

Milwaukee–Racine, WI National Compensation Survey September 2001



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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 Milwaukee–Racine, WI, metropolitan area. Data were collected between March 2001 and April 2002; the average reference month is September 2001. 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 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. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

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, Milwaukee-Racine, WI, September 2001

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$18.37	2.4	35.3	\$17.55	2.9	35.3	\$22.27	2.9	35.3
Worker characteristics:⁴									
White-collar occupations ⁵	22.39	2.8	36.0	21.67	3.5	36.3	24.80	3.5	34.8
Professional specialty and technical	26.65	4.0	35.1	26.47	6.1	35.7	26.95	3.4	34.2
Executive, administrative, and managerial	28.53	3.5	40.1	28.12	4.0	40.3	30.30	8.2	39.1
Sales	16.14	8.8	30.9	16.14	8.8	30.9	—	—	—
Administrative support	15.11	5.3	37.3	15.42	6.1	38.2	13.51	4.1	33.3
Blue-collar occupations ⁵	15.77	4.1	37.4	15.59	4.5	37.3	18.26	5.1	39.8
Precision production, craft, and repair	20.91	2.7	39.8	21.17	3.0	39.8	19.10	5.0	40.0
Machine operators, assemblers, and inspectors	14.09	7.1	38.8	14.09	7.1	38.8	—	—	—
Transportation and material moving	18.08	4.9	38.4	17.83	5.8	38.3	—	—	—
Handlers, equipment cleaners, helpers, and laborers	11.67	5.6	32.2	11.17	5.4	31.4	15.72	11.9	40.0
Service occupations ⁵	12.19	5.5	28.2	9.60	3.9	26.3	18.25	5.8	33.9
Full time	19.54	2.6	40.1	18.79	3.1	40.1	22.99	3.0	40.3
Part time	10.76	4.5	19.7	9.79	5.0	20.1	16.49	7.4	17.7
Union	19.39	2.5	38.1	17.60	3.3	38.9	22.38	3.1	36.9
Nonunion	17.77	3.6	33.8	17.54	3.8	34.0	21.82	6.4	30.0
Time	18.28	2.5	35.2	17.42	3.0	35.2	22.27	2.9	35.3
Incentive	21.53	10.2	38.1	21.53	10.2	38.1	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	13.64	9.2	31.7	13.62	9.2	31.7	—	—	—
100-499 workers	16.74	3.3	35.3	16.47	3.6	35.2	21.10	6.1	36.2
500 workers or more	21.81	3.2	36.9	21.46	4.6	37.9	22.46	3.3	35.1

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, 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, Milwaukee-Racine, WI, September 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.37	2.4	\$17.55	2.9	\$22.27	2.9
All excluding sales	18.52	2.5	17.67	3.1	22.27	2.9
White collar	22.39	2.8	21.67	3.5	24.80	3.5
White collar excluding sales	23.38	2.8	22.86	3.6	24.80	3.5
Professional specialty and technical	26.65	4.0	26.47	6.1	26.95	3.4
Professional specialty	28.76	4.3	29.38	7.1	27.97	3.1
Engineers, architects, and surveyors	31.50	7.6	31.79	7.8	—	—
Mathematical and computer scientists	29.47	7.2	29.47	7.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.31	3.1	22.58	3.3	—	—
Registered nurses	23.62	3.4	23.82	3.5	—	—
Teachers, college and university	51.82	9.3	—	—	—	—
Teachers, except college and university	28.32	4.1	16.17	20.4	29.57	2.2
Elementary school teachers	28.37	1.7	27.00	4.9	28.43	1.8
Secondary school teachers	31.76	2.4	—	—	31.85	2.5
Teachers, n.e.c.	30.43	4.4	—	—	30.43	4.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.21	7.1	—	—	17.37	8.2
Social workers	17.67	7.7	—	—	18.18	7.6
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.69	11.3	26.03	11.4	—	—
Technical	18.86	3.8	19.15	4.4	17.50	5.1
Licensed practical nurses	16.13	1.9	16.26	2.0	—	—
Engineering technicians, n.e.c.	19.52	7.2	—	—	—	—
Executive, administrative, and managerial	28.53	3.5	28.12	4.0	30.30	8.2
Executives, administrators, and managers	31.09	4.2	30.62	5.0	32.53	7.9
Administrators and officials, public administration	28.50	10.6	—	—	28.50	10.6
Financial managers	28.97	5.5	28.97	5.5	—	—
Administrators, education and related fields	36.65	4.6	—	—	36.79	4.8
Managers, medicine and health	25.21	9.4	23.17	7.9	—	—
Managers and administrators, n.e.c.	35.22	6.1	35.54	6.2	—	—
Management related	24.43	5.9	24.80	6.3	—	—
Accountants and auditors	23.33	11.3	23.33	11.3	—	—
Management related, n.e.c.	28.06	9.6	28.16	9.7	—	—
Sales	16.14	8.8	16.14	8.8	—	—
Supervisors, sales	16.46	18.7	16.46	18.7	—	—
Sales representatives, mining, manufacturing, and wholesale	27.39	17.5	27.39	17.5	—	—
Sales workers, other commodities	9.21	14.5	9.21	14.5	—	—
Cashiers	7.37	8.6	7.37	8.6	—	—
Sales support, n.e.c.	13.21	23.3	13.21	23.3	—	—
Administrative support, including clerical	15.11	5.3	15.42	6.1	13.51	4.1
Secretaries	14.44	3.6	14.59	4.3	13.93	4.9
Records clerks, n.e.c.	15.12	4.6	15.12	4.6	—	—
Bookkeepers, accounting and auditing clerks	13.82	7.0	13.64	7.6	—	—
Production coordinators	15.91	5.9	15.91	5.9	—	—
General office clerks	12.04	6.8	—	—	13.45	8.0
Teachers' aides	11.45	6.7	—	—	11.45	6.7
Administrative support, n.e.c.	14.72	5.1	14.72	5.1	—	—
Blue collar	15.77	4.1	15.59	4.5	18.26	5.1
Precision production, craft, and repair	20.91	2.7	21.17	3.0	19.10	5.0
Industrial machinery repairers	21.84	6.4	21.84	6.4	—	—
Electricians	23.26	2.7	23.22	4.2	—	—
Supervisors, production	21.44	7.4	21.44	7.4	—	—
Tool and die makers	24.59	2.0	24.59	2.0	—	—
Machinists	18.33	4.6	18.33	4.6	—	—

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, Milwaukee-Racine, WI, September 2001 — 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						
Machine operators, assemblers, and inspectors	\$14.09	7.1	\$14.09	7.1	—	—
Punching and stamping press operators	15.75	2.9	15.75	2.9	—	—
Drilling and boring machine operators	15.97	12.3	15.97	12.3	—	—
Grinding, abrading, buffing, and polishing machine operators	12.60	11.8	12.60	11.8	—	—
Numerical control machine operators	20.60	4.5	20.60	4.5	—	—
Molding and casting machine operators	11.37	9.7	11.37	9.7	—	—
Packaging and filling machine operators	14.35	12.9	14.35	12.9	—	—
Miscellaneous machine operators, n.e.c.	15.04	8.7	15.04	8.7	—	—
Assemblers	11.71	15.9	11.71	15.9	—	—
Transportation and material moving	18.08	4.9	17.83	5.8	—	—
Truck drivers	17.55	7.2	17.44	13.8	—	—
Industrial truck and tractor equipment operators ..	15.43	8.2	15.43	8.2	—	—
Handlers, equipment cleaners, helpers, and laborers	11.67	5.6	11.17	5.4	\$15.72	11.9
Groundskeepers and gardeners, except farm	14.76	20.6	—	—	—	—
Production helpers	13.64	6.8	13.64	6.8	—	—
Hand packers and packagers	11.07	12.3	11.07	12.3	—	—
Laborers, except construction, n.e.c.	9.42	5.4	9.23	4.9	—	—
Service	12.19	5.5	9.60	3.9	18.25	5.8
Protective service	19.23	6.7	—	—	20.07	6.0
Police and detectives, public service	23.21	1.8	—	—	23.21	1.8
Food service	8.73	9.3	8.65	10.2	9.69	1.6
Waiters, waitresses, and bartenders	6.99	28.6	6.99	28.6	—	—
Waiters and waitresses	4.27	36.1	4.27	36.1	—	—
Other food service	9.09	10.3	9.03	11.4	9.69	1.6
Cooks	14.07	23.1	14.75	24.4	—	—
Kitchen workers, food preparation	9.09	8.0	9.09	8.0	—	—
Food preparation, n.e.c.	7.24	3.9	6.94	2.2	—	—
Health service	10.55	3.6	10.50	3.7	—	—
Health aides, except nursing	12.27	9.6	12.27	9.6	—	—
Nursing aides, orderlies and attendants	10.33	3.7	10.26	3.9	—	—
Cleaning and building service	12.43	9.9	10.04	5.4	16.96	11.1
Janitors and cleaners	10.95	6.3	9.67	3.0	14.06	5.9
Personal service	9.17	5.3	9.25	5.6	—	—
Service, n.e.c.	9.41	6.0	9.44	6.2	—	—

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

² 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, Milwaukee-Racine, WI, September 2001

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	\$19.54	2.6	\$18.79	3.1	\$22.99	3.0
All excluding sales	19.54	2.7	18.74	3.2	22.99	3.0
White collar	23.36	2.8	22.66	3.5	25.80	3.7
White collar excluding sales	23.83	2.9	23.18	3.7	25.80	3.7
Professional specialty and technical	27.39	4.3	27.33	6.7	27.48	3.7
Professional specialty	29.56	4.7	30.24	7.6	28.67	3.5
Engineers, architects, and surveyors	31.50	7.6	31.79	7.8	—	—
Mathematical and computer scientists	29.47	7.2	29.47	7.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.61	3.8	21.88	4.2	—	—
Registered nurses	23.20	4.4	23.44	4.5	—	—
Teachers, college and university	56.54	9.6	—	—	—	—
Teachers, except college and university	29.38	3.1	17.66	18.7	30.43	1.9
Elementary school teachers	28.52	1.9	—	—	28.57	2.0
Secondary school teachers	31.76	2.4	—	—	31.85	2.5
Teachers, n.e.c.	31.91	2.0	—	—	31.91	2.0
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.82	6.6	—	—	18.18	7.6
Social workers	17.67	7.7	—	—	18.18	7.6
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.23	12.2	26.23	12.2	—	—
Technical	19.28	4.1	19.68	4.8	17.59	5.2
Licensed practical nurses	15.92	2.7	16.05	2.8	—	—
Engineering technicians, n.e.c.	19.52	7.2	—	—	—	—
Executive, administrative, and managerial	28.56	3.6	28.12	4.0	30.51	8.5
Executives, administrators, and managers	31.13	4.3	30.62	5.0	32.74	8.2
Administrators and officials, public administration	28.50	10.6	—	—	28.50	10.6
Financial managers	28.97	5.5	28.97	5.5	—	—
Administrators, education and related fields	36.65	4.6	—	—	36.79	4.8
Managers, medicine and health	25.21	9.4	23.17	7.9	—	—
Managers and administrators, n.e.c.	35.22	6.1	35.54	6.2	—	—
Management related	24.45	5.9	24.80	6.3	—	—
Accountants and auditors	23.33	11.3	23.33	11.3	—	—
Management related, n.e.c.	28.16	9.7	28.16	9.7	—	—
Sales	19.55	8.6	19.55	8.6	—	—
Supervisors, sales	16.46	18.7	16.46	18.7	—	—
Sales representatives, mining, manufacturing, and wholesale	27.39	17.5	27.39	17.5	—	—
Administrative support, including clerical	15.50	5.3	15.67	6.0	14.40	3.5
Secretaries	14.45	3.6	14.61	4.3	13.93	4.9
Records clerks, n.e.c.	15.12	4.6	15.12	4.6	—	—
Bookkeepers, accounting and auditing clerks	14.06	7.1	13.87	7.6	—	—
Production coordinators	15.91	5.9	15.91	5.9	—	—
General office clerks	12.12	7.1	—	—	13.61	8.1
Administrative support, n.e.c.	14.97	4.5	14.97	4.5	—	—
Blue collar	16.52	4.2	16.37	4.6	18.40	5.1
Precision production, craft, and repair	20.99	2.7	21.27	3.0	19.10	5.0
Industrial machinery repairers	21.84	6.4	21.84	6.4	—	—
Electricians	23.26	2.7	23.22	4.2	—	—
Supervisors, production	21.44	7.4	21.44	7.4	—	—
Tool and die makers	24.59	2.0	24.59	2.0	—	—
Machinists	18.33	4.6	18.33	4.6	—	—
Machine operators, assemblers, and inspectors	14.21	7.2	14.21	7.2	—	—
Punching and stamping press operators	15.75	2.9	15.75	2.9	—	—
Drilling and boring machine operators	15.97	12.3	15.97	12.3	—	—

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, Milwaukee-Racine, WI, September 2001 — 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						
Machine operators, assemblers, and inspectors						
—Continued						
Grinding, abrading, buffing, and polishing machine operators	\$12.60	11.8	\$12.60	11.8	—	—
Numerical control machine operators	20.60	4.5	20.60	4.5	—	—
Packaging and filling machine operators	15.71	10.4	15.71	10.4	—	—
Miscellaneous machine operators, n.e.c.	15.04	8.7	15.04	8.7	—	—
Assemblers	11.81	16.5	11.81	16.5	—	—
Transportation and material moving	18.55	3.9	18.35	4.5	—	—
Truck drivers	18.01	6.9	—	—	—	—
Industrial truck and tractor equipment operators ..	15.43	8.2	15.43	8.2	—	—
Handlers, equipment cleaners, helpers, and laborers	13.61	5.3	13.10	5.4	\$16.02	11.7
Production helpers	13.64	6.8	13.64	6.8	—	—
Stock handlers and baggers	11.02	10.5	11.02	10.5	—	—
Hand packers and packagers	12.97	7.4	12.97	7.4	—	—
Laborers, except construction, n.e.c.	11.26	10.1	11.51	11.2	—	—
Service	14.18	5.8	10.75	4.7	19.27	5.3
Protective service	19.43	6.6	—	—	20.27	5.9
Police and detectives, public service	23.21	1.8	—	—	23.21	1.8
Food service	12.57	15.1	12.62	15.3	—	—
Other food service	12.31	16.8	12.36	17.0	—	—
Health service	10.69	3.1	10.62	3.2	—	—
Nursing aides, orderlies and attendants	10.36	2.6	10.25	2.7	—	—
Cleaning and building service	13.15	10.4	10.44	6.1	17.39	10.7
Janitors and cleaners	11.61	6.9	10.08	3.3	—	—
Personal service	9.70	7.8	9.70	7.8	—	—

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, Milwaukee-Racine, WI, September 2001

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	\$10.76	4.5	\$9.79	5.0	\$16.49	7.4
All excluding sales	11.29	4.8	10.25	5.5	16.49	7.4
White collar	14.62	6.6	12.97	8.7	18.67	8.5
White collar excluding sales	18.43	6.0	18.24	8.5	18.67	8.5
Professional specialty and technical	21.83	4.6	20.93	6.1	23.33	7.4
Professional specialty	23.42	4.9	23.27	6.4	23.59	7.7
Natural scientists	—	—	—	—	—	—
Health related	24.52	4.2	24.60	4.3	—	—
Registered nurses	24.57	4.3	24.66	4.5	—	—
Teachers, college and university	33.90	4.6	—	—	—	—
Teachers, except college and university	18.22	11.4	—	—	20.16	7.7
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.28	8.0	16.34	8.4	—	—
Licensed practical nurses	16.48	2.2	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.25	7.7	7.25	7.7	—	—
Sales workers, other commodities	6.86	12.4	6.86	12.4	—	—
Cashiers	6.54	5.4	6.54	5.4	—	—
Administrative support, including clerical	10.56	6.3	10.00	6.0	11.02	8.8
Teachers' aides	11.82	7.7	—	—	11.82	7.8
Blue collar	8.50	7.1	8.50	7.2	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	7.90	14.2	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.63	8.2	8.65	8.2	—	—
Laborers, except construction, n.e.c.	8.38	2.6	8.38	2.6	—	—
Service	8.18	5.0	8.08	5.5	9.18	3.4
Protective service	—	—	—	—	—	—
Food service	7.06	5.1	6.75	5.3	—	—
Waiters, waitresses, and bartenders	5.45	32.8	5.45	32.8	—	—
Waiters and waitresses	4.27	36.1	4.27	36.1	—	—
Other food service	7.48	3.9	7.13	2.8	—	—
Kitchen workers, food preparation	6.88	5.0	6.88	5.0	—	—
Food preparation, n.e.c.	7.23	4.0	6.92	1.9	—	—
Health service	10.31	8.1	10.31	8.1	—	—
Nursing aides, orderlies and attendants	10.28	8.5	10.28	8.5	—	—
Cleaning and building service	8.71	5.5	8.60	6.3	—	—
Janitors and cleaners	8.71	5.5	8.60	6.3	—	—
Personal service	7.97	4.1	8.07	4.8	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001

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	\$783	2.6	40.1	\$753	3.1	40.1	\$926	3.1	40.3
All excluding sales	783	2.7	40.1	750	3.3	40.0	926	3.1	40.3
White collar	939	3.0	40.2	914	3.7	40.3	1,027	3.8	39.8
White collar excluding sales	956	3.1	40.1	933	3.9	40.2	1,027	3.8	39.8
Professional specialty and technical	1,109	4.8	40.5	1,123	7.4	41.1	1,086	3.8	39.5
Professional specialty	1,205	5.3	40.8	1,257	8.7	41.6	1,140	3.5	39.8
Engineers, architects, and surveyors	1,277	7.3	40.6	1,290	7.5	40.6	-	-	-
Mathematical and computer scientists	1,184	8.3	40.2	1,184	8.3	40.2	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	886	3.5	41.0	901	3.8	41.2	-	-	-
Registered nurses	917	4.3	39.5	925	4.4	39.5	-	-	-
Teachers, college and university	2,691	12.0	47.6	-	-	-	-	-	-
Teachers, except college and university	1,172	3.2	39.9	705	18.6	39.9	1,214	1.9	39.9
Elementary school teachers	1,140	1.9	40.0	-	-	-	1,143	2.0	40.0
Secondary school teachers	1,271	2.4	40.0	-	-	-	1,274	2.5	40.0
Teachers, n.e.c.	1,263	2.8	39.6	-	-	-	1,263	2.8	39.6
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	711	6.5	39.9	-	-	-	726	7.5	39.9
Social workers	705	7.6	39.9	-	-	-	726	7.5	39.9
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,037	12.7	39.5	1,037	12.7	39.5	-	-	-
Technical	762	4.1	39.5	787	4.8	40.0	663	5.2	37.7
Licensed practical nurses	637	2.7	40.0	642	2.8	40.0	-	-	-
Engineering technicians, n.e.c.	761	6.2	39.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,158	3.4	40.5	1,134	3.8	40.3	1,265	7.7	41.5
Executives, administrators, and managers	1,285	3.7	41.3	1,259	4.5	41.1	1,370	5.3	41.8
Administrators and officials, public administration	1,283	5.3	45.0	-	-	-	1,283	5.3	45.0
Financial managers	1,239	7.6	42.8	1,239	7.6	42.8	-	-	-
Administrators, education and related fields	1,486	4.5	40.5	-	-	-	1,494	4.7	40.6
Managers, medicine and health	985	10.1	39.1	903	8.9	39.0	-	-	-
Managers and administrators, n.e.c.	1,400	5.9	39.7	1,425	5.8	40.1	-	-	-
Management related	964	5.8	39.4	976	6.1	39.4	-	-	-
Accountants and auditors	928	11.5	39.8	928	11.5	39.8	-	-	-
Management related, n.e.c.	1,091	9.9	38.8	1,091	9.9	38.8	-	-	-
Sales	797	8.9	40.8	797	8.9	40.8	-	-	-
Supervisors, sales	675	17.7	41.0	675	17.7	41.0	-	-	-
Sales representatives, mining, manufacturing, and wholesale	1,178	19.7	43.0	1,178	19.7	43.0	-	-	-
Administrative support, including clerical	610	5.2	39.3	617	5.8	39.4	561	3.9	39.0
Secretaries	568	3.8	39.3	576	4.5	39.4	540	6.3	38.8
Records clerks, n.e.c.	584	4.6	38.6	584	4.6	38.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001 — 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									
Bookkeepers, accounting and auditing clerks	\$562	7.1	40.0	\$555	7.6	40.0	—	—	—
Production coordinators	640	5.9	40.2	640	5.9	40.2	—	—	—
General office clerks	470	7.8	38.8	—	—	—	\$541	7.5	39.7
Administrative support, n.e.c.	577	3.7	38.5	577	3.7	38.5	—	—	—
Blue collar	661	4.2	40.0	655	4.6	40.0	736	5.1	40.0
Precision production, craft, and repair	842	2.7	40.1	853	3.0	40.1	764	5.0	40.0
Industrial machinery repairers	874	6.4	40.0	874	6.4	40.0	—	—	—
Electricians	931	2.7	40.0	929	4.2	40.0	—	—	—
Supervisors, production	872	7.5	40.7	872	7.5	40.7	—	—	—
Tool and die makers	984	2.0	40.0	984	2.0	40.0	—	—	—
Machinists	733	4.6	40.0	733	4.6	40.0	—	—	—
Machine operators, assemblers, and inspectors	569	7.2	40.0	569	7.2	40.0	—	—	—
Punching and stamping press operators	630	2.9	40.0	630	2.9	40.0	—	—	—
Drilling and boring machine operators	639	12.3	40.0	639	12.3	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	504	11.8	40.0	504	11.8	40.0	—	—	—
Numerical control machine operators	824	4.5	40.0	824	4.5	40.0	—	—	—
Packaging and filling machine operators	628	10.4	40.0	628	10.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	602	8.7	40.0	602	8.7	40.0	—	—	—
Assemblers	472	16.5	40.0	472	16.5	40.0	—	—	—
Transportation and material moving	742	3.9	40.0	734	4.5	40.0	—	—	—
Truck drivers	720	6.9	40.0	—	—	—	—	—	—
Industrial truck and tractor equipment operators	617	8.2	40.0	617	8.2	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	544	5.4	40.0	524	5.4	40.0	641	11.7	40.0
Production helpers	546	6.8	40.0	546	6.8	40.0	—	—	—
Stock handlers and baggers	439	10.5	39.8	439	10.5	39.8	—	—	—
Hand packers and packagers	519	7.4	40.0	519	7.4	40.0	—	—	—
Laborers, except construction, n.e.c.	450	10.1	40.0	460	11.2	40.0	—	—	—
Service	567	6.5	40.0	417	5.0	38.8	807	6.0	41.9
Protective service	829	7.4	42.6	—	—	—	869	6.6	42.9
Police and detectives, public service	915	2.0	39.4	—	—	—	915	2.0	39.4
Food service	479	15.9	38.1	487	16.0	38.6	—	—	—
Other food service	467	17.6	37.9	475	17.7	38.4	—	—	—
Health service	418	3.7	39.1	415	3.9	39.1	—	—	—
Nursing aides, orderlies and attendants	404	3.2	39.0	398	3.3	38.9	—	—	—

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, Milwaukee-Racine, WI, September 2001 — 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									
Cleaning and building service	\$503	11.8	38.3	\$390	8.4	37.3	\$692	10.9	39.8
Janitors and cleaners	434	9.5	37.4	367	7.7	36.3	—	—	—
Personal service	388	7.8	40.0	388	7.8	40.0	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001

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	\$39,834	2.6	2,039	\$38,992	3.1	2,075	\$43,386	3.1	1,887
All excluding sales	39,747	2.7	2,034	38,827	3.3	2,072	43,386	3.1	1,887
White collar	46,833	3.0	2,005	47,389	3.7	2,091	45,192	3.8	1,751
White collar excluding sales	47,460	3.1	1,991	48,354	3.9	2,086	45,192	3.8	1,751
Professional specialty and technical	52,550	4.8	1,919	57,999	7.4	2,123	45,681	3.8	1,662
Professional specialty	55,765	5.3	1,887	64,692	8.7	2,139	46,864	3.5	1,635
Engineers, architects, and surveyors	66,427	7.3	2,109	67,091	7.5	2,110	-	-	-
Mathematical and computer scientists	61,586	8.3	2,090	61,586	8.3	2,090	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	46,087	3.5	2,132	46,853	3.8	2,141	-	-	-
Registered nurses	47,664	4.3	2,055	48,119	4.4	2,053	-	-	-
Teachers, college and university Teachers, except college and university	119,999	12.0	2,123	-	-	-	-	-	-
Elementary school teachers ...	45,614	3.2	1,552	32,843	18.6	1,860	46,553	1.9	1,530
Secondary school teachers ...	43,956	1.9	1,541	-	-	-	44,081	2.0	1,543
Teachers, n.e.c.	48,588	2.4	1,530	-	-	-	48,736	2.5	1,530
Librarians, archivists, and curators	48,226	2.8	1,511	-	-	-	48,226	2.8	1,511
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	36,616	6.5	2,055	-	-	-	37,290	7.5	2,051
Lawyers and judges	36,235	7.6	2,051	-	-	-	37,290	7.5	2,051
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	53,931	12.7	2,056	53,931	12.7	2,056	-	-	-
Licensed practical nurses	39,515	4.1	2,050	40,939	4.8	2,080	34,021	5.2	1,934
Engineering technicians, n.e.c.	33,115	2.7	2,080	33,379	2.8	2,080	-	-	-
Engineering technicians, n.e.c.	39,548	6.2	2,026	-	-	-	-	-	-
Executive, administrative, and managerial	59,560	3.4	2,086	58,939	3.8	2,096	62,268	7.7	2,041
Executives, administrators, and managers	65,656	3.7	2,109	65,364	4.5	2,135	66,534	5.3	2,032
Administrators and officials, public administration	66,708	5.3	2,341	-	-	-	66,708	5.3	2,341
Financial managers	64,423	7.6	2,224	64,423	7.6	2,224	-	-	-
Administrators, education and related fields	66,970	4.5	1,827	-	-	-	67,413	4.7	1,833
Managers, medicine and health	51,206	10.1	2,031	46,942	8.9	2,026	-	-	-
Managers and administrators, n.e.c.	72,792	5.9	2,067	74,108	5.8	2,085	-	-	-
Management related	50,117	5.8	2,049	50,749	6.1	2,046	-	-	-
Accountants and auditors	48,262	11.5	2,069	48,262	11.5	2,069	-	-	-
Management related, n.e.c.	56,745	9.9	2,015	56,745	9.9	2,015	-	-	-
Sales	41,465	8.9	2,122	41,465	8.9	2,122	-	-	-
Supervisors, sales	35,125	17.7	2,134	35,125	17.7	2,134	-	-	-
Sales representatives, mining, manufacturing, and wholesale	61,256	19.7	2,237	61,256	19.7	2,237	-	-	-
Administrative support, including clerical	31,220	5.2	2,014	32,078	5.8	2,047	26,222	3.9	1,820
Secretaries	28,631	3.8	1,981	29,940	4.5	2,050	24,718	6.3	1,775
Records clerks, n.e.c.	30,369	4.6	2,009	30,369	4.6	2,009	-	-	-

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, Milwaukee-Racine, WI, September 2001 — 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									
Bookkeepers, accounting and auditing clerks	\$29,031	7.1	2,065	\$28,848	7.6	2,080	—	—	—
Production coordinators	33,257	5.9	2,091	33,257	5.9	2,091	—	—	—
General office clerks	23,747	7.8	1,960	—	—	—	\$26,389	7.5	1,938
Administrative support, n.e.c.	29,984	3.7	2,002	29,984	3.7	2,002	—	—	—
Blue collar	34,220	4.2	2,071	33,897	4.6	2,070	38,279	5.1	2,080
Precision production, craft, and repair	43,762	2.7	2,085	44,350	3.0	2,086	39,726	5.0	2,080
Industrial machinery repairers	45,436	6.4	2,080	45,436	6.4	2,080	—	—	—
Electricians	48,388	2.7	2,080	48,291	4.2	2,080	—	—	—
Supervisors, production	45,345	7.5	2,114	45,345	7.5	2,114	—	—	—
Tool and die makers	51,147	2.0	2,080	51,147	2.0	2,080	—	—	—
Machinists	38,124	4.6	2,080	38,124	4.6	2,080	—	—	—
Machine operators, assemblers, and inspectors	29,564	7.2	2,080	29,565	7.2	2,080	—	—	—
Punching and stamping press operators	32,765	2.9	2,080	32,765	2.9	2,080	—	—	—
Drilling and boring machine operators	33,220	12.3	2,080	33,220	12.3	2,080	—	—	—
Grinding, abrading, buffing, and polishing machine operators	26,207	11.8	2,080	26,207	11.8	2,080	—	—	—
Numerical control machine operators	42,843	4.5	2,080	42,843	4.5	2,080	—	—	—
Packaging and filling machine operators	32,675	10.4	2,080	32,675	10.4	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	31,280	8.7	2,080	31,280	8.7	2,080	—	—	—
Assemblers	24,562	16.5	2,080	24,562	16.5	2,080	—	—	—
Transportation and material moving	38,584	3.9	2,080	38,155	4.5	2,080	—	—	—
Truck drivers	37,463	6.9	2,080	—	—	—	—	—	—
Industrial truck and tractor equipment operators	32,090	8.2	2,080	32,090	8.2	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,323	5.4	2,007	26,108	5.4	1,993	33,315	11.7	2,080
Production helpers	28,371	6.8	2,080	28,371	6.8	2,080	—	—	—
Stock handlers and baggers	22,810	10.5	2,071	22,810	10.5	2,071	—	—	—
Hand packers and packagers	26,986	7.4	2,080	26,986	7.4	2,080	—	—	—
Laborers, except construction, n.e.c.	23,420	10.1	2,080	23,935	11.2	2,080	—	—	—
Service	29,335	6.5	2,068	21,582	5.0	2,008	41,711	6.0	2,165
Protective service	43,095	7.4	2,218	—	—	—	45,203	6.6	2,230
Police and detectives, public service	47,558	2.0	2,049	—	—	—	47,558	2.0	2,049
Food service	24,178	15.9	1,923	24,820	16.0	1,967	—	—	—
Other food service	23,503	17.6	1,909	24,178	17.7	1,957	—	—	—
Health service	21,737	3.7	2,034	21,559	3.9	2,031	—	—	—
Nursing aides, orderlies and attendants	20,989	3.2	2,026	20,713	3.3	2,022	—	—	—

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, Milwaukee-Racine, WI, September 2001 — 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									
Cleaning and building service	\$26,041	11.8	1,980	\$20,276	8.4	1,942	\$35,562	10.9	2,045
Janitors and cleaners	22,587	9.5	1,945	19,061	7.7	1,890	—	—	—
Personal service	20,167	7.8	2,080	20,167	7.8	2,080	—	—	—

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

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

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

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

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

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

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

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.37	2.4	\$17.55	2.9	\$22.27	2.9
All excluding sales	18.52	2.5	17.67	3.1	22.27	2.9
White collar	22.39	2.8	21.67	3.5	24.80	3.5
1	7.08	4.0	7.08	4.0	—	—
2	8.32	8.2	8.01	9.3	—	—
3	11.13	4.3	11.26	4.5	9.87	12.2
4	14.24	5.8	14.21	6.8	14.38	7.7
5	14.61	4.3	14.80	5.1	13.85	4.3
6	16.99	3.0	17.14	3.1	14.79	1.4
7	19.68	3.5	20.47	3.7	16.62	4.4
8	20.70	2.2	21.01	2.7	19.55	3.1
9	28.38	2.3	25.88	3.1	30.45	3.1
10	24.56	3.3	24.33	3.8	—	—
11	32.87	3.3	32.66	3.6	34.32	6.1
12	31.90	4.2	31.47	4.7	—	—
13	45.95	3.1	—	—	—	—
Not able to be leveled	36.48	21.3	—	—	—	—
White collar excluding sales	23.38	2.8	22.86	3.6	24.80	3.5
2	10.09	2.9	10.13	4.1	—	—
3	11.86	3.7	12.11	3.7	9.87	12.2
4	13.83	4.9	13.67	5.8	14.38	7.7
5	14.35	2.9	14.51	3.6	13.85	4.3
6	17.02	3.2	17.20	3.4	14.79	1.4
7	19.03	3.5	19.87	3.6	16.62	4.4
8	20.66	2.2	20.97	2.8	19.55	3.1
9	28.47	2.3	26.00	3.2	30.45	3.1
10	24.56	3.3	24.33	3.8	—	—
11	31.79	2.5	31.36	2.6	34.32	6.1
12	31.72	4.4	31.26	4.9	—	—
13	45.95	3.1	—	—	—	—
Not able to be leveled	38.57	21.0	—	—	—	—
Professional specialty and technical	26.65	4.0	26.47	6.1	26.95	3.4
Professional specialty	28.76	4.3	29.38	7.1	27.97	3.1
7	18.86	6.2	20.93	3.8	17.12	9.0
8	21.37	2.7	22.74	2.6	18.80	4.6
9	28.52	2.4	25.51	3.5	30.34	2.8
11	34.94	4.9	33.85	4.5	—	—
12	24.47	12.5	—	—	—	—
Not able to be leveled	49.73	18.0	—	—	—	—
Engineers, architects, and surveyors	31.50	7.6	31.79	7.8	—	—
Mathematical and computer scientists	29.47	7.2	29.47	7.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.31	3.1	22.58	3.3	—	—
7	21.38	3.3	21.14	3.7	—	—
8	22.13	3.0	22.88	3.0	—	—
9	25.33	5.2	25.37	5.3	—	—
Registered nurses	23.62	3.4	23.82	3.5	—	—
7	21.38	3.3	21.14	3.7	—	—
8	22.58	2.9	22.88	3.0	—	—
9	25.66	5.5	25.71	5.6	—	—
Teachers, college and university	51.82	9.3	—	—	—	—
Teachers, except college and university	28.32	4.1	16.17	20.4	29.57	2.2
9	30.17	1.8	—	—	30.21	1.8
Elementary school teachers	28.37	1.7	27.00	4.9	28.43	1.8
9	28.41	1.7	—	—	28.43	1.8
Secondary school teachers	31.76	2.4	—	—	31.85	2.5
9	31.14	2.7	—	—	—	—
Teachers, n.e.c.	30.43	4.4	—	—	30.43	4.4
9	31.96	1.9	—	—	31.96	1.9
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.21	7.1	—	—	17.37	8.2
9	20.38	6.2	—	—	—	—
Social workers	17.67	7.7	—	—	18.18	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, Milwaukee-Racine, WI, September 2001** — 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						
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	\$25.69	11.3	\$26.03	11.4	–	–
Technical	18.86	3.8	19.15	4.4	\$17.50	5.1
5	15.46	5.4	15.46	5.4	–	–
6	17.00	2.3	17.15	2.3	–	–
7	20.50	5.4	21.46	4.5	–	–
8	19.64	6.9	19.41	7.1	–	–
Licensed practical nurses	16.13	1.9	16.26	2.0	–	–
6	16.20	2.7	–	–	–	–
Engineering technicians, n.e.c.	19.52	7.2	–	–	–	–
Executive, administrative, and managerial	28.53	3.5	28.12	4.0	30.30	8.2
7	17.55	6.7	17.55	6.7	–	–
8	20.66	4.0	20.60	4.8	–	–
9	28.30	7.0	26.31	6.9	–	–
10	23.14	6.9	–	–	–	–
11	31.80	2.9	31.56	3.3	–	–
12	35.53	4.2	35.01	4.5	–	–
Executives, administrators, and managers	31.09	4.2	30.62	5.0	32.53	7.9
9	28.96	9.0	25.11	6.5	–	–
10	23.66	9.4	–	–	–	–
11	31.14	2.7	30.72	3.2	–	–
12	35.01	5.8	34.15	6.4	–	–
Administrators and officials, public administration	28.50	10.6	–	–	28.50	10.6
Financial managers	28.97	5.5	28.97	5.5	–	–
Administrators, education and related fields	36.65	4.6	–	–	36.79	4.8
Managers, medicine and health	25.21	9.4	23.17	7.9	–	–
Managers and administrators, n.e.c.	35.22	6.1	35.54	6.2	–	–
12	36.93	5.2	36.93	5.2	–	–
Management related	24.43	5.9	24.80	6.3	–	–
8	19.61	5.1	–	–	–	–
9	27.02	8.4	27.20	8.5	–	–
Accountants and auditors	23.33	11.3	23.33	11.3	–	–
Management related, n.e.c.	28.06	9.6	28.16	9.7	–	–
Sales	16.14	8.8	16.14	8.8	–	–
1	6.71	2.5	6.71	2.5	–	–
2	6.64	6.6	6.64	6.6	–	–
4	15.58	16.3	15.58	16.3	–	–
5	15.80	16.3	15.80	16.3	–	–
7	22.17	9.7	22.17	9.7	–	–
Supervisors, sales	16.46	18.7	16.46	18.7	–	–
Sales representatives, mining, manufacturing, and wholesale	27.39	17.5	27.39	17.5	–	–
Sales workers, other commodities	9.21	14.5	9.21	14.5	–	–
Cashiers	7.37	8.6	7.37	8.6	–	–
Sales support, n.e.c.	13.21	23.3	13.21	23.3	–	–
Administrative support, including clerical	15.11	5.3	15.42	6.1	13.51	4.1
2	10.09	2.9	10.13	4.1	–	–
3	11.88	3.8	12.14	3.8	9.87	12.2
4	13.63	5.1	13.72	5.9	13.16	7.1
5	14.08	2.0	14.14	2.8	13.96	2.2
6	15.95	4.0	16.08	4.3	–	–
7	18.24	5.4	18.94	6.0	–	–
Secretaries	14.44	3.6	14.59	4.3	13.93	4.9
4	13.86	6.4	13.91	7.5	–	–
Records clerks, n.e.c.	15.12	4.6	15.12	4.6	–	–
Bookkeepers, accounting and auditing clerks	13.82	7.0	13.64	7.6	–	–
Production coordinators	15.91	5.9	15.91	5.9	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001** — 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						
General office clerks	\$12.04	6.8	—	—	\$13.45	8.0
4	14.16	8.0	—	—	—	—
Teachers' aides	11.45	6.7	—	—	11.45	6.7
Administrative support, n.e.c.	14.72	5.1	\$14.72	5.1	—	—
4	11.67	2.6	11.67	2.6	—	—
Blue collar	15.77	4.1	15.59	4.5	18.26	5.1
1	8.57	6.2	8.53	6.1	—	—
2	11.10	7.9	11.31	8.0	—	—
3	14.26	6.2	13.97	6.7	—	—
4	15.93	4.9	15.82	5.4	—	—
5	17.70	4.2	17.63	4.6	—	—
6	18.54	2.2	18.56	2.5	—	—
7	21.67	2.5	21.42	2.6	—	—
8	25.09	7.9	25.09	7.9	—	—
9	27.31	6.4	27.31	6.4	—	—
Precision production, craft, and repair	20.91	2.7	21.17	3.0	19.10	5.0
5	16.93	3.5	16.90	4.4	—	—
6	19.05	2.6	19.29	3.3	—	—
7	22.36	2.6	22.29	2.7	—	—
8	24.83	11.4	24.83	11.4	—	—
9	27.31	6.4	27.31	6.4	—	—
Industrial machinery repairers	21.84	6.4	21.84	6.4	—	—
Electricians	23.26	2.7	23.22	4.2	—	—
7	22.64	1.9	—	—	—	—
Supervisors, production	21.44	7.4	21.44	7.4	—	—
Tool and die makers	24.59	2.0	24.59	2.0	—	—
7	24.47	2.2	24.47	2.2	—	—
Machinists	18.33	4.6	18.33	4.6	—	—
Machine operators, assemblers, and inspectors	14.09	7.1	14.09	7.1	—	—
1	7.95	8.1	7.95	8.1	—	—
2	11.24	7.3	11.24	7.3	—	—
3	14.29	8.6	14.29	8.6	—	—
4	15.52	7.1	15.53	7.1	—	—
5	17.26	4.0	17.26	4.0	—	—
6	17.79	4.6	17.79	4.6	—	—
7	19.94	5.6	19.94	5.6	—	—
Punching and stamping press operators	15.75	2.9	15.75	2.9	—	—
Drilling and boring machine operators	15.97	12.3	15.97	12.3	—	—
Grinding, abrading, buffing, and polishing machine operators	12.60	11.8	12.60	11.8	—	—
Numerical control machine operators	20.60	4.5	20.60	4.5	—	—
7	21.46	3.7	21.46	3.7	—	—
Molding and casting machine operators	11.37	9.7	11.37	9.7	—	—
Packaging and filling machine operators	14.35	12.9	14.35	12.9	—	—
Miscellaneous machine operators, n.e.c.	15.04	8.7	15.04	8.7	—	—
3	12.20	7.1	12.20	7.1	—	—
Assemblers	11.71	15.9	11.71	15.9	—	—
3	17.74	12.0	17.74	12.0	—	—
Transportation and material moving	18.08	4.9	17.83	5.8	—	—
3	15.57	4.9	13.85	5.9	—	—
Truck drivers	17.55	7.2	17.44	13.8	—	—
Industrial truck and tractor equipment operators ..	15.43	8.2	15.43	8.2	—	—
3	14.17	7.7	14.17	7.7	—	—
Handlers, equipment cleaners, helpers, and laborers	11.67	5.6	11.17	5.4	15.72	11.9
1	9.18	5.8	9.11	5.8	—	—
2	11.07	15.3	11.60	15.9	—	—
3	12.47	7.9	12.47	7.9	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
4	\$15.91	3.9	—	—	—	—
Groundskeepers and gardeners, except farm	14.76	20.6	—	—	—	—
Production helpers	13.64	6.8	\$13.64	6.8	—	—
Hand packers and packagers	11.07	12.3	11.07	12.3	—	—
Laborers, except construction, n.e.c.	9.42	5.4	9.23	4.9	—	—
1	8.63	2.5	8.63	2.5	—	—
Service	12.19	5.5	9.60	3.9	\$18.25	5.8
1	7.96	5.7	7.74	6.1	—	—
2	10.32	6.6	9.78	5.9	—	—
3	10.22	4.9	9.66	3.7	12.31	7.6
4	10.00	4.9	9.75	5.4	—	—
5	12.20	7.7	—	—	—	—
7	20.16	5.9	—	—	20.46	6.9
Protective service	19.23	6.7	—	—	20.07	6.0
Police and detectives, public service	23.21	1.8	—	—	23.21	1.8
Food service	8.73	9.3	8.65	10.2	9.69	1.6
1	7.29	6.8	7.13	7.2	—	—
2	7.54	27.4	7.54	27.4	—	—
3	9.33	8.8	—	—	—	—
Waiters, waitresses, and bartenders	6.99	28.6	6.99	28.6	—	—
Waiters and waitresses	4.27	36.1	4.27	36.1	—	—
Other food service	9.09	10.3	9.03	11.4	9.69	1.6
1	7.68	5.9	7.53	6.1	—	—
3	9.33	8.8	—	—	—	—
Cooks	14.07	23.1	14.75	24.4	—	—
Kitchen workers, food preparation	9.09	8.0	9.09	8.0	—	—
1	9.23	5.9	9.23	5.9	—	—
Food preparation, n.e.c.	7.24	3.9	6.94	2.2	—	—
1	7.19	4.0	6.94	2.2	—	—
Health service	10.55	3.6	10.50	3.7	—	—
2	10.90	6.3	10.90	6.3	—	—
3	9.74	4.5	9.73	4.6	—	—
4	10.78	2.6	10.80	2.7	—	—
Health aides, except nursing	12.27	9.6	12.27	9.6	—	—
Nursing aides, orderlies and attendants	10.33	3.7	10.26	3.9	—	—
2	10.90	6.3	10.90	6.3	—	—
3	9.67	4.9	9.65	5.1	—	—
Cleaning and building service	12.43	9.9	10.04	5.4	16.96	11.1
1	9.36	5.1	8.94	4.1	—	—
2	11.62	9.1	10.07	3.0	—	—
3	12.31	12.2	—	—	—	—
Janitors and cleaners	10.95	6.3	9.67	3.0	14.06	5.9
1	9.38	5.6	8.92	4.6	—	—
2	12.36	8.9	10.61	.9	—	—
3	12.31	12.2	—	—	—	—
Personal service	9.17	5.3	9.25	5.6	—	—
1	9.09	11.3	—	—	—	—
Service, n.e.c.	9.41	6.0	9.44	6.2	—	—

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

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

³ 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, Milwaukee-Racine, WI, September 2001

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	\$19.54	2.6	\$18.79	3.1	\$22.99	3.0
All excluding sales	19.54	2.7	18.74	3.2	22.99	3.0
White collar	23.36	2.8	22.66	3.5	25.80	3.7
3	11.69	4.2	11.70	4.5	—	—
4	14.56	5.8	14.49	6.7	14.95	7.5
5	14.85	4.4	14.97	5.1	14.13	2.6
6	17.01	3.1	17.13	3.2	—	—
7	19.68	3.8	20.50	3.9	16.27	4.2
8	20.39	2.3	20.55	2.8	19.76	3.3
9	28.37	2.5	25.90	3.3	30.41	3.4
10	24.50	3.5	24.38	4.0	—	—
11	32.88	3.3	32.66	3.6	34.40	6.3
12	31.90	4.2	31.47	4.7	—	—
White collar excluding sales	23.83	2.9	23.18	3.7	25.80	3.7
3	12.11	3.6	12.15	3.8	—	—
4	14.06	4.9	13.84	5.6	14.95	7.5
5	14.57	2.6	14.66	3.1	14.13	2.6
6	17.05	3.4	17.20	3.6	—	—
7	18.96	3.8	19.85	4.0	16.27	4.2
8	20.33	2.3	20.49	2.8	19.76	3.3
9	28.47	2.5	26.02	3.4	30.41	3.4
10	24.50	3.5	24.38	4.0	—	—
11	31.79	2.5	31.36	2.6	34.40	6.3
12	31.72	4.4	31.26	4.9	—	—
Professional specialty and technical	27.39	4.3	27.33	6.7	27.48	3.7
Professional specialty	29.56	4.7	30.24	7.6	28.67	3.5
7	18.79	7.9	21.15	4.3	—	—
8	20.73	3.0	21.85	2.9	—	—
9	28.49	2.6	25.49	3.7	30.24	3.1
11	35.03	5.0	33.85	4.5	—	—
12	24.47	12.5	—	—	—	—
Engineers, architects, and surveyors	31.50	7.6	31.79	7.8	—	—
Mathematical and computer scientists	29.47	7.2	29.47	7.2	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.61	3.8	21.88	4.2	—	—
8	21.13	2.9	21.79	3.8	—	—
9	25.21	6.0	25.26	6.0	—	—
Registered nurses	23.20	4.4	23.44	4.5	—	—
8	21.46	3.5	21.79	3.8	—	—
9	25.64	6.7	25.71	6.8	—	—
Teachers, college and university	56.54	9.6	—	—	—	—
Teachers, except college and university	29.38	3.1	17.66	18.7	30.43	1.9
9	30.26	1.9	—	—	30.30	1.9
Elementary school teachers	28.52	1.9	—	—	28.57	2.0
9	28.56	1.9	—	—	28.57	2.0
Secondary school teachers	31.76	2.4	—	—	31.85	2.5
9	31.14	2.7	—	—	—	—
Teachers, n.e.c.	31.91	2.0	—	—	31.91	2.0
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.82	6.6	—	—	18.18	7.6
9	20.38	6.2	—	—	—	—
Social workers	17.67	7.7	—	—	18.18	7.6
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.23	12.2	26.23	12.2	—	—
Technical	19.28	4.1	19.68	4.8	17.59	5.2
5	15.46	5.9	15.46	5.9	—	—
6	17.02	2.7	17.15	2.7	—	—
7	20.56	6.2	21.77	4.9	—	—
8	19.67	7.2	—	—	—	—
Licensed practical nurses	15.92	2.7	16.05	2.8	—	—
Engineering technicians, n.e.c.	19.52	7.2	—	—	—	—

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, Milwaukee-Racine, WI, September 2001 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial	\$28.56	3.6	\$28.12	4.0	\$30.51	8.5
7	17.55	6.7	17.55	6.7	—	—
8	20.66	4.0	20.60	4.8	—	—
9	28.37	7.1	26.31	6.9	—	—
10	22.45	7.4	—	—	—	—
11	31.80	2.9	31.56	3.3	—	—
12	35.53	4.2	35.01	4.5	—	—
Executives, administrators, and managers	31.13	4.3	30.62	5.0	32.74	8.2
9	28.96	9.0	25.11	6.5	—	—
11	31.14	2.7	30.72	3.2	—	—
12	35.01	5.8	34.15	6.4	—	—
Administrators and officials, public administration	28.50	10.6	—	—	28.50	10.6
Financial managers	28.97	5.5	28.97	5.5	—	—
Administrators, education and related fields	36.65	4.6	—	—	36.79	4.8
Managers, medicine and health	25.21	9.4	23.17	7.9	—	—
Managers and administrators, n.e.c.	35.22	6.1	35.54	6.2	—	—
12	36.93	5.2	36.93	5.2	—	—
Management related	24.45	5.9	24.80	6.3	—	—
8	19.61	5.1	—	—	—	—
9	27.20	8.5	27.20	8.5	—	—
Accountants and auditors	23.33	11.3	23.33	11.3	—	—
Management related, n.e.c.	28.16	9.7	28.16	9.7	—	—
Sales	19.55	8.6	19.55	8.6	—	—
4	16.20	16.4	16.20	16.4	—	—
5	16.02	16.5	16.02	16.5	—	—
7	22.17	9.7	22.17	9.7	—	—
Supervisors, sales	16.46	18.7	16.46	18.7	—	—
Sales representatives, mining, manufacturing, and wholesale	27.39	17.5	27.39	17.5	—	—
Administrative support, including clerical	15.50	5.3	15.67	6.0	14.40	3.5
3	12.11	3.6	12.15	3.8	—	—
4	13.82	5.0	13.84	5.6	13.72	8.1
5	14.12	2.2	14.11	2.9	14.13	2.6
6	15.95	4.0	16.08	4.3	—	—
7	18.24	5.4	18.94	6.0	—	—
Secretaries	14.45	3.6	14.61	4.3	13.93	4.9
4	13.83	6.5	13.88	7.7	—	—
Records clerks, n.e.c.	15.12	4.6	15.12	4.6	—	—
Bookkeepers, accounting and auditing clerks	14.06	7.1	13.87	7.6	—	—
Production coordinators	15.91	5.9	15.91	5.9	—	—
General office clerks	12.12	7.1	—	—	13.61	8.1
4	14.16	8.0	—	—	—	—
Administrative support, n.e.c.	14.97	4.5	14.97	4.5	—	—
Blue collar	16.52	4.2	16.37	4.6	18.40	5.1
1	9.10	11.3	9.04	11.2	—	—
2	11.54	8.4	11.80	8.5	—	—
3	14.34	6.3	14.05	6.8	—	—
4	15.93	4.9	15.82	5.4	—	—
5	18.11	2.7	18.07	3.0	—	—
6	18.54	2.2	18.56	2.5	—	—
7	21.67	2.5	21.42	2.6	—	—
8	25.09	7.9	25.09	7.9	—	—
9	27.31	6.4	27.31	6.4	—	—
Precision production, craft, and repair	20.99	2.7	21.27	3.0	19.10	5.0
5	16.93	3.5	16.90	4.4	—	—
6	19.05	2.6	19.29	3.3	—	—
7	22.36	2.6	22.29	2.7	—	—
8	24.83	11.4	24.83	11.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
9	\$27.31	6.4	\$27.31	6.4	—	—
Industrial machinery repairers	21.84	6.4	21.84	6.4	—	—
Electricians	23.26	2.7	23.22	4.2	—	—
7	22.64	1.9	—	—	—	—
Supervisors, production	21.44	7.4	21.44	7.4	—	—
Tool and die makers	24.59	2.0	24.59	2.0	—	—
7	24.47	2.2	24.47	2.2	—	—
Machinists	18.33	4.6	18.33	4.6	—	—
Machine operators, assemblers, and inspectors						
2	14.21	7.2	14.21	7.2	—	—
2	11.73	7.2	11.73	7.2	—	—
3	14.29	8.6	14.29	8.6	—	—
4	15.52	7.1	15.53	7.1	—	—
5	17.26	4.0	17.26	4.0	—	—
6	17.79	4.6	17.79	4.6	—	—
7	19.94	5.6	19.94	5.6	—	—
Punching and stamping press operators	15.75	2.9	15.75	2.9	—	—
Drilling and boring machine operators	15.97	12.3	15.97	12.3	—	—
Grinding, abrading, buffing, and polishing machine operators	12.60	11.8	12.60	11.8	—	—
Numerical control machine operators	20.60	4.5	20.60	4.5	—	—
7	21.46	3.7	21.46	3.7	—	—
Packaging and filling machine operators	15.71	10.4	15.71	10.4	—	—
Miscellaneous machine operators, n.e.c.	15.04	8.7	15.04	8.7	—	—
3	12.20	7.1	12.20	7.1	—	—
Assemblers	11.81	16.5	11.81	16.5	—	—
3	17.74	12.0	17.74	12.0	—	—
Transportation and material moving						
3	18.55	3.9	18.35	4.5	—	—
3	15.99	4.5	14.29	6.2	—	—
Truck drivers	18.01	6.9	—	—	—	—
Industrial truck and tractor equipment operators ..	15.43	8.2	15.43	8.2	—	—
3	14.17	7.7	14.17	7.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	13.61	5.3	13.10	5.4	\$16.02	11.7
1	12.18	8.5	12.05	8.9	—	—
2	11.47	16.5	12.13	17.0	—	—
3	12.67	8.1	12.67	8.1	—	—
4	15.91	3.9	—	—	—	—
Production helpers	13.64	6.8	13.64	6.8	—	—
Stock handlers and baggers	11.02	10.5	11.02	10.5	—	—
Hand packers and packagers	12.97	7.4	12.97	7.4	—	—
Laborers, except construction, n.e.c.	11.26	10.1	11.51	11.2	—	—
Service						
1	14.18	5.8	10.75	4.7	19.27	5.3
1	9.74	4.3	9.52	4.4	—	—
2	10.78	7.3	9.79	2.2	—	—
3	10.92	5.7	10.17	3.9	—	—
4	10.11	5.6	9.79	6.0	—	—
7	20.16	5.9	—	—	20.46	6.9
Protective service	19.43	6.6	—	—	20.27	5.9
Police and detectives, public service	23.21	1.8	—	—	23.21	1.8
Food service	12.57	15.1	12.62	15.3	—	—
Other food service	12.31	16.8	12.36	17.0	—	—
Health service	10.69	3.1	10.62	3.2	—	—
3	10.23	4.4	10.23	4.7	—	—
Nursing aides, orderlies and attendants	10.36	2.6	10.25	2.7	—	—
3	10.19	5.1	—	—	—	—
Cleaning and building service	13.15	10.4	10.44	6.1	17.39	10.7
1	10.06	6.7	9.54	5.0	—	—
2	11.64	9.3	10.03	3.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Cleaning and building service—Continued						
Janitors and cleaners	\$11.61	6.9	\$10.08	3.3	—	—
1	10.21	7.6	—	—	—	—
2	12.42	9.0	—	—	—	—
Personal service	9.70	7.8	9.70	7.8	—	—

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, Milwaukee-Racine, WI, September 2001**

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	\$10.76	4.5	\$9.79	5.0	\$16.49	7.4
All excluding sales	11.29	4.8	10.25	5.5	16.49	7.4
White collar	14.62	6.6	12.97	8.7	18.67	8.5
1	6.59	4.3	6.59	4.3	—	—
2	7.71	10.8	7.19	11.1	—	—
3	8.45	8.2	8.51	9.3	—	—
4	10.36	4.7	9.96	5.9	—	—
5	13.04	7.9	12.38	10.8	—	—
6	16.61	2.9	—	—	—	—
7	19.63	5.5	—	—	—	—
8	22.72	4.1	24.31	2.9	—	—
9	28.52	5.6	25.71	10.0	—	—
Not able to be leveled	12.67	6.2	—	—	—	—
White collar excluding sales	18.43	6.0	18.24	8.5	18.67	8.5
2	9.73	3.1	—	—	—	—
3	9.35	13.7	—	—	—	—
4	11.00	5.0	10.85	7.8	—	—
5	13.16	8.2	—	—	—	—
6	16.61	2.9	—	—	—	—
7	19.63	5.5	—	—	—	—
8	22.72	4.1	24.31	2.9	—	—
9	28.52	5.6	25.71	10.0	—	—
Professional specialty and technical	21.83	4.6	20.93	6.1	23.33	7.4
Professional specialty	23.42	4.9	23.27	6.4	23.59	7.7
8	22.79	4.1	24.44	2.9	—	—
9	28.75	5.8	25.71	10.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.52	4.2	24.60	4.3	—	—
8	24.44	2.9	24.44	2.9	—	—
9	25.73	10.0	25.73	10.0	—	—
Registered nurses	24.57	4.3	24.66	4.5	—	—
8	24.44	2.9	24.44	2.9	—	—
9	25.73	10.0	25.73	10.0	—	—
Teachers, college and university	33.90	4.6	—	—	—	—
Teachers, except college and university	18.22	11.4	—	—	20.16	7.7
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.28	8.0	16.34	8.4	—	—
Licensed practical nurses	16.48	2.2	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.25	7.7	7.25	7.7	—	—
Sales workers, other commodities	6.86	12.4	6.86	12.4	—	—
Cashiers	6.54	5.4	6.54	5.4	—	—
Administrative support, including clerical	10.56	6.3	10.00	6.0	11.02	8.8
2	9.73	3.1	—	—	—	—
3	8.70	15.3	—	—	—	—
4	10.99	6.0	—	—	—	—
Teachers' aides	11.82	7.7	—	—	11.82	7.8
Blue collar	8.50	7.1	8.50	7.2	—	—
1	7.71	4.2	7.71	4.2	—	—
2	8.03	3.2	8.03	3.2	—	—
3	10.05	6.2	10.14	6.2	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—

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, Milwaukee-Racine, WI, September 2001 — 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	\$7.90	14.2	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.63	8.2	\$8.65	8.2	—	—
1	7.77	4.2	7.78	4.2	—	—
Laborers, except construction, n.e.c.	8.38	2.6	8.38	2.6	—	—
Service	8.18	5.0	8.08	5.5	\$9.18	3.4
1	6.97	5.1	6.73	5.2	—	—
2	9.75	11.2	9.78	11.2	—	—
3	8.90	4.5	8.83	5.1	—	—
4	9.12	6.2	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	7.06	5.1	6.75	5.3	—	—
1	6.76	6.4	6.54	6.3	—	—
2	7.45	29.7	7.45	29.7	—	—
Waiters, waitresses, and bartenders	5.45	32.8	5.45	32.8	—	—
Waiters and waitresses	4.27	36.1	4.27	36.1	—	—
Other food service	7.48	3.9	7.13	2.8	—	—
1	7.19	3.7	6.96	1.8	—	—
Kitchen workers, food preparation	6.88	5.0	6.88	5.0	—	—
Food preparation, n.e.c.	7.23	4.0	6.92	1.9	—	—
1	7.18	4.0	6.92	1.9	—	—
Health service	10.31	8.1	10.31	8.1	—	—
2	11.88	6.7	11.88	6.7	—	—
Nursing aides, orderlies and attendants	10.28	8.5	10.28	8.5	—	—
2	11.88	6.7	11.88	6.7	—	—
Cleaning and building service	8.71	5.5	8.60	6.3	—	—
1	8.05	3.8	7.78	3.0	—	—
Janitors and cleaners	8.71	5.5	8.60	6.3	—	—
1	8.05	3.8	7.78	3.0	—	—
Personal service	7.97	4.1	8.07	4.8	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Milwaukee-Racine, WI, September 2001**

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	\$19.54	\$10.76	\$19.39	\$17.77	\$18.28	\$21.53
All excluding sales	19.54	11.29	19.58	17.86	18.54	—
White collar	23.36	14.62	22.54	22.34	22.36	23.08
White-collar excluding sales	23.83	18.43	23.51	23.33	23.39	—
Professional specialty and technical	27.39	21.83	27.91	26.02	26.65	—
Professional specialty	29.56	23.42	28.77	28.75	28.76	—
Technical	19.28	16.28	17.91	19.00	18.86	—
Executive, administrative, and managerial	28.56	—	24.49	29.17	28.53	—
Sales	19.55	7.25	—	16.84	12.80	23.43
Administrative support, including clerical	15.50	10.56	14.98	15.15	15.11	—
Blue collar	16.52	8.50	18.21	13.17	15.75	—
Precision production, craft, and repair	20.99	—	21.02	20.76	20.83	—
Machine operators, assemblers, and inspectors	14.21	—	17.37	11.51	14.06	—
Transportation and material moving	18.55	7.90	18.66	15.95	18.08	—
Handlers, equipment cleaners, helpers, and laborers	13.61	8.63	14.93	9.54	11.65	—
Service	14.18	8.18	17.13	9.30	12.19	—
	Relative error ⁶ (percent)					
All occupations	2.6	4.5	2.5	3.6	2.5	10.2
All excluding sales	2.7	4.8	2.4	3.8	2.5	—
White collar	2.8	6.6	4.3	3.4	2.9	11.2
White-collar excluding sales	2.9	6.0	3.9	3.4	2.8	—
Professional specialty and technical	4.3	4.6	3.4	5.9	4.0	—
Professional specialty	4.7	4.9	3.1	6.8	4.3	—
Technical	4.1	8.0	3.8	4.3	3.8	—
Executive, administrative, and managerial	3.6	—	12.4	3.6	3.5	—
Sales	8.6	7.7	—	9.9	10.7	11.4
Administrative support, including clerical	5.3	6.3	3.9	6.7	5.4	—
Blue collar	4.2	7.1	3.0	5.8	4.2	—
Precision production, craft, and repair	2.7	—	2.7	4.8	2.7	—
Machine operators, assemblers, and inspectors	7.2	—	4.7	9.1	7.2	—
Transportation and material moving	3.9	14.2	2.2	18.5	4.9	—
Handlers, equipment cleaners, helpers, and laborers	5.3	8.2	6.4	5.2	5.6	—
Service	5.8	5.0	6.6	3.4	5.5	—

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

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

³ 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, Milwaukee-Racine, WI, September 2001

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.55	-	-	\$22.78	-	-	-	-	-	-
All excluding sales	17.67	-	-	22.73	-	-	-	-	-	-
White collar	21.67	-	-	22.13	-	-	-	-	-	-
White-collar excluding sales	22.86	-	-	21.64	-	-	-	-	-	-
Professional specialty and technical	26.47	-	-	-	-	-	-	-	-	-
Professional specialty	29.38	-	-	-	-	-	-	-	-	-
Technical	19.15	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	28.12	-	-	-	-	-	-	-	-	-
Sales	16.14	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.42	-	-	14.63	-	-	-	-	-	-
Blue collar	15.59	-	-	22.97	-	-	-	-	-	-
Precision production, craft, and repair	21.17	-	-	23.49	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	14.09	-	-	-	-	-	-	-	-	-
Transportation and material moving	17.83	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.17	-	-	-	-	-	-	-	-	-
Service	9.60	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	2.9	-	-	3.2	-	-	-	-	-	-
All excluding sales	3.1	-	-	3.2	-	-	-	-	-	-
White collar	3.5	-	-	12.8	-	-	-	-	-	-
White-collar excluding sales	3.6	-	-	15.6	-	-	-	-	-	-
Professional specialty and technical	6.1	-	-	-	-	-	-	-	-	-
Professional specialty	7.1	-	-	-	-	-	-	-	-	-
Technical	4.4	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	4.0	-	-	-	-	-	-	-	-	-
Sales	8.8	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	6.1	-	-	5.4	-	-	-	-	-	-
Blue collar	4.5	-	-	3.8	-	-	-	-	-	-
Precision production, craft, and repair	3.0	-	-	4.5	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	7.1	-	-	-	-	-	-	-	-	-
Transportation and material moving	5.8	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.4	-	-	-	-	-	-	-	-	-
Service	3.9	-	-	-	-	-	-	-	-	-

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

² 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, Milwaukee-Racine, WI, September 2001

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$17.55	\$13.62	\$18.53	\$16.47	\$21.46
All excluding sales	17.67	13.49	18.64	16.42	21.46
White collar	21.67	18.77	22.14	19.68	24.93
White-collar excluding sales	22.86	22.03	22.95	20.61	24.95
Professional specialty and technical	26.47	24.49	26.66	22.02	28.86
Professional specialty	29.38	23.95	30.00	24.39	31.94
Technical	19.15	—	18.79	19.04	18.55
Executive, administrative, and managerial	28.12	27.26	28.25	26.49	30.45
Sales	16.14	14.48	16.98	16.90	—
Administrative support, including clerical	15.42	13.51	15.59	15.48	15.72
Blue collar	15.59	12.77	16.35	15.07	18.41
Precision production, craft, and repair	21.17	19.29	21.70	21.37	22.22
Machine operators, assemblers, and inspectors	14.09	10.87	15.46	14.60	17.38
Transportation and material moving	17.83	—	18.22	—	—
Handlers, equipment cleaners, helpers, and laborers	11.17	12.40	10.94	10.21	13.33
Service	9.60	8.29	10.40	10.03	11.42
Relative error ⁴ (percent)					
All occupations	2.9	9.2	2.9	3.6	4.6
All excluding sales	3.1	9.5	2.9	3.6	4.6
White collar	3.5	11.3	3.7	4.2	5.8
White-collar excluding sales	3.6	9.3	3.8	3.8	5.8
Professional specialty and technical	6.1	19.3	6.4	4.7	8.4
Professional specialty	7.1	22.3	7.3	4.7	9.0
Technical	4.4	—	4.4	6.8	5.5
Executive, administrative, and managerial	4.0	8.8	4.3	4.6	6.9
Sales	8.8	15.7	10.9	11.2	—
Administrative support, including clerical	6.1	7.0	6.4	10.9	5.8
Blue collar	4.5	12.6	3.9	4.3	5.3
Precision production, craft, and repair	3.0	7.4	3.1	3.8	5.4
Machine operators, assemblers, and inspectors	7.1	15.9	4.6	5.4	8.1
Transportation and material moving	5.8	—	4.7	—	—
Handlers, equipment cleaners, helpers, and laborers	5.4	8.4	6.1	6.1	11.5
Service	3.9	6.8	4.4	3.8	10.8

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

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

³ 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, Milwaukee-Racine, WI, September 2001

Occupation ³	10	25	Median 50	75	90
All	\$8.44	\$11.31	\$17.04	\$22.75	\$30.31
All excluding sales	8.70	11.69	17.14	22.97	30.07
White collar	10.64	14.51	20.26	28.71	36.04
White collar excluding sales	11.75	15.56	21.16	28.85	36.20
Professional specialty and technical	15.59	19.09	23.76	30.61	38.05
Professional specialty	16.28	21.09	28.43	32.35	46.11
Engineers, architects, and surveyors	24.84	26.50	28.54	36.37	47.08
Mathematical and computer scientists	21.84	24.04	31.46	31.52	37.76
Natural scientists	—	—	—	—	—
Health related	15.73	20.11	21.16	23.86	29.15
Registered nurses	18.48	20.48	23.37	25.21	30.31
Teachers, college and university	34.42	37.24	48.85	71.65	77.48
Teachers, except college and university	18.49	28.43	29.44	32.00	32.70
Elementary school teachers	25.55	28.43	28.71	28.71	32.00
Secondary school teachers	29.54	30.61	30.61	30.91	36.19
Teachers, n.e.c.	20.13	29.44	32.65	32.65	32.70
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.81	14.40	15.95	19.50	21.49
Social workers	14.40	14.40	15.95	21.09	21.49
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.09	21.78	21.78	22.35	34.08
Technical	14.51	16.18	17.43	22.57	23.76
Licensed practical nurses	14.51	15.48	16.18	17.10	17.43
Engineering technicians, n.e.c.	17.04	17.04	18.65	23.22	23.32
Executive, administrative, and managerial	18.99	20.71	26.50	34.59	43.22
Executives, administrators, and managers	21.00	23.83	29.88	36.71	43.39
Administrators and officials, public administration	23.83	23.83	23.83	31.24	40.69
Financial managers	20.00	22.76	28.85	33.65	43.50
Administrators, education and related fields	29.88	32.86	36.71	39.20	39.20
Managers, medicine and health	18.82	21.00	23.03	32.37	42.44
Managers and administrators, n.e.c.	24.45	27.74	35.58	43.39	45.27
Management related	15.96	18.99	20.71	27.48	36.15
Accountants and auditors	19.31	19.31	20.53	25.28	33.26
Management related, n.e.c.	18.99	18.99	23.32	34.59	43.26
Sales	5.97	8.19	14.10	20.44	31.26
Supervisors, sales	8.19	8.40	13.67	23.16	38.51
Sales representatives, mining, manufacturing, and wholesale	14.45	16.75	22.60	33.51	54.15
Sales workers, other commodities	5.32	5.32	7.60	12.76	14.25
Cashiers	5.90	5.90	6.61	8.44	9.10
Sales support, n.e.c.	7.45	7.45	12.10	15.55	26.41
Administrative support, including clerical	10.27	11.71	14.04	16.84	22.75
Secretaries	11.18	12.33	14.25	16.22	17.79
Records clerks, n.e.c.	13.97	14.95	15.65	15.72	15.72
Bookkeepers, accounting and auditing clerks	10.64	10.86	13.00	15.63	17.28
Production coordinators	13.60	13.86	15.56	18.66	20.28
General office clerks	10.00	10.00	11.14	13.36	17.06
Teachers' aides	9.30	10.27	10.75	13.80	13.80
Administrative support, n.e.c.	11.64	12.55	15.75	17.51	17.51
Blue collar	7.61	10.50	15.77	19.51	23.37
Precision production, craft, and repair	15.76	17.47	19.99	23.37	27.40
Industrial machinery repairers	16.75	17.56	21.50	27.11	28.19
Electricians	21.04	22.39	23.40	23.40	26.16
Supervisors, production	16.85	17.25	20.52	22.71	28.09
Tool and die makers	23.37	23.37	23.55	26.00	26.00
Machinists	16.07	16.29	17.38	19.98	20.61
Machine operators, assemblers, and inspectors	7.00	9.97	13.80	17.09	22.14
Punching and stamping press operators	14.98	14.98	15.10	16.71	17.01
Drilling and boring machine operators	11.23	11.99	14.70	19.00	22.20

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, Milwaukee-Racine, WI, September 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Grinding, abrading, buffing, and polishing machine operators	\$8.86	\$8.86	\$12.95	\$15.57	\$16.14
Numerical control machine operators	17.74	18.45	20.95	22.17	23.31
Molding and casting machine operators	9.35	10.37	10.37	10.37	17.09
Packaging and filling machine operators	7.00	9.42	14.63	19.98	21.24
Miscellaneous machine operators, n.e.c.	9.97	11.81	13.28	17.37	23.35
Assemblers	7.00	7.00	9.60	14.76	21.18
Transportation and material moving					
Truck drivers	10.86	16.65	19.14	19.51	24.82
Industrial truck and tractor equipment operators ..	11.31	17.23	17.72	21.70	21.70
	7.75	12.90	15.00	16.65	24.10
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.10	8.69	10.40	15.00	17.81
Production helpers	7.25	9.58	14.97	20.47	20.47
Hand packers and packagers	9.83	12.75	14.53	15.63	15.88
Laborers, except construction, n.e.c.	7.19	7.19	10.73	13.16	16.54
	7.34	8.68	8.70	9.42	16.00
Service					
Protective service	7.00	8.69	10.13	13.98	22.07
Police and detectives, public service	11.31	13.33	21.83	24.33	25.16
Food service	21.83	21.96	23.04	23.95	24.91
Waiters, waitresses, and bartenders	5.98	6.50	7.50	10.13	12.20
Waiters and waitresses	2.48	2.48	6.50	12.05	15.27
Other food service	2.33	2.48	2.48	2.50	12.05
Cooks	6.39	6.78	7.84	9.92	10.66
Kitchen workers, food preparation	8.81	9.58	10.50	23.33	23.33
Food preparation, n.e.c.	5.98	7.00	9.30	10.13	10.13
Health service	6.16	6.39	7.00	7.50	8.75
Health aides, except nursing	8.30	9.29	10.12	11.17	13.26
Nursing aides, orderlies and attendants	10.40	10.49	11.15	12.01	17.33
Cleaning and building service	8.30	9.28	10.00	10.99	13.15
Janitors and cleaners	8.27	9.13	10.51	15.11	22.07
Personal service	8.25	9.10	10.51	12.40	15.11
Service, n.e.c.	7.68	8.26	8.71	9.50	11.64
	8.71	8.71	8.71	9.89	11.64

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Milwaukee-Racine, WI, September 2001

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.06	\$10.50	\$15.77	\$21.70	\$28.19
All excluding sales	8.50	10.73	15.90	21.70	28.19
White collar	10.11	14.00	19.31	26.39	35.58
White collar excluding sales	11.64	15.24	20.38	27.50	36.20
Professional specialty and technical	15.57	18.38	22.68	29.15	47.66
Professional specialty	15.73	20.84	23.86	31.52	48.85
Engineers, architects, and surveyors	25.43	26.50	28.54	36.37	47.08
Mathematical and computer scientists	21.84	24.04	31.46	31.52	37.76
Natural scientists	-	-	-	-	-
Health related	15.72	20.09	23.00	24.88	29.15
Registered nurses	18.48	20.73	23.37	26.02	30.31
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	9.90	11.18	11.18	18.49	28.99
Elementary school teachers	22.93	23.04	28.99	28.99	31.31
Librarians, archivists, and curators	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.09	21.78	21.78	22.35	34.08
Technical	14.10	17.00	18.35	22.68	23.76
Licensed practical nurses	14.51	15.59	16.18	17.38	17.43
Executive, administrative, and managerial	18.82	20.53	25.89	34.59	43.39
Executives, administrators, and managers	20.26	22.76	28.85	36.04	43.39
Financial managers	20.00	22.76	28.85	33.65	43.50
Managers, medicine and health	14.00	21.00	23.03	26.50	32.37
Managers and administrators, n.e.c.	24.45	27.74	36.04	43.39	45.27
Management related	15.96	18.99	22.00	33.26	36.15
Accountants and auditors	19.31	19.31	20.53	25.28	33.26
Management related, n.e.c.	18.99	18.99	23.32	34.59	43.26
Sales	5.97	8.19	14.10	20.44	31.26
Supervisors, sales	8.19	8.40	13.67	23.16	38.51
Sales representatives, mining, manufacturing, and wholesale	14.45	16.75	22.60	33.51	54.15
Sales workers, other commodities	5.32	5.32	7.60	12.76	14.25
Cashiers	5.90	5.90	6.61	8.44	9.10
Sales support, n.e.c.	7.45	7.45	12.10	15.55	26.41
Administrative support, including clerical	10.48	11.75	14.08	17.51	23.12
Secretaries	11.18	12.33	14.25	17.16	17.82
Records clerks, n.e.c.	13.97	14.95	15.65	15.72	15.72
Bookkeepers, accounting and auditing clerks	10.64	10.86	13.00	14.02	16.84
Production coordinators	13.60	13.86	15.56	18.66	20.28
Administrative support, n.e.c.	11.64	12.55	15.75	17.51	17.51
Blue collar	7.50	10.37	15.28	19.51	23.35
Precision production, craft, and repair	15.65	17.47	20.40	23.38	28.09
Industrial machinery repairers	16.75	17.56	21.50	27.11	28.19
Electricians	18.85	21.04	23.08	26.16	26.16
Supervisors, production	16.85	17.25	20.52	22.71	28.09
Tool and die makers	23.37	23.37	23.55	26.00	26.00
Machinists	16.07	16.29	17.38	19.98	20.61
Machine operators, assemblers, and inspectors	7.00	9.97	13.80	17.09	22.14
Punching and stamping press operators	14.98	14.98	15.10	16.71	17.01
Drilling and boring machine operators	11.23	11.99	14.70	19.00	22.20
Grinding, abrading, buffing, and polishing machine operators	8.86	8.86	12.95	15.57	16.14
Numerical control machine operators	17.74	18.45	20.95	22.17	23.31
Molding and casting machine operators	9.35	10.37	10.37	10.37	17.09
Packaging and filling machine operators	7.00	9.42	14.63	19.98	21.24
Miscellaneous machine operators, n.e.c.	9.97	11.81	13.28	17.37	23.35
Assemblers	7.00	7.00	9.60	14.76	21.18

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, Milwaukee-Racine, WI, September 2001** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving	\$10.07	\$15.28	\$19.14	\$19.51	\$24.10
Truck drivers	8.42	11.31	18.48	21.70	21.70
Industrial truck and tractor equipment operators ..	7.75	12.90	15.00	16.65	24.10
Handlers, equipment cleaners, helpers, and laborers	7.13	8.69	9.92	14.44	16.77
Production helpers	9.83	12.75	14.53	15.63	15.88
Hand packers and packagers	7.19	7.19	10.73	13.16	16.54
Laborers, except construction, n.e.c.	7.34	8.70	8.70	9.42	10.40
Service	6.73	8.06	9.29	10.54	12.20
Protective service	—	—	—	—	—
Food service	5.98	6.45	7.00	10.13	14.42
Waiters, waitresses, and bartenders	2.48	2.48	6.50	12.05	15.27
Waiters and waitresses	2.33	2.48	2.48	2.50	12.05
Other food service	6.39	6.78	7.12	9.58	10.68
Cooks	8.81	9.58	10.66	23.33	23.33
Kitchen workers, food preparation	5.98	7.00	9.30	10.13	10.13
Food preparation, n.e.c.	6.16	6.39	7.00	7.00	8.06
Health service	8.30	9.28	10.12	11.15	13.26
Health aides, except nursing	10.40	10.49	11.15	12.01	17.33
Nursing aides, orderlies and attendants	8.30	9.28	10.00	10.99	13.26
Cleaning and building service	8.24	8.60	9.54	10.51	12.00
Janitors and cleaners	7.88	8.60	9.82	10.51	11.00
Personal service	7.75	8.69	8.71	9.50	11.64
Service, n.e.c.	8.71	8.71	8.71	9.89	11.64

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Milwaukee-Racine, WI, September 2001

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.48	\$15.88	\$20.64	\$28.71	\$32.70
All excluding sales	11.48	15.88	20.64	28.71	32.70
White collar	13.73	16.28	25.27	31.29	36.19
White collar excluding sales	13.73	16.28	25.27	31.29	36.19
Professional specialty and technical	15.77	20.23	28.71	32.32	34.42
Professional specialty	16.69	21.49	28.71	32.65	34.90
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	—	—	—	—	—
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	25.55	28.71	29.54	32.32	32.70
Elementary school teachers	25.55	28.43	28.71	28.71	32.00
Secondary school teachers	29.54	30.61	30.61	30.91	36.19
Teachers, n.e.c.	20.13	29.44	32.65	32.65	32.70
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.40	14.40	15.95	19.50	21.49
Social workers	14.40	14.40	15.95	21.09	21.49
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	15.07	15.18	17.32	17.32	23.22
Executive, administrative, and managerial	20.53	23.83	29.88	36.71	40.69
Executives, administrators, and managers	23.83	23.83	31.24	39.20	40.69
Administrators and officials, public administration	23.83	23.83	23.83	31.24	40.69
Administrators, education and related fields	29.88	32.86	36.71	39.20	39.20
Management related	—	—	—	—	—
Administrative support, including clerical	10.27	10.86	13.80	15.69	16.73
Secretaries	10.86	12.73	14.26	14.84	16.73
General office clerks	10.64	11.14	13.57	13.82	18.06
Teachers' aides	9.30	10.27	10.75	13.80	13.80
Blue collar	14.97	17.36	17.72	20.47	23.40
Precision production, craft, and repair	17.36	17.36	18.93	19.32	23.40
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.90	14.97	17.38	20.47	20.47
Service	9.93	13.33	20.64	23.04	25.16
Protective service	11.48	15.88	21.96	24.33	25.16
Police and detectives, public service	21.83	21.96	23.04	23.95	24.91
Food service	8.44	9.72	9.92	9.92	9.92
Other food service	8.44	9.72	9.92	9.92	9.92
Health service	—	—	—	—	—
Cleaning and building service	9.93	15.11	15.11	22.07	22.07
Janitors and cleaners	9.93	13.29	15.11	15.11	16.91
Personal service	—	—	—	—	—

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, September 2001

Occupation ³	10	25	Median 50	75	90
All	\$9.82	\$13.33	\$17.77	\$23.35	\$30.96
All excluding sales	9.97	13.36	17.75	23.35	30.85
White collar	12.12	15.56	20.97	28.85	36.37
White collar excluding sales	12.33	15.68	21.49	29.44	36.71
Professional specialty and technical	15.72	19.44	24.73	31.29	45.95
Professional specialty	18.00	21.16	28.71	32.65	47.08
Engineers, architects, and surveyors	24.84	26.50	28.54	36.37	47.08
Mathematical and computer scientists	21.84	24.04	31.46	31.52	37.76
Natural scientists	—	—	—	—	—
Health related	15.57	18.48	20.73	23.86	29.15
Registered nurses	18.48	20.38	21.16	25.05	30.31
Teachers, college and university	40.41	45.95	48.85	71.65	77.48
Teachers, except college and university	25.55	28.71	29.54	32.32	32.70
Elementary school teachers	25.55	28.43	28.71	28.71	32.00
Secondary school teachers	29.54	30.61	30.61	30.91	36.19
Teachers, n.e.c.	29.44	32.32	32.65	32.65	32.70
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.40	14.40	15.95	19.50	21.49
Social workers	14.40	14.40	15.95	21.09	21.49
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.09	21.78	21.78	22.35	34.08
Technical	14.86	17.04	18.09	23.22	23.76
Licensed practical nurses	14.51	14.86	16.18	16.33	17.43
Engineering technicians, n.e.c.	17.04	17.04	18.65	23.22	23.32
Executive, administrative, and managerial	18.99	20.71	26.50	34.59	43.26
Executives, administrators, and managers	21.00	23.83	30.05	36.71	43.39
Administrators and officials, public administration	23.83	23.83	23.83	31.24	40.69
Financial managers	20.00	22.76	28.85	33.65	43.50
Administrators, education and related fields	29.88	32.86	36.71	39.20	39.20
Managers, medicine and health	18.82	21.00	23.03	32.37	42.44
Managers and administrators, n.e.c.	24.45	27.74	35.58	43.39	45.27
Management related	15.96	18.99	20.71	27.48	36.15
Accountants and auditors	19.31	19.31	20.53	25.28	33.26
Management related, n.e.c.	18.99	18.99	23.32	34.59	43.26
Sales	8.28	12.48	18.64	22.60	33.51
Supervisors, sales	8.19	8.40	13.67	23.16	38.51
Sales representatives, mining, manufacturing, and wholesale	14.45	16.75	22.60	33.51	54.15
Administrative support, including clerical	10.64	12.12	14.25	17.28	23.12
Secretaries	11.18	12.33	14.25	16.73	17.79
Records clerks, n.e.c.	13.97	14.95	15.65	15.72	15.72
Bookkeepers, accounting and auditing clerks	10.64	11.25	13.95	15.68	17.28
Production coordinators	13.60	13.86	15.56	18.66	20.28
General office clerks	10.00	10.00	11.14	13.36	17.06
Administrative support, n.e.c.	11.71	12.65	15.75	17.51	17.51
Blue collar	8.96	12.75	16.75	19.70	23.40
Precision production, craft, and repair	16.00	17.47	19.99	23.37	27.40
Industrial machinery repairers	16.75	17.56	21.50	27.11	28.19
Electricians	21.04	22.39	23.40	23.40	26.16
Supervisors, production	16.85	17.25	20.52	22.71	28.09
Tool and die makers	23.37	23.37	23.55	26.00	26.00
Machinists	16.07	16.29	17.38	19.98	20.61
Machine operators, assemblers, and inspectors	7.00	9.97	14.18	17.20	22.14
Punching and stamping press operators	14.98	14.98	15.10	16.71	17.01
Drilling and boring machine operators	11.23	11.99	14.70	19.00	22.20
Grinding, abrading, buffing, and polishing machine operators	8.86	8.86	12.95	15.57	16.14
Numerical control machine operators	17.74	18.45	20.95	22.17	23.31
Packaging and filling machine operators	9.42	11.77	15.84	19.98	21.24
Miscellaneous machine operators, n.e.c.	9.97	11.81	13.28	17.37	23.35

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, Milwaukee-Racine, WI, September 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Assemblers	\$7.00	\$7.00	\$9.60	\$14.76	\$21.18
Transportation and material moving	14.78	17.23	19.14	19.51	24.82
Truck drivers	13.50	17.23	17.72	21.70	21.70
Industrial truck and tractor equipment operators ..	7.75	12.90	15.00	16.65	24.10
Handlers, equipment cleaners, helpers, and laborers	8.70	9.92	14.44	17.29	18.31
Production helpers	9.83	12.75	14.53	15.63	15.88
Stock handlers and baggers	8.96	8.96	10.70	14.44	14.44
Hand packers and packagers	10.50	10.73	13.16	14.50	16.54
Laborers, except construction, n.e.c.	6.90	8.75	9.92	16.00	17.29
Service	8.71	9.76	11.31	17.94	23.95
Protective service	11.31	13.33	21.83	24.33	25.16
Police and detectives, public service	21.83	21.96	23.04	23.95	24.91
Food service	8.06	9.30	10.13	15.27	23.33
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	8.06	9.30	10.13	14.42	23.33
Health service	9.28	9.76	10.16	10.99	12.01
Nursing aides, orderlies and attendants	9.28	9.76	10.12	10.99	11.77
Cleaning and building service	8.60	9.54	11.00	15.11	22.07
Janitors and cleaners	8.60	9.82	10.51	13.72	15.11
Personal service	8.71	8.71	8.71	9.89	13.50

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

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Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, September 2001

Occupation ³	10	25	Median 50	75	90
All	\$6.33	\$7.00	\$8.70	\$12.10	\$20.13
All excluding sales	6.50	7.19	8.70	12.68	22.80
White collar	5.90	7.49	11.69	21.70	26.02
White collar excluding sales	9.20	10.62	17.00	23.44	32.50
Professional specialty and technical	11.27	16.69	21.70	25.21	34.42
Professional specialty	15.69	18.27	23.17	26.02	34.42
Natural scientists	—	—	—	—	—
Health related	20.11	23.00	23.44	26.02	29.00
Registered nurses	20.11	22.96	23.44	26.02	29.00
Teachers, college and university	28.43	34.42	34.42	34.42	34.42
Teachers, except college and university	9.90	16.19	18.27	20.13	23.46
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	10.36	15.29	17.00	18.91	21.70
Licensed practical nurses	15.29	15.48	17.00	17.38	17.38
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	5.50	5.90	6.45	8.36	11.00
Sales workers, other commodities	5.32	5.32	6.89	7.60	10.52
Cashiers	5.50	5.90	6.45	6.93	8.71
Administrative support, including clerical	8.01	9.32	10.27	12.26	13.80
Teachers' aides	10.27	10.27	11.43	13.80	13.80
Blue collar	6.50	7.14	8.50	8.70	12.68
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	6.50	6.50	6.50	11.31	11.31
Handlers, equipment cleaners, helpers, and laborers	6.95	7.19	8.57	8.70	12.68
Laborers, except construction, n.e.c.	7.34	8.57	8.70	8.70	8.70
Service	6.16	6.81	8.00	9.50	11.77
Protective service	—	—	—	—	—
Food service	2.50	6.39	7.00	8.00	9.92
Waiters, waitresses, and bartenders	2.48	2.48	2.50	6.81	12.05
Waiters and waitresses	2.33	2.48	2.48	2.50	12.05
Other food service	6.16	6.39	7.00	8.00	9.92
Kitchen workers, food preparation	5.98	5.98	6.81	7.76	8.00
Food preparation, n.e.c.	6.16	6.39	7.00	7.50	8.75
Health service	8.30	8.30	9.63	11.77	13.26
Nursing aides, orderlies and attendants	8.30	8.30	9.63	11.86	13.26
Cleaning and building service	7.44	7.45	8.31	9.50	10.65
Janitors and cleaners	7.44	7.45	8.31	9.50	10.65
Personal service	7.10	7.68	7.75	8.69	9.50

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

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Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Milwaukee–Racine, WI, Metropolitan Statistical Area includes Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties.

Sampling frame

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

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, as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1,000–2,499	16
2,500+	20

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	2,952
Total in sample	379
Responding	195
Out of business or not in survey scope	20
Unable or refused to provide data	164

In this survey, the nonresponse rate 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 average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example,

at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation.

Note that the percentiles in earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

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, Milwaukee-Racine, WI, September 2001**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	427,600	345,600	82,000
All excluding sales	397,600	315,600	82,000
White collar	198,100	144,300	53,800
White-collar excluding sales	168,100	114,200	53,800
Professional specialty and technical	79,700	44,300	35,400
Professional specialty	63,900	31,000	32,800
Technical	15,800	13,200	2,600
Executive, administrative, and managerial	35,900	28,600	7,300
Sales	30,000	30,000	–
Administrative support, including clerical	52,400	41,300	11,100
Blue collar	159,500	149,000	10,500
Precision production, craft, and repair	32,500	28,400	4,100
Machine operators, assemblers, and inspectors	63,500	63,500	–
Transportation and material moving	25,800	23,000	–
Handlers, equipment cleaners, helpers, and laborers	37,700	34,100	3,600
Service	70,000	52,300	17,700

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.