—	—	—
Machinists	852	4.9	40.0	852	4.9	40.0	—	—	—
Electrical and electronic equipment assemblers	567	11.0	39.7	567	11.0	39.7	—	—	—
Inspectors, testers, and graders	771	10.4	40.0	771	10.4	40.0	—	—	—
Machine operators, assemblers, and inspectors	552	9.2	39.9	551	9.3	39.9	—	—	—
Printing press operators	708	.0	40.0	708	.0	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	499	1.1	39.5	499	1.1	39.5	—	—	—
Welders and cutters	755	10.6	40.0	755	10.6	40.0	—	—	—
Assemblers	479	3.3	40.0	479	3.3	40.0	—	—	—
Transportation and material moving	664	14.6	40.0	625	16.8	40.0	857	5.3	40.0
Truck drivers	671	6.4	40.0	676	7.0	40.0	—	—	—
Industrial truck and tractor equipment operators	585	9.3	40.0	585	9.3	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	551	5.7	39.7	536	6.2	39.7	728	5.7	40.0
Production helpers	514	4.1	40.0	514	4.1	40.0	—	—	—
Stock handlers and baggers ...	431	11.9	38.2	431	11.9	38.2	—	—	—
Freight, stock, and material handlers, n.e.c.	528	5.9	40.0	528	5.9	40.0	—	—	—
Laborers, except construction, n.e.c.	690	3.3	40.0	—	—	—	—	—	—
Service	513	4.2	39.6	429	3.8	39.1	844	4.2	41.5
Protective service	622	5.1	40.5	414	7.4	39.5	1,001	4.9	42.2

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Protective service—Continued									
Guards and police, except public service	\$386	2.7	39.4	\$384	2.7	39.5	—	—	—
Food service	441	9.7	38.7	437	10.2	38.7	—	—	—
Other food service	456	9.6	39.0	453	10.2	39.0	—	—	—
Supervisors, food preparation and service	568	13.7	38.8	568	13.7	38.8	—	—	—
Cooks	445	6.4	40.0	431	5.2	40.0	—	—	—
Kitchen workers, food preparation	331	8.5	37.4	331	8.5	37.4	—	—	—
Health service	434	4.8	37.8	434	4.8	37.8	—	—	—
Nursing aides, orderlies and attendants	410	3.2	37.5	410	3.2	37.5	—	—	—
Cleaning and building service	473	5.8	40.0	446	7.7	40.0	\$551	4.1	40.0
Janitors and cleaners	455	3.5	40.0	416	2.8	39.9	548	4.5	40.0
Personal service	357	1.9	39.6	353	2.3	39.6	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$40,358	1.7	2,028	\$39,208	1.9	2,064	\$44,491	3.0	1,899
All excluding sales	40,620	1.7	2,026	39,474	2.0	2,063	44,517	3.1	1,899
White collar	47,398	2.3	1,996	48,505	3.0	2,068	44,791	3.0	1,827
White collar excluding sales	48,524	2.4	1,989	50,291	3.2	2,066	44,829	3.0	1,826
Professional specialty and technical	54,459	2.5	1,915	57,700	3.5	2,047	48,977	2.9	1,691
Professional specialty	55,641	2.2	1,892	59,741	3.3	2,051	49,597	1.5	1,658
Engineers, architects, and surveyors	69,147	2.6	2,117	69,944	3.0	2,119	-	-	-
Industrial engineers	71,616	2.8	2,116	71,616	2.8	2,116	-	-	-
Mechanical engineers	60,000	5.6	2,080	60,000	5.6	2,080	-	-	-
Engineers, n.e.c.	56,841	22.3	2,080	56,841	22.3	2,080	-	-	-
Mathematical and computer scientists	67,842	6.4	2,149	67,845	6.7	2,153	-	-	-
Computer systems analysts and scientists	67,688	6.5	2,151	67,682	6.9	2,155	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	62,713	6.2	2,088	62,751	7.1	2,031	-	-	-
Registered nurses	57,468	2.3	2,003	56,878	2.1	2,017	-	-	-
Teachers, college and university	50,366	15.3	1,519	-	-	-	51,930	3.6	1,454
Other post-secondary teachers	44,598	22.6	1,572	-	-	-	-	-	-
Teachers, except college and university	43,303	4.6	1,549	28,476	8.7	1,780	45,696	.1	1,511
Elementary school teachers	45,062	.5	1,508	-	-	-	45,346	.3	1,507
Secondary school teachers	45,487	2.3	1,528	-	-	-	46,509	.2	1,529
Teachers, special education	40,363	7.5	1,496	-	-	-	43,084	1.5	1,495
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	62,766	4.0	2,078	-	-	-	-	-	-
Social, recreation, and religious workers	36,882	4.6	2,044	34,152	7.2	2,025	-	-	-
Social workers	37,253	4.6	2,039	34,138	8.4	2,012	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	39,207	5.1	2,080	38,475	5.5	2,080	-	-	-
Designers	41,330	5.5	2,080	-	-	-	-	-	-
Technical	47,887	9.4	2,042	49,351	10.8	2,033	41,638	7.1	2,080
Licensed practical nurses	40,271	5.0	2,080	40,271	5.0	2,080	-	-	-
Executive, administrative, and managerial	70,253	5.8	2,120	71,116	7.1	2,140	67,175	9.1	2,050
Executives, administrators, and managers	80,379	8.2	2,129	81,418	9.6	2,147	75,990	14.1	2,053
Managers, marketing, advertising, and public relations	87,430	8.9	2,080	87,430	8.9	2,080	-	-	-
Managers and administrators, n.e.c.	86,031	10.8	2,170	91,052	10.2	2,187	-	-	-
Management related	49,633	5.4	2,101	47,704	5.7	2,122	54,704	9.7	2,047
Accountants and auditors	47,688	2.4	2,080	47,039	1.2	2,080	-	-	-
Management related, n.e.c.	60,187	13.9	1,949	-	-	-	-	-	-
Sales	34,692	8.2	2,079	34,680	8.3	2,079	-	-	-
Sales workers, other commodities	33,198	15.8	2,067	-	-	-	-	-	-
Cashiers	29,107	13.0	2,073	28,854	14.2	2,073	-	-	-
Administrative support, including clerical	30,796	1.6	2,035	30,866	2.0	2,054	30,633	2.4	1,990

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Supervisors, general office	\$41,063	8.0	2,080	—	—	—	—	—	—
Secretaries	31,379	4.6	1,948	\$34,153	5.9	2,040	\$27,131	3.7	1,808
Order clerks	29,268	9.0	2,010	28,463	9.6	2,005	—	—	—
Records clerks, n.e.c.	34,868	7.6	2,057	35,472	8.1	2,054	—	—	—
Bookkeepers, accounting and auditing clerks	33,639	7.8	2,080	32,749	9.8	2,080	—	—	—
Traffic, shipping and receiving clerks	29,256	5.5	2,080	29,256	5.5	2,080	—	—	—
Stock and inventory clerks	29,069	15.3	2,080	24,226	9.3	2,080	—	—	—
General office clerks	29,170	3.3	2,080	32,224	6.0	2,080	27,067	3.2	2,080
Administrative support, n.e.c.	33,460	9.3	2,010	32,061	11.8	2,008	—	—	—
Blue collar	34,558	4.8	2,073	33,672	5.0	2,073	43,943	6.6	2,080
Precision production, craft, and repair	42,564	4.6	2,073	42,142	4.9	2,072	46,046	8.7	2,080
Bus, truck, and stationary engine mechanics	38,587	13.5	2,080	—	—	—	—	—	—
Industrial machinery repairers	49,177	7.3	2,082	49,177	7.3	2,082	—	—	—
Mechanics and repairers, n.e.c.	37,504	5.3	2,080	37,259	6.0	2,080	—	—	—
Electricians	59,273	5.4	2,080	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	58,014	8.6	2,080	58,014	8.6	2,080	—	—	—
Construction trades, n.e.c.	38,466	2.9	2,066	—	—	—	—	—	—
Supervisors, production	44,470	16.2	2,022	44,470	16.2	2,022	—	—	—
Machinists	44,329	4.9	2,080	44,329	4.9	2,080	—	—	—
Electrical and electronic equipment assemblers	29,482	11.0	2,066	29,482	11.0	2,066	—	—	—
Inspectors, testers, and graders	40,083	10.4	2,080	40,083	10.4	2,080	—	—	—
Machine operators, assemblers, and inspectors	28,726	9.2	2,074	28,654	9.3	2,074	—	—	—
Printing press operators	36,827	.0	2,080	36,837	.0	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	25,962	1.1	2,053	25,962	1.1	2,053	—	—	—
Welders and cutters	39,272	10.6	2,080	39,272	10.6	2,080	—	—	—
Assemblers	24,931	3.3	2,080	24,931	3.3	2,080	—	—	—
Transportation and material moving	34,533	14.6	2,080	32,517	16.8	2,080	44,576	5.3	2,080
Truck drivers	34,893	6.4	2,080	35,172	7.0	2,080	—	—	—
Industrial truck and tractor equipment operators	30,417	9.3	2,080	30,417	9.3	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	28,656	5.7	2,066	27,878	6.2	2,065	37,868	5.7	2,080
Production helpers	26,735	4.1	2,080	26,735	4.1	2,080	—	—	—
Stock handlers and baggers ...	22,398	11.9	1,986	22,398	11.9	1,986	—	—	—
Freight, stock, and material handlers, n.e.c.	27,480	5.9	2,080	27,480	5.9	2,080	—	—	—
Laborers, except construction, n.e.c.	35,884	3.3	2,080	—	—	—	—	—	—
Service	26,511	4.2	2,049	22,209	3.8	2,028	43,335	4.2	2,129
Protective service	32,269	5.1	2,099	21,531	7.4	2,055	51,625	4.9	2,179

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Protective service—Continued									
Guards and police, except public service	\$19,972	2.7	2,040	\$19,962	2.7	2,052	—	—	—
Food service	22,548	9.7	1,983	22,502	10.2	1,991	—	—	—
Other food service	23,282	9.6	1,994	23,267	10.2	2,003	—	—	—
Supervisors, food preparation and service	29,559	13.7	2,017	29,559	13.7	2,017	—	—	—
Cooks	22,613	6.4	2,032	22,397	5.2	2,080	—	—	—
Kitchen workers, food preparation	16,457	8.5	1,861	16,444	8.5	1,860	—	—	—
Health service	22,566	4.8	1,968	22,566	4.8	1,968	—	—	—
Nursing aides, orderlies and attendants	21,329	3.2	1,948	21,329	3.2	1,948	—	—	—
Cleaning and building service	24,582	5.8	2,078	23,178	7.7	2,078	\$28,627	4.1	2,080
Janitors and cleaners	23,678	3.5	2,078	21,635	2.8	2,077	28,482	4.5	2,080
Personal service	18,584	1.9	2,057	18,382	2.3	2,057	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.34	1.6	\$18.48	1.7	\$22.63	3.3
All excluding sales	19.50	1.6	18.63	1.7	22.65	3.3
White collar	23.33	2.6	23.10	3.4	23.92	3.1
1	10.21	4.8	—	—	—	—
2	10.71	3.8	—	—	10.90	3.6
3	12.34	4.8	12.39	5.7	12.05	2.6
4	14.43	2.9	14.31	4.0	14.74	2.6
5	16.90	4.4	17.00	4.9	16.04	4.4
6	18.84	2.8	18.43	3.3	20.78	6.4
7	20.69	3.9	21.49	4.8	18.75	3.6
8	22.57	3.6	23.01	3.5	21.42	7.4
9	29.43	1.4	29.65	2.1	29.15	1.5
10	36.50	5.2	35.38	5.8	40.38	9.2
11	34.84	6.6	35.79	7.7	31.54	9.5
12	45.26	1.6	45.03	1.2	—	—
13	53.25	3.5	—	—	—	—
Not able to be leveled	24.18	11.8	17.94	10.8	—	—
White collar excluding sales	24.05	2.4	24.10	3.2	23.95	3.1
2	10.71	3.8	—	—	10.90	3.6
3	12.09	4.6	12.10	6.1	12.05	2.6
4	14.27	2.9	14.05	4.0	14.71	2.7
5	16.30	2.8	16.34	3.2	16.04	4.4
6	18.84	3.0	18.39	3.5	20.78	6.4
7	20.77	3.9	21.63	4.9	18.76	3.6
8	22.95	3.9	23.62	3.7	21.42	7.4
9	29.43	1.4	29.65	2.1	29.15	1.5
10	36.61	5.2	35.49	5.9	40.38	9.2
11	34.79	6.8	35.75	7.8	31.54	9.5
12	45.26	1.6	45.03	1.2	—	—
13	53.25	3.5	—	—	—	—
Not able to be leveled	23.81	11.4	17.29	8.1	—	—
Professional specialty and technical	28.26	2.5	28.16	3.4	28.45	3.1
Professional specialty	29.33	2.2	29.26	3.2	29.46	2.1
5	15.00	11.7	—	—	—	—
6	18.87	12.5	19.25	14.3	—	—
7	21.94	7.8	21.68	8.9	—	—
8	24.00	4.5	25.34	3.6	21.49	6.7
9	29.41	1.7	29.61	3.1	29.22	1.5
10	37.34	6.1	36.29	7.3	40.38	9.2
11	34.26	5.9	33.88	6.7	36.42	5.3
12	42.06	2.0	42.58	2.0	—	—
Engineers, architects, and surveyors	32.67	3.2	33.00	3.6	—	—
7	28.86	6.4	—	—	—	—
9	27.65	7.7	27.01	8.9	—	—
12	42.74	2.1	42.74	2.1	—	—
Industrial engineers	33.85	4.5	33.85	4.5	—	—
Mechanical engineers	28.85	5.6	28.85	5.6	—	—
Engineers, n.e.c.	27.33	22.3	27.33	22.3	—	—
Mathematical and computer scientists	31.57	7.9	31.51	8.3	—	—
9	31.59	3.4	31.34	4.2	—	—
Computer systems analysts and scientists	31.47	8.0	31.41	8.5	—	—
9	31.59	3.4	31.34	4.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	30.06	4.1	30.86	4.5	—	—
8	25.80	2.3	25.13	2.5	—	—
9	29.98	5.1	31.15	4.9	—	—
Registered nurses	28.62	2.3	28.26	2.5	—	—
8	25.86	2.3	25.14	2.4	—	—
9	28.41	2.2	28.42	2.2	—	—
Teachers, college and university	33.67	17.2	—	—	35.81	5.6
10	42.92	5.7	—	—	42.92	5.7
Other post-secondary teachers	28.44	25.5	—	—	24.52	11.0
Teachers, except college and university	27.74	4.3	17.18	13.0	29.70	.2
8	20.07	10.5	24.93	7.6	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
9	\$29.68	1.7	–	–	\$30.15	0.7
Elementary school teachers	29.51	.5	–	–	29.71	.1
9	29.86	1.3	–	–	30.03	1.2
Secondary school teachers	29.75	2.1	–	–	30.37	.3
9	29.74	2.1	–	–	30.37	.3
Teachers, special education	26.95	6.5	–	–	28.77	1.6
9	27.05	6.6	–	–	–	–
Teachers, n.e.c.	24.35	19.5	\$23.90	19.5	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	29.97	6.1	–	–	–	–
Social, recreation, and religious workers	17.60	4.6	16.80	6.6	–	–
Social workers	18.19	4.2	16.88	7.8	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.85	5.1	18.50	5.5	–	–
7	19.96	6.1	–	–	–	–
Designers	19.87	5.5	–	–	–	–
Technical	22.91	9.5	23.80	11.0	19.32	5.2
4	14.68	4.1	14.68	4.1	–	–
5	19.46	4.0	19.47	4.0	–	–
6	19.24	3.1	18.76	3.2	–	–
7	20.69	7.5	23.35	4.2	–	–
8	21.56	8.0	–	–	–	–
9	32.34	6.4	32.34	6.4	–	–
Licensed practical nurses	19.34	5.0	19.36	5.0	–	–
Health technologists and technicians, n.e.c.	18.33	5.1	17.38	7.7	–	–
Executive, administrative, and managerial	33.14	5.3	33.24	6.4	32.76	9.1
6	18.91	4.4	–	–	–	–
7	20.84	7.0	–	–	–	–
8	21.85	3.7	21.70	3.6	–	–
9	29.28	3.6	29.53	4.7	28.44	2.9
11	31.31	7.3	33.20	7.8	–	–
12	47.63	2.3	46.99	2.3	–	–
Executives, administrators, and managers	37.75	7.6	37.92	8.8	37.02	14.1
9	29.92	4.9	29.95	5.6	–	–
11	30.88	8.0	33.19	8.4	–	–
12	47.63	2.3	46.99	2.3	–	–
Managers, marketing, advertising, and public relations	42.03	8.9	42.03	8.9	–	–
Managers and administrators, n.e.c.	39.65	10.0	41.63	9.8	–	–
9	29.45	3.9	29.45	3.9	–	–
Management related	23.62	5.6	22.48	6.1	26.72	9.7
7	20.84	7.0	–	–	–	–
8	21.72	4.1	–	–	–	–
9	28.00	5.0	28.24	7.5	–	–
Accountants and auditors	22.93	2.4	22.61	1.2	–	–
Management related, n.e.c.	30.89	14.4	–	–	–	–
Sales	16.08	8.1	16.06	8.2	–	–
3	12.91	9.6	12.91	9.6	–	–
4	15.19	9.3	15.16	9.7	–	–
Sales workers, other commodities	15.21	19.1	15.06	20.3	–	–
Cashiers	13.95	13.0	13.83	14.2	–	–
Administrative support, including clerical	14.88	1.8	14.82	2.3	15.00	2.6
2	10.75	3.8	–	–	10.99	3.5
3	12.05	4.7	12.05	6.2	12.05	2.6
4	14.26	3.0	14.00	4.2	14.73	2.7
5	15.99	2.7	15.88	3.3	16.52	2.3

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
6	\$18.41	7.5	\$17.25	7.0	–	–
7	19.54	4.8	21.24	5.3	–	–
Not able to be leveled	17.02	6.7	17.02	6.7	–	–
Supervisors, general office	19.74	8.0	–	–	–	–
Secretaries	16.03	5.0	16.66	6.7	\$14.95	3.4
4	13.91	7.5	14.42	11.8	–	–
5	16.53	2.2	–	–	–	–
6	16.68	8.4	–	–	–	–
Receptionists	11.72	2.8	11.72	2.8	–	–
Information clerks, n.e.c.	14.17	7.9	–	–	–	–
Order clerks	14.43	7.6	14.07	8.3	–	–
Records clerks, n.e.c.	16.95	7.0	17.27	7.3	–	–
Bookkeepers, accounting and auditing clerks	16.17	7.8	15.74	9.8	–	–
4	15.62	7.0	13.97	3.0	–	–
Traffic, shipping and receiving clerks	14.07	5.5	14.07	5.5	–	–
Stock and inventory clerks	14.69	12.5	13.11	11.4	–	–
4	16.61	11.2	–	–	–	–
General office clerks	13.81	3.2	15.19	5.8	12.86	2.7
3	12.20	3.8	–	–	–	–
4	13.88	3.9	13.41	14.3	14.00	3.3
Teachers' aides	12.62	7.4	–	–	12.62	7.4
2	10.97	7.3	–	–	10.97	7.3
Administrative support, n.e.c.	16.50	8.1	15.78	9.6	–	–
Blue collar	16.37	4.7	15.98	5.0	20.02	7.3
1	10.18	11.0	10.18	11.0	–	–
2	11.22	4.4	11.22	4.4	–	–
3	12.46	5.8	12.44	6.0	13.04	1.3
4	14.08	4.7	13.78	5.2	16.63	4.1
5	17.39	3.5	16.71	1.9	19.53	5.0
6	19.32	4.7	18.65	5.1	–	–
7	22.95	2.4	22.90	2.3	23.31	11.0
8	31.22	6.5	31.76	6.7	–	–
Precision production, craft, and repair	20.46	4.4	20.26	4.8	22.14	8.7
4	14.67	6.7	14.53	6.7	–	–
5	16.44	3.4	16.12	3.2	–	–
6	20.54	4.6	–	–	–	–
7	23.15	2.4	23.21	2.4	22.75	9.8
8	32.37	8.2	32.37	8.2	–	–
Bus, truck, and stationary engine mechanics	18.55	13.5	–	–	–	–
Industrial machinery repairers	23.62	7.3	23.62	7.3	–	–
Mechanics and repairers, n.e.c.	18.03	5.3	17.91	6.0	–	–
7	20.82	2.6	21.22	1.8	–	–
Electricians	28.50	5.4	–	–	–	–
7	28.59	5.7	–	–	–	–
Plumbers, pipefitters and steamfitters	27.89	8.6	27.89	8.6	–	–
7	27.89	8.6	27.89	8.6	–	–
Construction trades, n.e.c.	18.62	2.8	–	–	–	–
Supervisors, production	21.99	13.5	21.99	13.5	–	–
Machinists	21.31	4.9	21.31	4.9	–	–
Electrical and electronic equipment assemblers ..	14.27	10.5	14.27	10.5	–	–
4	14.35	1.3	14.35	1.3	–	–
Inspectors, testers, and graders	19.27	10.4	19.27	10.4	–	–
Machine operators, assemblers, and inspectors	13.81	9.1	13.78	9.2	–	–
2	10.25	5.4	10.25	5.4	–	–
3	12.76	6.8	12.76	6.8	–	–
4	12.27	9.0	12.09	9.1	–	–
5	15.64	1.6	15.64	1.6	–	–
6	16.82	8.1	16.82	8.1	–	–
7	21.13	6.7	21.13	6.7	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Printing press operators	\$17.71	0.0	\$17.71	0.0	—	—
Miscellaneous machine operators, n.e.c.	12.65	.7	12.65	.7	—	—
4	11.53	5.3	11.53	5.3	—	—
5	15.60	2.2	15.60	2.2	—	—
Welders and cutters	18.88	10.6	18.88	10.6	—	—
7	22.81	11.7	22.81	11.7	—	—
Assemblers	11.99	3.3	11.99	3.3	—	—
2	9.70	9.2	9.70	9.2	—	—
Transportation and material moving	16.12	13.4	15.26	16.1	\$19.33	9.2
3	11.84	6.9	11.74	7.0	—	—
4	16.01	4.4	16.08	5.3	—	—
5	18.71	5.1	17.71	3.9	19.73	5.4
Truck drivers	16.78	6.4	16.91	7.0	—	—
Bus drivers	16.00	13.3	—	—	17.62	9.5
Industrial truck and tractor equipment operators ..	14.62	9.3	14.62	9.3	—	—
Handlers, equipment cleaners, helpers, and laborers	13.34	6.4	13.00	6.7	17.84	7.9
1	11.02	11.4	11.03	11.5	—	—
2	12.43	4.6	12.43	4.6	—	—
3	12.65	5.2	12.65	5.2	—	—
4	15.38	6.1	14.65	4.5	—	—
5	19.12	6.2	—	—	—	—
Production helpers	12.85	4.1	12.85	4.1	—	—
Freight, stock, and material handlers, n.e.c.	13.22	5.4	13.22	5.4	—	—
Hand packers and packagers	10.81	12.4	10.81	12.4	—	—
Laborers, except construction, n.e.c.	17.25	3.3	—	—	—	—
Service	12.18	4.0	10.49	3.0	19.20	2.8
1	8.13	2.1	7.92	1.8	10.39	3.2
2	10.72	3.9	10.31	4.1	12.83	4.1
3	10.13	2.5	10.04	2.5	11.51	9.3
4	11.50	6.1	10.65	3.3	15.02	4.2
5	17.43	5.5	15.83	9.8	19.71	.5
7	22.77	4.3	—	—	25.55	.5
Protective service	15.13	4.5	10.54	7.0	23.25	4.6
5	18.98	4.7	—	—	19.71	.5
7	23.89	5.5	—	—	25.57	.5
Guards and police, except public service	9.91	2.7	9.85	2.7	—	—
Food service	10.59	7.4	10.50	8.1	11.52	10.3
1	7.76	3.1	7.37	1.4	—	—
2	8.54	4.8	8.30	4.3	—	—
3	10.05	6.0	10.00	6.5	—	—
4	10.52	6.3	9.88	3.0	—	—
Waiters, waitresses, and bartenders	7.29	4.0	7.04	.9	—	—
Waiters and waitresses	7.03	1.2	7.03	1.2	—	—
Other food service	11.29	8.2	11.25	9.0	11.80	9.8
1	7.81	5.2	—	—	—	—
2	9.46	1.8	9.22	.9	—	—
3	10.63	6.1	10.61	6.7	—	—
4	10.52	6.3	9.88	3.0	—	—
Supervisors, food preparation and service	14.66	11.4	14.66	11.4	—	—
Cooks	11.07	6.1	10.71	5.4	—	—
3	11.33	6.3	—	—	—	—
4	10.85	13.7	9.64	6.4	—	—
Kitchen workers, food preparation	9.81	8.0	9.73	8.4	—	—
Food preparation, n.e.c.	8.94	8.1	8.60	8.5	—	—
2	9.18	9.1	—	—	—	—
Health service	11.05	4.4	11.03	4.4	—	—
3	11.05	5.4	11.05	5.4	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
4	\$11.03	5.1	\$11.03	5.1	—	—
Nursing aides, orderlies and attendants	10.62	3.2	10.59	3.1	—	—
3	10.67	4.0	10.67	4.0	—	—
Cleaning and building service	11.10	8.5	10.41	10.2	\$13.69	4.1
1	8.35	3.7	8.15	2.7	—	—
2	12.39	3.1	12.19	3.4	—	—
3	10.31	8.7	9.51	7.8	—	—
Maids and housemen	10.59	5.5	10.59	5.5	—	—
Janitors and cleaners	10.68	6.0	9.74	5.4	13.62	4.5
1	8.26	3.5	8.04	1.6	—	—
2	12.51	3.6	12.30	4.1	—	—
3	10.99	11.0	—	—	—	—
Personal service	8.91	3.1	8.74	2.7	11.55	8.1
3	9.03	3.2	—	—	—	—
Child care workers, n.e.c.	8.91	5.1	—	—	—	—
3	9.86	3.0	—	—	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.90	1.7	\$19.00	1.8	\$23.43	3.3
All excluding sales	20.05	1.7	19.13	1.9	23.45	3.3
White collar	23.75	2.3	23.46	3.0	24.51	3.1
3	12.49	4.9	12.61	5.9	11.89	3.7
4	14.45	3.1	14.30	4.3	14.81	2.8
5	16.88	4.6	16.92	5.1	16.52	2.3
6	18.73	2.5	18.26	2.9	20.81	6.4
7	20.55	4.1	21.29	4.8	18.61	4.6
8	22.19	3.8	22.59	3.6	20.94	8.1
9	29.32	1.7	29.45	2.8	29.17	1.6
10	36.35	5.4	35.39	5.9	39.96	10.6
11	34.82	6.7	35.79	7.7	31.42	9.4
12	45.26	1.6	45.03	1.2	-	-
13	53.80	3.8	-	-	-	-
Not able to be leveled	25.44	12.4	18.67	11.6	-	-
White collar excluding sales	24.40	2.4	24.34	3.2	24.54	3.1
3	12.25	4.7	12.36	6.1	11.89	3.7
4	14.21	3.1	13.91	4.2	14.78	2.8
5	16.25	2.9	16.21	3.3	16.52	2.3
6	18.72	2.7	18.20	3.0	20.81	6.4
7	20.63	4.1	21.42	4.9	18.61	4.6
8	22.58	4.2	23.20	3.8	20.94	8.1
9	29.32	1.7	29.45	2.8	29.17	1.6
10	36.46	5.4	35.50	5.9	39.96	10.6
11	34.77	6.8	35.75	7.8	31.42	9.4
12	45.26	1.6	45.03	1.2	-	-
13	53.80	3.8	-	-	-	-
Not able to be leveled	25.05	12.0	17.94	8.5	-	-
Professional specialty and technical	28.44	2.7	28.18	3.7	28.97	3.2
Professional specialty	29.41	2.4	29.13	3.5	29.92	2.2
6	19.01	12.8	19.40	14.6	-	-
7	21.37	8.7	21.28	9.5	-	-
8	23.55	5.8	24.81	4.6	-	-
9	29.26	2.3	29.27	4.7	29.25	1.7
10	37.19	6.3	36.31	7.3	39.96	10.6
11	34.22	5.9	33.88	6.7	36.24	5.3
12	42.06	2.0	42.58	2.0	-	-
Engineers, architects, and surveyors	32.67	3.2	33.00	3.6	-	-
7	28.86	6.4	-	-	-	-
9	27.65	7.7	27.01	8.9	-	-
12	42.74	2.1	42.74	2.1	-	-
Industrial engineers	33.85	4.5	33.85	4.5	-	-
Mechanical engineers	28.85	5.6	28.85	5.6	-	-
Engineers, n.e.c.	27.33	22.3	27.33	22.3	-	-
Mathematical and computer scientists	31.57	7.9	31.51	8.3	-	-
9	31.59	3.4	31.34	4.2	-	-
Computer systems analysts and scientists	31.47	8.0	31.41	8.5	-	-
9	31.59	3.4	31.34	4.2	-	-
Natural scientists	-	-	-	-	-	-
Health related	30.03	6.6	30.89	6.9	-	-
9	29.55	8.2	30.87	8.0	-	-
Registered nurses	28.69	2.8	28.19	3.0	-	-
9	28.21	2.4	28.22	2.5	-	-
Teachers, college and university	33.16	17.6	-	-	35.71	5.8
10	42.76	6.5	-	-	42.76	6.5
Other post-secondary teachers	28.37	25.6	-	-	-	-
Teachers, except college and university	27.96	4.7	16.00	8.7	30.23	.9
8	24.80	7.3	24.93	7.6	-	-
9	29.71	1.8	-	-	30.19	.9
Elementary school teachers	29.88	1.4	-	-	30.09	1.4
9	29.91	1.5	-	-	30.09	1.4
Secondary school teachers	29.78	2.3	-	-	30.42	.2
9	29.74	2.2	-	-	30.42	.2

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Teachers, special education	\$26.98	6.5	–	–	\$28.82	1.5
9	27.05	6.6	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	30.20	6.4	–	–	–	–
Social, recreation, and religious workers	18.05	4.6	\$16.87	7.2	–	–
Social workers	18.27	4.6	16.96	8.4	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.85	5.1	18.50	5.5	–	–
7	19.96	6.1	–	–	–	–
Designers	19.87	5.5	–	–	–	–
Technical	23.45	10.2	24.27	11.7	20.02	7.1
5	19.09	4.3	19.09	4.3	–	–
6	18.78	2.7	18.11	2.4	–	–
7	21.65	8.3	23.35	4.2	–	–
8	21.56	8.0	–	–	–	–
9	32.34	6.4	32.34	6.4	–	–
Licensed practical nurses	19.36	5.0	19.36	5.0	–	–
Executive, administrative, and managerial	33.14	5.3	33.24	6.4	32.76	9.1
6	18.91	4.4	–	–	–	–
7	20.84	7.0	–	–	–	–
8	21.85	3.7	21.70	3.6	–	–
9	29.28	3.6	29.53	4.7	28.44	2.9
11	31.31	7.3	33.20	7.8	–	–
12	47.63	2.3	46.99	2.3	–	–
Executives, administrators, and managers	37.75	7.6	37.92	8.8	37.02	14.1
9	29.92	4.9	29.95	5.6	–	–
11	30.88	8.0	33.19	8.4	–	–
12	47.63	2.3	46.99	2.3	–	–
Managers, marketing, advertising, and public relations	42.03	8.9	42.03	8.9	–	–
Managers and administrators, n.e.c.	39.65	10.0	41.63	9.8	–	–
9	29.45	3.9	29.45	3.9	–	–
Management related	23.62	5.6	22.48	6.1	26.72	9.7
7	20.84	7.0	–	–	–	–
8	21.72	4.1	–	–	–	–
9	28.00	5.0	28.24	7.5	–	–
Accountants and auditors	22.93	2.4	22.61	1.2	–	–
Management related, n.e.c.	30.89	14.4	–	–	–	–
Sales	16.69	8.0	16.68	8.1	–	–
3	13.15	9.9	13.15	9.9	–	–
4	15.70	10.0	15.67	10.5	–	–
Sales workers, other commodities	16.06	15.3	–	–	–	–
Cashiers	14.04	12.8	13.92	14.0	–	–
Administrative support, including clerical	15.14	1.7	15.03	2.1	15.40	2.4
3	12.20	4.8	12.30	6.2	11.89	3.7
4	14.20	3.1	13.87	4.2	14.81	2.9
5	15.99	2.7	15.88	3.3	16.52	2.3
6	18.41	7.5	17.25	7.0	–	–
7	19.54	4.8	21.24	5.3	–	–
Supervisors, general office	19.74	8.0	–	–	–	–
Secretaries	16.11	5.0	16.75	6.7	15.01	3.5
4	13.95	8.0	14.49	12.9	–	–
5	16.53	2.2	–	–	–	–
6	16.68	8.4	–	–	–	–
Order clerks	14.56	7.5	14.19	8.2	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Records clerks, n.e.c.	\$16.95	7.0	\$17.27	7.3	–	–
Bookkeepers, accounting and auditing clerks	16.17	7.8	15.74	9.8	–	–
4	15.62	7.0	13.97	3.0	–	–
Traffic, shipping and receiving clerks	14.07	5.5	14.07	5.5	–	–
Stock and inventory clerks	13.98	15.3	11.65	9.3	–	–
General office clerks	14.02	3.3	15.49	6.0	\$13.01	3.2
3	12.29	3.8	–	–	–	–
4	13.83	4.4	–	–	13.92	4.0
Administrative support, n.e.c.	16.65	8.3	15.97	10.7	–	–
Blue collar						
1	16.67	4.7	16.24	5.0	21.13	6.6
2	10.78	12.5	10.78	12.5	–	–
3	11.02	4.7	11.02	4.7	–	–
4	12.21	5.4	12.20	5.4	–	–
5	14.06	4.8	13.77	5.2	16.99	4.8
6	17.47	3.7	16.71	1.9	20.38	3.1
7	19.32	4.7	18.65	5.1	–	–
8	22.95	2.4	22.90	2.3	23.31	11.0
8	31.22	6.5	31.76	6.7	–	–
Precision production, craft, and repair						
4	20.53	4.5	20.34	4.9	22.14	8.7
4	14.67	6.7	14.53	6.7	–	–
5	16.44	3.4	16.12	3.2	–	–
6	20.54	4.6	–	–	–	–
7	23.15	2.4	23.21	2.4	22.75	9.8
8	32.37	8.2	32.37	8.2	–	–
Bus, truck, and stationary engine mechanics	18.55	13.5	–	–	–	–
Industrial machinery repairers	23.62	7.3	23.62	7.3	–	–
Mechanics and repairers, n.e.c.	18.03	5.3	17.91	6.0	–	–
7	20.82	2.6	21.22	1.8	–	–
Electricians	28.50	5.4	–	–	–	–
7	28.59	5.7	–	–	–	–
Plumbers, pipefitters and steamfitters	27.89	8.6	27.89	8.6	–	–
7	27.89	8.6	27.89	8.6	–	–
Construction trades, n.e.c.	18.62	2.8	–	–	–	–
Supervisors, production	21.99	13.5	21.99	13.5	–	–
Machinists	21.31	4.9	21.31	4.9	–	–
Electrical and electronic equipment assemblers ..	14.27	10.5	14.27	10.5	–	–
4	14.35	1.3	14.35	1.3	–	–
Inspectors, testers, and graders	19.27	10.4	19.27	10.4	–	–
Machine operators, assemblers, and inspectors						
2	13.85	9.2	13.82	9.3	–	–
2	10.25	5.4	10.25	5.4	–	–
3	13.00	7.0	13.00	7.0	–	–
4	12.25	9.1	12.09	9.1	–	–
5	15.64	1.6	15.64	1.6	–	–
6	16.82	8.1	16.82	8.1	–	–
7	21.13	6.7	21.13	6.7	–	–
Printing press operators	17.71	.0	17.71	.0	–	–
Miscellaneous machine operators, n.e.c.	12.65	.7	12.65	.7	–	–
4	11.53	5.3	11.53	5.3	–	–
5	15.60	2.2	15.60	2.2	–	–
Welders and cutters	18.88	10.6	18.88	10.6	–	–
7	22.81	11.7	22.81	11.7	–	–
Assemblers	11.99	3.3	11.99	3.3	–	–
2	9.70	9.2	9.70	9.2	–	–
Transportation and material moving						
4	16.60	14.6	15.63	16.8	21.43	5.3
4	16.06	4.5	16.08	5.3	–	–
5	19.12	5.6	17.71	3.9	–	–
Truck drivers	16.78	6.4	16.91	7.0	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar –Continued						
Transportation and material moving –Continued						
Industrial truck and tractor equipment operators ..	\$14.62	9.3	\$14.62	9.3	–	–
Handlers, equipment cleaners, helpers, and laborers						
1	13.87	5.5	13.50	5.9	\$18.21	5.7
2	12.13	12.2	12.13	12.2	–	–
3	12.06	5.1	12.06	5.1	–	–
4	12.65	5.2	12.65	5.2	–	–
5	15.41	6.2	14.63	4.5	–	–
Production helpers	19.12	6.2	–	–	–	–
Stock handlers and baggers	12.85	4.1	12.85	4.1	–	–
Freight, stock, and material handlers, n.e.c.	11.28	8.6	11.28	8.6	–	–
Laborers, except construction, n.e.c.	13.21	5.9	13.21	5.9	–	–
	17.25	3.3	–	–	–	–
Service						
1	12.94	3.9	10.95	3.6	20.36	3.6
2	8.46	2.5	8.30	1.8	–	–
3	11.43	2.8	11.10	2.8	–	–
4	10.00	3.1	9.88	3.0	12.41	7.5
5	11.67	6.0	10.74	3.0	15.33	5.1
7	17.42	5.6	–	–	19.71	.5
Protective service	22.77	4.3	–	–	25.55	.5
5	15.37	5.1	10.48	5.9	23.69	4.0
7	18.98	4.7	–	–	19.71	.5
Guards and police, except public service	23.89	5.5	–	–	25.57	.5
Food service	9.79	2.3	9.73	2.2	–	–
2	11.37	9.2	11.30	9.8	–	–
3	9.10	3.9	9.10	3.9	–	–
4	9.95	6.3	9.85	6.7	–	–
Other food service	10.52	6.0	9.94	2.7	–	–
2	11.68	9.2	11.62	9.8	–	–
3	9.47	1.2	9.48	1.2	–	–
4	10.39	7.1	10.31	7.7	–	–
Supervisors, food preparation and service	10.52	6.0	9.94	2.7	–	–
4	14.66	11.4	14.66	11.4	–	–
Cooks	11.13	6.4	10.77	5.2	–	–
4	11.04	13.6	–	–	–	–
Kitchen workers, food preparation	8.84	6.1	8.84	6.1	–	–
Health service	11.47	3.7	11.47	3.7	–	–
3	11.40	8.2	11.40	8.2	–	–
4	11.29	5.8	11.29	5.8	–	–
Nursing aides, orderlies and attendants	10.95	2.3	10.95	2.3	–	–
3	10.79	5.3	10.79	5.3	–	–
Cleaning and building service	11.83	5.8	11.16	7.7	13.76	4.1
1	8.84	4.3	8.54	3.6	–	–
2	12.46	3.2	12.28	3.5	–	–
3	10.31	8.7	9.51	7.8	–	–
Janitors and cleaners	11.40	3.5	10.42	2.9	13.69	4.5
1	8.65	4.3	8.28	2.5	–	–
2	12.51	3.6	12.30	4.2	–	–
3	10.99	11.0	–	–	–	–
Personal service	9.03	1.7	8.94	1.8	–	–

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$13.86	4.7	\$13.27	6.1	\$15.83	3.1
All excluding sales	13.98	5.6	13.37	7.4	15.83	3.1
White collar	18.39	4.7	18.62	6.5	17.88	6.2
2	10.75	2.8	—	—	10.42	2.8
3	11.60	6.8	11.35	8.1	—	—
4	14.26	4.1	14.39	4.8	—	—
5	17.34	13.7	—	—	—	—
6	21.61	8.4	—	—	—	—
7	23.83	14.2	—	—	—	—
8	25.32	4.7	27.46	1.3	—	—
9	31.48	6.7	32.52	7.7	28.47	3.8
10	43.16	3.5	—	—	—	—
White collar excluding sales	19.56	6.4	20.58	9.4	17.88	6.2
2	10.75	2.8	—	—	10.42	2.8
3	11.14	7.4	10.39	8.1	—	—
4	14.89	4.7	15.30	6.0	—	—
5	17.34	13.7	—	—	—	—
6	21.61	8.4	—	—	—	—
7	23.83	14.2	—	—	—	—
8	25.32	4.7	27.46	1.3	—	—
9	31.48	6.7	32.52	7.7	28.47	3.8
10	43.16	3.5	—	—	—	—
Professional specialty and technical	26.11	5.0	27.93	6.3	23.16	4.4
Professional specialty	28.36	5.2	31.07	5.9	24.60	5.4
8	25.32	4.7	27.46	1.3	—	—
9	31.48	6.7	32.52	7.7	28.47	3.8
10	43.16	3.5	—	—	—	—
Health related	30.17	5.0	30.74	6.2	—	—
8	27.71	.7	27.46	1.3	—	—
9	32.36	7.5	32.52	7.7	—	—
Registered nurses	28.41	1.1	28.48	1.3	—	—
8	27.59	.8	27.23	1.4	—	—
9	29.27	1.4	29.27	1.4	—	—
Teachers, college and university	39.80	5.5	—	—	36.80	4.8
Teachers, except college and university	24.22	11.8	—	—	21.72	4.4
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.31	13.3	19.51	15.6	—	—
Sales	—	—	—	—	—	—
Administrative support, including clerical	12.31	4.5	12.53	7.2	11.94	.9
2	10.84	3.4	—	—	10.53	4.0
3	11.14	7.4	10.39	8.1	—	—
4	14.87	5.7	15.40	7.6	—	—
General office clerks	10.85	7.4	—	—	—	—
Teachers' aides	11.98	3.7	—	—	11.98	3.7
Blue collar	12.33	3.0	11.69	2.0	14.44	4.8
3	13.57	13.0	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.84	4.2	—	—	14.68	3.6
Bus drivers	13.38	6.4	—	—	14.68	3.6
Handlers, equipment cleaners, helpers, and laborers	10.38	13.0	—	—	—	—
Service	8.98	3.0	8.77	3.7	10.54	4.3

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
1	\$7.75	2.4	\$7.47	1.9	—	—
2	8.51	8.6	7.92	8.7	—	—
3	10.83	6.2	11.01	6.8	\$9.40	2.7
4	10.33	7.5	—	—	—	—
Protective service	10.98	17.8	—	—	—	—
Food service	8.57	7.3	8.09	10.0	10.68	4.8
1	7.77	5.0	—	—	—	—
2	7.88	7.6	7.21	2.9	—	—
Waiters, waitresses, and bartenders	7.39	5.9	—	—	—	—
Other food service	9.58	8.3	9.16	13.3	10.85	5.1
Food preparation, n.e.c.	8.93	6.0	—	—	—	—
Health service	10.20	5.9	10.11	5.6	—	—
Nursing aides, orderlies and attendants	10.02	5.9	9.92	5.7	—	—
Cleaning and building service	8.03	5.6	8.02	5.7	—	—
1	7.75	3.7	—	—	—	—
Janitors and cleaners	7.86	4.6	—	—	—	—
Personal service	8.58	6.6	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Portland-Salem, OR-WA, September 2003**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$19.90	\$13.86	\$20.12	\$18.91	\$19.32	\$21.08
All excluding sales	20.05	13.98	20.39	19.00	19.50	–
White collar	23.75	18.39	22.34	23.77	23.38	21.01
White-collar excluding sales	24.40	19.56	23.19	24.44	24.05	–
Professional specialty and technical	28.44	26.11	28.74	28.00	28.26	–
Professional specialty	29.41	28.36	28.75	29.67	29.33	–
Technical	23.45	18.31	28.67	21.08	22.91	–
Executive, administrative, and managerial	33.14	–	26.92	33.96	33.14	–
Sales	16.69	–	–	17.09	14.59	21.01
Administrative support, including clerical	15.14	12.31	15.28	14.67	14.88	–
Blue collar	16.67	12.33	18.80	14.18	16.35	–
Precision production, craft, and repair	20.53	–	24.05	17.73	20.44	–
Machine operators, assemblers, and inspectors	13.85	–	18.68	12.09	13.81	–
Transportation and material moving	16.60	12.84	17.32	13.34	16.12	–
Handlers, equipment cleaners, helpers, and laborers	13.87	10.38	14.28	11.92	13.34	–
Service	12.94	8.98	16.47	10.58	12.18	–
	Relative error ⁶ (percent)					
All occupations	1.7	4.7	2.9	2.0	1.7	6.7
All excluding sales	1.7	5.6	3.0	2.2	1.6	–
White collar	2.3	4.7	3.9	2.8	2.7	7.2
White-collar excluding sales	2.4	6.4	2.6	3.3	2.4	–
Professional specialty and technical	2.7	5.0	3.6	3.3	2.5	–
Professional specialty	2.4	5.2	1.9	3.4	2.2	–
Technical	10.2	13.3	27.2	3.5	9.5	–
Executive, administrative, and managerial	5.3	–	6.4	5.7	5.3	–
Sales	8.0	–	–	9.1	8.7	7.2
Administrative support, including clerical	1.7	4.5	2.5	2.3	1.8	–
Blue collar	4.7	3.0	7.8	5.4	4.7	–
Precision production, craft, and repair	4.5	–	5.0	5.1	4.5	–
Machine operators, assemblers, and inspectors	9.2	–	4.5	11.9	9.1	–
Transportation and material moving	14.6	4.2	19.6	7.4	13.4	–
Handlers, equipment cleaners, helpers, and laborers	5.5	13.0	9.6	6.0	6.4	–
Service	3.9	3.0	4.0	3.9	4.0	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$18.48	\$20.72	-	-	\$20.10	-	-	-	-	-
All excluding sales	18.63	20.65	-	-	20.03	-	-	-	-	-
White collar	23.10	29.65	-	-	29.86	-	-	-	-	-
White-collar excluding sales	24.10	29.57	-	-	29.78	-	-	-	-	-
Professional specialty and technical	28.16	32.07	-	-	32.44	-	-	-	-	-
Professional specialty	29.26	35.23	-	-	35.17	-	-	-	-	-
Technical	23.80	20.07	-	-	20.47	-	-	-	-	-
Executive, administrative, and managerial	33.24	36.15	-	-	36.67	-	-	-	-	-
Sales	16.06	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	14.82	15.13	-	-	14.62	-	-	-	-	-
Blue collar	15.98	16.21	-	-	14.78	-	-	-	-	-
Precision production, craft, and repair	20.26	20.48	-	-	18.02	-	-	-	-	-
Machine operators, assemblers, and inspectors	13.78	13.79	-	-	13.54	-	-	-	-	-
Transportation and material moving	15.26	14.56	-	-	13.77	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	13.00	14.32	-	-	12.93	-	-	-	-	-
Service	10.49	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	1.7	2.0	-	-	2.4	-	-	-	-	-
All excluding sales	1.7	2.0	-	-	2.3	-	-	-	-	-
White collar	3.4	2.7	-	-	2.8	-	-	-	-	-
White-collar excluding sales	3.2	2.8	-	-	2.9	-	-	-	-	-
Professional specialty and technical	3.4	4.5	-	-	4.3	-	-	-	-	-
Professional specialty	3.2	.3	-	-	.3	-	-	-	-	-
Technical	11.0	9.8	-	-	10.1	-	-	-	-	-
Executive, administrative, and managerial	6.4	5.0	-	-	5.7	-	-	-	-	-
Sales	8.2	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.3	4.7	-	-	3.9	-	-	-	-	-
Blue collar	5.0	4.9	-	-	5.4	-	-	-	-	-
Precision production, craft, and repair	4.8	7.3	-	-	6.0	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.2	10.4	-	-	10.6	-	-	-	-	-
Transportation and material moving	16.1	7.6	-	-	6.3	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.7	8.3	-	-	2.6	-	-	-	-	-
Service	3.0	-	-	-	-	-	-	-	-	-

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$18.48	\$15.93	\$19.26	\$17.46	\$22.62
All excluding sales	18.63	15.70	19.48	17.59	22.83
White collar	23.10	18.43	24.28	22.77	26.47
White-collar excluding sales	24.10	18.60	25.23	23.90	26.95
Professional specialty and technical	28.16	20.38	29.47	28.20	30.50
Professional specialty	29.26	20.62	30.58	29.80	31.29
Technical	23.80	19.70	24.74	18.33	27.89
Executive, administrative, and managerial	33.24	24.61	35.56	35.33	36.04
Sales	16.06	17.93	14.73	—	—
Administrative support, including clerical	14.82	13.66	15.08	14.87	15.49
Blue collar	15.98	15.88	16.02	14.69	18.36
Precision production, craft, and repair	20.26	22.07	19.56	20.06	18.87
Machine operators, assemblers, and inspectors	13.78	15.38	13.54	12.59	16.00
Transportation and material moving	15.26	12.08	18.85	13.06	22.35
Handlers, equipment cleaners, helpers, and laborers	13.00	13.26	12.90	12.09	15.35
Service	10.49	9.67	10.73	10.58	11.60
	Relative error ⁴ (percent)				
All occupations	1.7	5.3	2.3	4.7	2.9
All excluding sales	1.7	5.9	2.4	4.9	3.1
White collar	3.4	3.1	4.4	7.4	2.8
White-collar excluding sales	3.2	4.1	4.2	7.5	2.3
Professional specialty and technical	3.4	4.7	3.8	6.1	3.9
Professional specialty	3.2	5.4	3.3	7.1	1.5
Technical	11.0	12.6	12.8	5.0	16.2
Executive, administrative, and managerial	6.4	5.8	8.7	13.6	5.2
Sales	8.2	4.3	12.6	—	—
Administrative support, including clerical	2.3	5.2	3.1	4.2	3.6
Blue collar	5.0	11.6	5.9	7.9	6.5
Precision production, craft, and repair	4.8	15.3	5.6	5.8	6.9
Machine operators, assemblers, and inspectors	9.2	9.5	10.4	14.9	3.5
Transportation and material moving	16.1	5.1	16.1	6.3	9.5
Handlers, equipment cleaners, helpers, and laborers	6.7	15.1	7.5	8.9	7.8
Service	3.0	5.3	3.9	4.6	4.7

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.17	\$11.60	\$16.84	\$24.04	\$32.69
All excluding sales	9.25	11.70	16.95	24.11	32.97
White collar	11.36	14.78	20.23	29.12	38.81
White collar excluding sales	11.75	15.22	21.06	29.90	39.57
Professional specialty and technical	16.37	20.44	26.96	34.33	41.00
Professional specialty	17.29	22.06	28.85	35.69	41.00
Engineers, architects, and surveyors	22.22	26.85	32.60	37.50	41.53
Industrial engineers	26.19	28.67	34.58	37.50	39.42
Mechanical engineers	22.85	26.00	29.43	31.89	33.65
Engineers, n.e.c.	13.94	13.94	24.30	35.70	41.90
Mathematical and computer scientists	19.90	22.53	31.30	39.90	43.41
Computer systems analysts and scientists	19.90	22.53	31.30	39.96	43.50
Natural scientists	-	-	-	-	-
Health related	21.63	24.34	29.33	32.93	41.00
Registered nurses	22.28	24.82	29.06	31.36	33.86
Teachers, college and university	18.73	20.23	30.55	44.54	51.92
Other post-secondary teachers	15.69	20.23	23.31	29.23	53.08
Teachers, except college and university	13.52	22.33	27.71	34.33	38.87
Elementary school teachers	21.31	23.74	29.22	34.80	38.87
Secondary school teachers	21.74	23.74	30.02	34.86	38.52
Teachers, special education	17.29	21.89	24.93	32.28	38.87
Teachers, n.e.c.	9.69	20.53	23.44	27.49	48.20
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	22.01	25.31	29.41	33.47	39.39
Social, recreation, and religious workers	13.58	16.16	17.20	19.77	21.71
Social workers	13.58	16.16	17.20	20.71	22.63
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.05	16.37	18.27	20.50	24.03
Designers	15.51	17.31	19.25	20.82	26.97
Technical	14.50	16.48	19.77	24.89	29.49
Licensed practical nurses	16.25	17.50	18.75	20.88	22.50
Health technologists and technicians, n.e.c.	14.66	16.46	18.88	19.77	19.77
Executive, administrative, and managerial	18.47	22.86	28.69	37.94	50.00
Executives, administrators, and managers	23.38	25.50	32.69	47.54	53.85
Managers, marketing, advertising, and public relations	28.00	29.38	37.78	53.85	53.85
Managers and administrators, n.e.c.	24.81	27.50	32.69	47.87	56.68
Management related	16.83	19.11	22.36	26.06	33.09
Accountants and auditors	20.48	22.12	22.55	24.35	26.06
Management related, n.e.c.	18.24	20.07	33.94	38.72	42.05
Sales	8.79	10.75	16.00	17.89	23.93
Sales workers, other commodities	7.50	8.79	17.30	22.50	22.50
Cashiers	7.85	10.35	15.08	17.67	17.67
Administrative support, including clerical	10.15	11.80	14.43	17.48	20.46
Supervisors, general office	16.10	18.60	18.60	21.03	25.68
Secretaries	12.41	14.03	15.93	17.43	20.44
Receptionists	10.88	11.07	11.45	11.75	13.89
Information clerks, n.e.c.	11.50	11.91	13.25	15.00	21.40
Order clerks	9.27	10.66	13.74	18.42	20.31
Records clerks, n.e.c.	13.74	15.70	16.10	18.74	21.54
Bookkeepers, accounting and auditing clerks	11.58	13.46	17.40	18.37	20.50
Traffic, shipping and receiving clerks	10.96	12.25	13.45	15.66	19.01
Stock and inventory clerks	7.20	10.89	13.22	20.82	20.82
General office clerks	9.97	11.75	13.61	16.04	17.73
Teachers' aides	10.15	10.15	12.41	14.17	15.47
Administrative support, n.e.c.	11.36	13.82	16.05	19.77	20.80
Blue collar	9.25	11.14	15.20	20.14	25.53
Precision production, craft, and repair	12.58	16.00	20.00	24.77	30.41
Bus, truck, and stationary engine mechanics	11.12	14.28	18.69	22.31	25.70
Industrial machinery repairers	18.54	18.54	23.73	27.58	30.41
Mechanics and repairers, n.e.c.	10.00	15.41	18.97	20.79	23.12
Electricians	25.58	26.11	31.15	31.15	31.15

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Plumbers, pipefitters and steamfitters	\$24.89	\$24.89	\$27.00	\$30.40	\$32.53
Construction trades, n.e.c.	16.97	16.97	19.00	20.14	20.65
Supervisors, production	15.55	17.61	22.17	23.62	27.70
Machinists	18.25	19.49	20.94	23.52	23.52
Electrical and electronic equipment assemblers ..	9.72	12.69	14.41	16.60	17.88
Inspectors, testers, and graders	15.29	16.22	19.00	20.51	24.00
Machine operators, assemblers, and inspectors					
Printing press operators	8.30	10.00	12.88	16.53	20.12
Miscellaneous machine operators, n.e.c.	13.55	15.00	18.54	19.09	19.91
Welders and cutters	9.25	10.38	11.47	14.63	16.58
Assemblers	11.30	16.49	18.45	21.89	29.21
Assemblers	8.00	9.35	11.75	14.50	15.50
Transportation and material moving					
Truck drivers	9.64	11.52	14.75	19.67	24.10
Bus drivers	10.31	13.26	18.59	18.79	24.10
Industrial truck and tractor equipment operators ..	9.90	13.33	15.09	20.25	20.55
Industrial truck and tractor equipment operators ..	10.00	11.35	14.75	17.82	19.27
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	7.50	9.80	12.80	16.02	19.42
Freight, stock, and material handlers, n.e.c.	9.50	10.92	12.83	12.98	16.02
Hand packers and packagers	10.00	11.50	12.50	14.86	16.00
Laborers, except construction, n.e.c.	7.67	8.79	9.59	14.21	14.49
Laborers, except construction, n.e.c.	14.86	14.86	16.49	18.93	20.19
Service					
Protective service	7.15	8.50	10.10	14.26	20.19
Guards and police, except public service	8.15	9.00	10.75	21.16	27.45
Food service	8.00	8.50	9.15	10.15	13.00
Waiters, waitresses, and bartenders	6.90	7.50	10.00	12.50	18.15
Waiters and waitresses	6.90	6.90	6.95	7.05	7.50
Other food service	6.90	6.90	6.90	7.05	7.50
Supervisors, food preparation and service	7.25	8.50	10.25	13.46	18.15
Cooks	10.00	11.75	14.42	18.15	18.15
Kitchen workers, food preparation	8.72	9.72	10.50	12.00	15.20
Food preparation, n.e.c.	7.62	7.85	9.50	10.75	13.00
Health service	7.50	8.00	8.25	10.25	10.40
Nursing aides, orderlies and attendants	9.09	9.75	10.30	12.59	13.89
Cleaning and building service	8.75	9.75	10.00	11.55	13.00
Maids and housemen	7.25	8.00	10.75	13.70	15.72
Janitors and cleaners	7.00	9.27	11.12	12.39	12.39
Personal service	7.15	7.75	10.38	13.64	14.94
Child care workers, n.e.c.	7.05	7.27	8.50	9.79	11.27
Child care workers, n.e.c.	7.07	7.07	8.03	11.27	11.27

¹ 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.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.75	\$11.00	\$15.78	\$22.35	\$31.73
All excluding sales	8.75	11.00	15.76	22.68	32.30
White collar	11.07	14.50	19.58	28.80	39.12
White collar excluding sales	11.50	15.05	20.60	29.88	40.81
Professional specialty and technical	15.50	19.90	26.94	34.23	41.00
Professional specialty	16.45	21.43	28.85	36.09	41.22
Engineers, architects, and surveyors	22.22	27.18	33.20	37.77	42.19
Industrial engineers	26.19	28.67	34.58	37.50	39.42
Mechanical engineers	22.85	26.00	29.43	31.89	33.65
Engineers, n.e.c.	13.94	13.94	24.30	35.70	41.90
Mathematical and computer scientists	19.90	22.53	31.30	40.27	43.65
Computer systems analysts and scientists	19.90	22.53	31.30	40.41	43.73
Natural scientists	—	—	—	—	—
Health related	22.35	25.08	29.86	34.23	41.00
Registered nurses	22.21	24.50	28.75	30.98	32.93
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	10.03	10.63	13.03	21.63	28.37
Teachers, n.e.c.	9.69	20.53	22.85	27.49	48.20
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.58	15.18	16.65	17.20	20.60
Social workers	13.58	14.26	17.20	18.19	20.60
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.05	15.76	17.67	19.78	22.10
Technical	14.89	16.48	20.00	25.50	30.57
Licensed practical nurses	16.25	17.50	18.75	20.88	24.00
Health technologists and technicians, n.e.c.	13.67	14.89	16.46	19.12	26.09
Executive, administrative, and managerial	18.24	22.28	28.00	38.72	50.00
Executives, administrators, and managers	19.25	25.14	32.69	46.06	52.62
Managers, marketing, advertising, and public relations	28.00	29.38	37.78	53.85	53.85
Managers and administrators, n.e.c.	24.81	27.50	33.65	47.87	56.68
Management related	16.37	18.43	21.64	24.04	29.30
Accountants and auditors	18.89	22.12	22.36	22.77	24.55
Sales	8.79	10.75	16.00	17.89	23.97
Sales workers, other commodities	7.50	8.50	10.20	22.50	22.50
Cashiers	7.80	10.00	13.60	17.67	17.67
Administrative support, including clerical	10.00	11.73	14.36	17.33	20.80
Secretaries	12.43	14.58	16.52	18.58	22.00
Receptionists	10.88	11.07	11.45	11.75	13.89
Order clerks	9.23	10.25	13.00	18.07	20.31
Records clerks, n.e.c.	13.74	16.10	17.18	19.31	21.54
Bookkeepers, accounting and auditing clerks	8.08	13.00	14.37	18.31	20.50
Traffic, shipping and receiving clerks	10.96	12.25	13.45	15.66	19.01
Stock and inventory clerks	7.20	10.38	12.57	17.67	17.67
General office clerks	11.50	12.00	15.38	17.35	20.87
Administrative support, n.e.c.	11.10	13.26	14.77	16.21	20.80
Blue collar	9.02	10.95	14.75	19.23	24.89
Precision production, craft, and repair	12.40	15.50	19.50	23.56	30.97
Industrial machinery repairers	18.54	18.54	23.73	27.58	30.41
Mechanics and repairers, n.e.c.	10.00	14.70	19.75	21.50	23.23
Plumbers, pipefitters and steamfitters	24.89	24.89	27.00	30.40	32.53
Supervisors, production	15.55	17.61	22.17	23.62	27.70
Machinists	18.25	19.49	20.94	23.52	23.52
Electrical and electronic equipment assemblers ..	9.72	12.69	14.41	16.60	17.88
Inspectors, testers, and graders	15.29	16.22	19.00	20.51	24.00
Machine operators, assemblers, and inspectors	8.30	10.00	12.66	16.24	20.12
Printing press operators	13.10	15.00	18.90	19.09	20.79
Miscellaneous machine operators, n.e.c.	9.25	10.38	11.47	14.63	16.58

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors					
–Continued					
Welders and cutters	\$11.30	\$16.49	\$18.45	\$21.89	\$29.21
Assemblers	8.00	9.35	11.75	14.50	15.50
Transportation and material moving	9.53	10.97	12.90	18.59	24.10
Truck drivers	10.31	12.40	18.59	19.00	24.10
Industrial truck and tractor equipment operators ..	10.00	11.35	14.75	17.82	19.27
Handlers, equipment cleaners, helpers, and laborers	7.40	9.50	12.00	16.00	19.05
Production helpers	9.50	10.92	12.83	12.98	16.02
Freight, stock, and material handlers, n.e.c.	10.00	11.50	12.50	14.86	16.00
Hand packers and packagers	7.67	8.79	9.59	14.21	14.49
Service	7.05	8.00	9.75	11.85	14.96
Protective service	8.00	8.50	9.25	10.50	14.96
Guards and police, except public service	8.00	8.50	9.15	10.15	12.00
Food service	6.90	7.50	10.00	12.50	18.15
Waiters, waitresses, and bartenders	6.90	6.90	6.95	7.00	7.50
Waiters and waitresses	6.90	6.90	6.90	7.05	7.50
Other food service	7.25	8.20	10.25	13.46	18.15
Supervisors, food preparation and service	10.00	11.75	14.42	18.15	18.15
Cooks	8.50	9.50	10.05	11.75	13.25
Kitchen workers, food preparation	7.62	7.85	8.91	10.50	13.00
Food preparation, n.e.c.	7.50	8.00	8.00	10.00	10.25
Health service	9.09	9.75	10.21	12.40	13.89
Nursing aides, orderlies and attendants	8.75	9.75	10.00	11.55	13.00
Cleaning and building service	7.05	7.50	9.54	12.38	14.26
Maids and housemen	7.00	9.27	11.12	12.39	12.39
Janitors and cleaners	7.05	7.50	8.75	11.70	14.26
Personal service	7.05	7.27	8.08	9.37	11.27

¹ 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.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.05	\$15.44	\$20.48	\$27.71	\$35.29
All excluding sales	12.05	15.44	20.55	27.71	35.30
White collar	12.36	15.67	21.71	30.09	38.52
White collar excluding sales	12.36	15.69	21.71	30.25	38.52
Professional specialty and technical	18.88	21.71	27.04	34.33	40.16
Professional specialty	19.64	23.01	28.63	34.94	40.66
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	—	—	—	—	—
Teachers, college and university	15.23	29.23	39.95	44.78	51.92
Other post-secondary teachers	12.26	14.47	18.73	32.08	50.17
Teachers, except college and university	21.35	24.06	29.41	35.09	38.87
Elementary school teachers	21.61	24.05	29.34	34.88	38.87
Secondary school teachers	22.45	24.69	30.49	35.09	38.52
Teachers, special education	21.61	23.69	27.04	34.86	39.04
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.82	18.88	19.77	21.24	23.43
Executive, administrative, and managerial	20.65	25.82	28.72	35.30	49.38
Executives, administrators, and managers	24.53	26.10	30.96	47.83	59.51
Management related	19.11	22.78	26.06	28.69	33.09
Sales	—	—	—	—	—
Administrative support, including clerical	10.56	12.37	14.64	17.91	19.52
Secretaries	11.94	13.63	14.73	16.17	18.08
General office clerks	9.64	10.92	12.37	14.26	16.29
Teachers' aides	10.15	10.15	12.41	14.17	15.47
Blue collar	14.16	16.67	20.14	22.05	27.42
Precision production, craft, and repair	16.97	18.69	20.65	26.66	27.42
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	13.57	15.09	20.25	20.97	27.66
Bus drivers	12.92	14.46	20.25	20.25	20.90
Handlers, equipment cleaners, helpers, and laborers	14.50	17.29	18.59	19.42	19.42
Service	10.49	12.90	18.22	25.03	28.67
Protective service	16.00	19.26	23.25	27.45	30.19
Food service	9.33	10.02	10.65	12.53	15.20
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	9.33	9.72	11.30	13.05	15.20
Health service	—	—	—	—	—
Cleaning and building service	10.49	11.82	14.10	15.72	16.87
Janitors and cleaners	10.49	11.46	14.10	15.72	16.52
Personal service	10.24	10.24	10.24	11.80	14.69

¹ 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.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.53	\$12.25	\$17.45	\$24.50	\$33.47
All excluding sales	9.55	12.26	17.66	24.89	33.77
White collar	11.60	15.33	20.50	29.61	39.30
White collar excluding sales	12.00	15.51	21.26	30.55	39.98
Professional specialty and technical	16.45	20.48	26.94	34.58	41.00
Professional specialty	17.60	22.00	28.85	35.78	41.00
Engineers, architects, and surveyors	22.22	26.85	32.60	37.50	41.53
Industrial engineers	26.19	28.67	34.58	37.50	39.42
Mechanical engineers	22.85	26.00	29.43	31.89	33.65
Engineers, n.e.c.	13.94	13.94	24.30	35.70	41.90
Mathematical and computer scientists	19.90	22.53	31.30	39.90	43.41
Computer systems analysts and scientists	19.90	22.53	31.30	39.96	43.50
Natural scientists	-	-	-	-	-
Health related	21.16	23.49	29.57	34.23	41.00
Registered nurses	22.11	24.34	29.54	31.73	34.23
Teachers, college and university	18.73	20.23	30.09	42.97	53.08
Other post-secondary teachers	15.69	20.23	23.31	29.23	53.08
Teachers, except college and university	15.73	22.74	27.93	34.47	38.87
Elementary school teachers	21.87	24.06	29.41	34.88	38.87
Secondary school teachers	21.74	23.74	29.88	34.96	38.52
Teachers, special education	17.95	21.89	24.93	32.28	38.87
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	23.39	25.56	30.33	33.47	39.39
Social, recreation, and religious workers	13.58	16.45	17.20	20.60	21.71
Social workers	13.58	16.39	17.20	20.71	22.63
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.05	16.37	18.27	20.50	24.03
Designers	15.51	17.31	19.25	20.82	26.97
Technical	14.94	17.07	19.77	25.26	30.57
Licensed practical nurses	16.25	17.50	18.75	20.88	24.00
Executive, administrative, and managerial	18.47	22.86	28.69	37.94	50.00
Executives, administrators, and managers	23.38	25.50	32.69	47.54	53.85
Managers, marketing, advertising, and public relations	28.00	29.38	37.78	53.85	53.85
Managers and administrators, n.e.c.	24.81	27.50	32.69	47.87	56.68
Management related	16.83	19.11	22.36	26.06	33.09
Accountants and auditors	20.48	22.12	22.55	24.35	26.06
Management related, n.e.c.	18.24	20.07	33.94	38.72	42.05
Sales	8.76	11.60	16.05	18.75	25.22
Sales workers, other commodities	7.43	10.20	17.30	22.50	23.22
Cashiers	8.25	10.50	15.08	17.67	17.67
Administrative support, including clerical	10.40	12.02	14.68	17.67	20.71
Supervisors, general office	16.10	18.60	18.60	21.03	25.68
Secretaries	12.43	14.03	15.93	17.57	20.49
Order clerks	9.55	11.00	14.00	19.55	20.31
Records clerks, n.e.c.	13.74	15.70	16.10	18.74	21.54
Bookkeepers, accounting and auditing clerks	11.58	13.46	17.40	18.37	20.50
Traffic, shipping and receiving clerks	10.96	12.25	13.45	15.66	19.01
Stock and inventory clerks	7.20	10.38	12.81	20.82	20.82
General office clerks	10.44	11.80	13.83	16.11	17.73
Administrative support, n.e.c.	11.36	13.80	16.21	19.77	20.86
Blue collar	9.32	11.50	15.57	20.25	26.11
Precision production, craft, and repair	12.58	15.86	20.14	24.89	30.44
Bus, truck, and stationary engine mechanics	11.12	14.28	18.69	22.31	25.70
Industrial machinery repairers	18.54	18.54	23.73	27.58	30.41
Mechanics and repairers, n.e.c.	10.00	15.41	18.97	20.79	23.12
Electricians	25.58	26.11	31.15	31.15	31.15
Plumbers, pipefitters and steamfitters	24.89	24.89	27.00	30.40	32.53
Construction trades, n.e.c.	16.97	16.97	19.00	20.14	20.65
Supervisors, production	15.55	17.61	22.17	23.62	27.70
Machinists	18.25	19.49	20.94	23.52	23.52
Electrical and electronic equipment assemblers ..	9.72	12.69	14.41	16.60	17.88

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Portland-Salem, OR-WA, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair —Continued					
Inspectors, testers, and graders	\$15.29	\$16.22	\$19.00	\$20.51	\$24.00
Machine operators, assemblers, and inspectors					
Printing press operators	8.30	10.00	12.88	16.60	20.12
Miscellaneous machine operators, n.e.c.	13.55	15.00	18.54	19.09	19.91
Welders and cutters	9.25	10.38	11.47	14.63	16.58
Assemblers	11.30	16.49	18.45	21.89	29.21
	8.00	9.35	11.75	14.50	15.50
Transportation and material moving					
Truck drivers	9.64	11.52	15.20	20.25	24.91
Industrial truck and tractor equipment operators ..	10.31	13.26	18.59	18.79	24.10
	10.00	11.35	14.75	17.82	19.27
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	8.79	10.00	13.05	16.31	19.57
Stock handlers and baggers	9.50	10.92	12.83	12.98	16.02
Freight, stock, and material handlers, n.e.c.	9.32	9.50	9.86	11.98	15.99
Laborers, except construction, n.e.c.	10.00	11.40	12.80	14.86	16.00
	14.86	14.86	16.49	18.93	20.19
Service					
Protective service	7.85	9.00	10.81	14.96	21.16
Guards and police, except public service	8.15	9.00	11.00	21.28	27.45
Food service	8.00	8.50	9.25	10.15	12.00
Waiters, waitresses, and bartenders	7.20	8.50	10.25	13.46	18.15
Other food service	—	—	—	—	—
Supervisors, food preparation and service	7.62	8.80	10.30	14.14	18.15
Cooks	10.00	11.75	14.42	18.15	18.15
Kitchen workers, food preparation	9.00	9.80	10.50	12.00	15.20
Health service	7.15	7.63	8.50	9.50	11.85
Nursing aides, orderlies and attendants	9.09	10.00	11.33	13.00	13.89
Cleaning and building service	8.75	9.90	10.76	12.00	13.00
Janitors and cleaners	7.50	9.15	11.62	14.26	16.09
Personal service	7.40	8.50	11.28	14.26	15.59
	7.21	7.94	8.58	9.79	11.27

¹ 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.

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Portland-Salem, OR-WA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$7.07	\$8.50	\$11.25	\$15.93	\$26.39
All excluding sales	7.05	8.50	11.25	16.00	27.68
White collar	9.54	11.35	14.52	24.79	30.91
White collar excluding sales	9.50	11.74	15.20	27.73	31.52
Professional specialty and technical	13.46	19.23	27.22	30.52	42.00
Professional specialty	14.33	24.00	28.63	31.50	42.00
Health related	24.37	27.45	29.01	31.22	42.00
Registered nurses	23.65	26.31	28.50	30.40	31.91
Teachers, college and university	19.24	31.50	44.54	47.50	51.70
Teachers, except college and university	12.75	13.29	21.15	32.07	44.75
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	13.14	14.89	17.41	23.02	24.28
Sales	-	-	-	-	-
Administrative support, including clerical	9.08	10.15	11.83	13.78	16.22
General office clerks	9.18	9.18	9.45	12.00	13.54
Teachers' aides	9.77	10.15	12.00	13.16	14.58
Blue collar	7.10	9.65	12.00	15.05	17.64
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	9.27	9.90	13.95	14.46	16.13
Bus drivers	9.65	10.60	13.95	15.05	16.13
Handlers, equipment cleaners, helpers, and laborers	7.10	7.10	10.90	12.00	14.21
Service	6.90	7.05	8.00	10.00	11.80
Protective service	7.00	8.00	9.00	10.86	20.00
Food service	6.90	6.95	7.50	10.02	11.77
Waiters, waitresses, and bartenders	6.90	6.90	6.95	7.50	10.02
Other food service	6.90	7.15	9.36	11.10	13.05
Food preparation, n.e.c.	7.60	8.00	8.00	9.36	11.81
Health service	7.10	9.75	10.00	10.10	12.76
Nursing aides, orderlies and attendants	7.10	9.75	10.00	10.10	12.08
Cleaning and building service	7.05	7.25	7.50	8.50	10.00
Janitors and cleaners	7.05	7.25	7.50	8.00	9.50
Personal service	7.05	7.05	7.07	8.50	10.24

¹ 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.

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Portland–Salem, OR–WA, Metropolitan Statistical Area includes Clackamas, Columbia, Marion, Multnomah, Polk, Washington, and Yamhill Counties, OR; and Clark County, WA.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	3,177
Total in sample	404
Responding	215
Out of business or not in survey scope	48
Unable or refused to provide data	141

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs 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 workers¹ represented by the survey, by occupational group,² National Compensation Survey, Portland-Salem, OR-WA, September 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	436,300	334,500	101,800
All excluding sales	415,300	313,800	101,600
White collar	228,700	156,900	71,800
White-collar excluding sales	207,800	136,200	71,500
Professional specialty and technical	105,500	63,900	41,600
Professional specialty	89,100	50,900	38,300
Technical	16,400	13,100	3,300
Executive, administrative, and managerial	27,300	21,300	6,000
Sales	20,900	20,700	–
Administrative support, including clerical	74,900	50,900	24,000
Blue collar	130,600	116,400	14,200
Precision production, craft, and repair	40,000	35,900	4,100
Machine operators, assemblers, and inspectors	34,500	33,700	–
Transportation and material moving	30,700	23,300	7,400
Handlers, equipment cleaners, helpers, and laborers	25,500	23,500	1,900
Service	77,000	61,200	15,800

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

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

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