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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, call (202) 691-6199, or send an 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 presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats. An ASCII file containing positional columns of data for manipulation as a data base or spreadsheet also is available.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Indianapolis, IN, metropolitan area. Data were collected between June 2003 and July 2004; the average reference month is January 2004. 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.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and firefighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. 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 and provisions of benefit plans. 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 group. 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 group; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational group in the private sector.

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$19.10	2.7	36.2	\$18.71	2.5	36.1	\$21.19	7.5	36.5
Worker characteristics:⁴									
White-collar occupations ⁵	22.17	4.0	36.5	21.71	3.6	36.6	24.18	11.4	35.8
Professional specialty and technical	27.41	6.2	36.6	26.52	6.1	37.2	29.94	12.1	35.0
Executive, administrative, and managerial	29.84	6.4	40.3	30.13	6.8	40.5	28.02	16.7	38.7
Sales	16.19	16.0	30.5	16.17	16.1	30.5	—	—	—
Administrative support	13.55	2.9	37.3	13.88	3.3	37.6	12.10	5.3	36.2
Blue-collar occupations ⁵	17.30	3.0	37.6	17.41	3.1	37.6	15.21	2.4	37.4
Precision production, craft, and repair	21.17	4.5	40.2	21.52	4.6	40.2	15.72	4.4	40.0
Machine operators, assemblers, and inspectors	16.63	2.3	39.4	16.62	2.3	39.4	—	—	—
Transportation and material moving	15.44	3.6	35.1	15.51	4.0	35.2	14.89	6.0	34.9
Handlers, equipment cleaners, helpers, and laborers	12.58	5.5	33.1	12.51	5.7	33.0	14.18	6.9	36.3
Service occupations ⁵	11.35	4.0	32.3	9.27	3.3	30.3	16.18	8.8	38.0
Full time	20.06	2.8	39.6	19.77	2.7	40.1	21.55	8.5	37.7
Part time	10.10	5.9	20.0	9.85	6.2	19.9	13.38	15.2	21.3
Union	22.19	8.5	37.8	21.19	3.6	38.2	24.39	21.3	36.9
Nonunion	18.21	3.0	35.8	18.16	3.2	35.7	18.62	10.1	36.1
Time	18.97	2.5	36.3	18.54	2.0	36.3	21.19	7.5	36.5
Incentive	21.95	14.9	34.0	21.95	14.9	34.0	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	22.62	1.1	40.0	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.76	6.9	35.6	16.76	6.9	35.6	—	—	—
100-499 workers	17.51	5.6	35.8	17.14	5.7	35.9	22.21	17.2	35.4
500 workers or more	21.12	2.3	36.7	21.17	2.5	36.7	20.98	5.6	36.7

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

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	\$19.10	2.7	\$18.71	2.5	\$21.19	7.5
All excluding sales	19.30	2.4	18.93	2.0	21.19	7.5
White collar	22.17	4.0	21.71	3.6	24.18	11.4
White collar excluding sales	23.02	3.6	22.71	3.1	24.18	11.4
Professional specialty and technical	27.41	6.2	26.52	6.1	29.94	12.1
Professional specialty	30.30	5.9	29.62	6.8	31.78	9.9
Engineers, architects, and surveyors	32.74	3.4	33.13	3.8	—	—
Mechanical engineers	30.72	13.6	30.72	13.6	—	—
Engineers, n.e.c.	35.40	3.0	35.40	3.0	—	—
Mathematical and computer scientists	26.05	5.0	26.12	5.2	—	—
Computer systems analysts and scientists	26.15	5.4	26.15	5.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.81	2.7	26.32	2.5	22.30	6.5
Registered nurses	24.96	3.3	25.47	3.2	21.79	5.4
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	36.19	3.6	26.82	6.5	37.23	1.0
Elementary school teachers	38.13	5.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.05	2.1	16.36	3.0	—	—
Social workers	16.05	2.1	16.36	3.0	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.91	37.9	18.91	37.9	—	—
Technical	19.03	5.6	19.51	6.3	15.36	7.9
Radiological technicians	26.19	6.7	24.02	10.9	—	—
Licensed practical nurses	17.91	2.2	18.19	2.0	—	—
Health technologists and technicians, n.e.c.	14.06	6.6	14.12	6.8	—	—
Electrical and electronic technicians	23.76	7.6	23.76	7.6	—	—
Engineering technicians, n.e.c.	23.86	17.9	—	—	—	—
Executive, administrative, and managerial	29.84	6.4	30.13	6.8	28.02	16.7
Executives, administrators, and managers	33.42	8.7	33.86	10.0	31.47	13.0
Financial managers	31.64	18.4	31.64	18.4	—	—
Administrators, education and related fields	31.46	16.1	—	—	—	—
Managers, medicine and health	30.89	15.8	30.57	17.0	—	—
Managers and administrators, n.e.c.	36.35	8.3	34.70	9.3	—	—
Management related	24.87	4.5	25.57	3.8	—	—
Accountants and auditors	25.45	6.0	26.04	7.4	—	—
Other financial officers	26.64	5.3	26.64	5.3	—	—
Management analysts	29.55	6.9	29.55	6.9	—	—
Personnel, training, and labor relations specialists	18.49	11.6	—	—	—	—
Management related, n.e.c.	22.92	6.4	22.92	6.4	—	—
Sales	16.19	16.0	16.17	16.1	—	—
Supervisors, sales	16.17	18.3	16.17	18.3	—	—
Sales, other business services	66.85	27.5	—	—	—	—
Sales workers, other commodities	12.95	27.3	12.95	27.3	—	—
Cashiers	8.22	1.6	8.22	1.6	—	—
Administrative support, including clerical	13.55	2.9	13.88	3.3	12.10	5.3
Supervisors, general office	14.50	4.3	—	—	—	—
Secretaries	15.10	4.8	15.70	4.9	13.59	6.0
Receptionists	11.81	5.0	11.81	5.0	—	—
Library clerks	12.32	10.6	—	—	—	—
Records clerks, n.e.c.	12.87	9.2	12.83	10.1	—	—
Bookkeepers, accounting and auditing clerks	13.30	3.1	13.28	3.2	—	—
Traffic, shipping and receiving clerks	17.66	13.9	17.66	13.9	—	—
Stock and inventory clerks	14.30	16.9	14.25	17.5	—	—
Investigators and adjusters, except insurance	17.15	2.4	—	—	—	—
General office clerks	12.04	7.6	12.86	9.3	—	—
Bank tellers	10.25	1.0	10.25	1.0	—	—
Teachers' aides	11.49	1.2	—	—	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Administrative support, n.e.c.	\$14.69	8.8	\$14.82	9.5	–	–
Blue collar	17.30	3.0	17.41	3.1	\$15.21	2.4
Precision production, craft, and repair	21.17	4.5	21.52	4.6	15.72	4.4
Supervisors, mechanics and repairers	25.59	10.1	–	–	–	–
Industrial machinery repairers	27.46	3.9	27.46	3.9	–	–
Mechanics and repairers, n.e.c.	24.21	6.9	24.41	7.7	–	–
Electricians	27.30	6.1	27.30	6.1	–	–
Tool and die makers	29.12	.1	29.12	.1	–	–
Machine operators, assemblers, and inspectors	16.63	2.3	16.62	2.3	–	–
Grinding, abrading, buffing, and polishing machine operators	16.82	26.0	16.82	26.0	–	–
Molding and casting machine operators	23.47	1.3	23.47	1.3	–	–
Printing press operators	17.52	8.6	17.52	8.6	–	–
Miscellaneous machine operators, n.e.c.	16.01	2.6	16.01	2.6	–	–
Assemblers	16.35	6.8	16.35	6.8	–	–
Production inspectors, checkers and examiners ..	15.81	15.6	15.81	15.6	–	–
Transportation and material moving	15.44	3.6	15.51	4.0	14.89	6.0
Truck drivers	15.69	7.1	15.92	8.1	–	–
Industrial truck and tractor equipment operators ..	15.61	5.8	15.52	5.8	–	–
Handlers, equipment cleaners, helpers, and laborers	12.58	5.5	12.51	5.7	14.18	6.9
Stock handlers and baggers	12.28	8.3	12.17	8.6	–	–
Freight, stock, and material handlers, n.e.c.	15.03	6.6	15.03	6.6	–	–
Hand packers and packagers	10.55	6.8	10.55	6.8	–	–
Laborers, except construction, n.e.c.	10.83	7.7	10.43	7.4	–	–
Service	11.35	4.0	9.27	3.3	16.18	8.8
Protective service	17.52	7.6	–	–	19.02	2.7
Supervisors, police and detectives	25.75	3.9	–	–	–	–
Food service	8.07	4.2	7.85	5.1	9.53	4.6
Waiters, waitresses, and bartenders	3.90	24.7	3.90	24.7	–	–
Waiters and waitresses	2.95	31.5	2.95	31.5	–	–
Other food service	9.68	17.0	9.71	20.7	9.53	4.6
Cooks	9.90	4.4	9.84	4.9	–	–
Food preparation, n.e.c.	7.96	6.6	7.60	6.1	–	–
Health service	10.33	8.1	10.24	8.4	–	–
Health aides, except nursing	11.00	12.5	10.96	13.3	–	–
Nursing aides, orderlies and attendants	9.56	5.1	9.45	5.2	–	–
Cleaning and building service	10.32	4.7	9.28	5.0	12.10	1.2
Janitors and cleaners	10.76	6.2	9.99	6.2	–	–
Personal service	9.79	7.0	9.79	7.0	–	–
Service, n.e.c.	8.88	2.6	8.88	2.6	–	–

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

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	\$20.06	2.8	\$19.77	2.7	\$21.55	8.5
All excluding sales	20.06	2.5	19.75	2.1	21.54	8.5
White collar	23.32	4.0	22.99	3.5	24.68	12.7
White collar excluding sales	23.64	3.7	23.35	2.7	24.68	12.7
Professional specialty and technical	28.14	6.2	27.29	5.8	30.49	13.2
Professional specialty	31.27	5.9	30.72	6.5	32.45	10.9
Engineers, architects, and surveyors	32.74	3.4	33.13	3.8	—	—
Mechanical engineers	30.72	13.6	30.72	13.6	—	—
Engineers, n.e.c.	35.40	3.0	35.40	3.0	—	—
Mathematical and computer scientists	26.05	5.0	26.12	5.2	—	—
Computer systems analysts and scientists	26.15	5.4	26.15	5.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.82	3.1	26.46	2.9	21.25	5.1
Registered nurses	25.05	3.9	25.66	3.9	21.38	5.5
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	37.23	4.5	26.82	6.5	38.44	1.6
Elementary school teachers	38.13	5.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.00	2.6	16.25	4.7	—	—
Social workers	16.00	2.6	16.25	4.7	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.10	12.1	28.10	12.1	—	—
Technical	19.24	5.1	19.75	5.7	15.37	8.1
Licensed practical nurses	17.95	2.2	18.23	2.1	—	—
Health technologists and technicians, n.e.c.	14.04	6.8	14.12	7.0	—	—
Electrical and electronic technicians	23.76	7.6	23.76	7.6	—	—
Engineering technicians, n.e.c.	23.86	17.9	—	—	—	—
Executive, administrative, and managerial	29.87	6.5	30.17	6.9	28.02	16.7
Executives, administrators, and managers	33.42	8.7	33.86	10.0	31.47	13.0
Financial managers	31.64	18.4	31.64	18.4	—	—
Administrators, education and related fields	31.46	16.1	—	—	—	—
Managers, medicine and health	30.89	15.8	30.57	17.0	—	—
Managers and administrators, n.e.c.	36.35	8.3	34.70	9.3	—	—
Management related	24.72	4.5	25.44	3.8	—	—
Accountants and auditors	25.45	6.0	26.04	7.4	—	—
Other financial officers	26.64	5.3	26.64	5.3	—	—
Personnel, training, and labor relations specialists	18.49	11.6	—	—	—	—
Management related, n.e.c.	22.92	6.4	22.92	6.4	—	—
Sales	20.13	20.2	20.11	20.4	—	—
Supervisors, sales	16.17	18.3	16.17	18.3	—	—
Cashiers	9.02	1.0	9.02	1.0	—	—
Administrative support, including clerical	13.88	2.8	14.27	3.1	12.22	5.8
Supervisors, general office	14.50	4.3	—	—	—	—
Secretaries	15.10	4.8	15.70	4.9	13.59	6.0
Receptionists	12.28	5.2	12.28	5.2	—	—
Records clerks, n.e.c.	13.10	10.7	13.08	11.9	—	—
Bookkeepers, accounting and auditing clerks	13.30	3.1	13.29	3.2	—	—
Traffic, shipping and receiving clerks	19.69	13.6	19.69	13.6	—	—
Stock and inventory clerks	16.88	18.3	16.93	19.2	—	—
General office clerks	12.42	8.1	13.55	9.4	—	—
Administrative support, n.e.c.	14.71	8.9	14.83	9.5	—	—
Blue collar	17.88	2.9	18.00	3.0	15.39	2.5
Precision production, craft, and repair	21.29	4.4	21.65	4.6	15.72	4.4
Supervisors, mechanics and repairers	25.59	10.1	—	—	—	—
Industrial machinery repairers	27.46	3.9	27.46	3.9	—	—
Mechanics and repairers, n.e.c.	24.21	6.9	24.41	7.7	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Electricians	\$27.30	6.1	\$27.30	6.1	–	–
Tool and die makers	29.12	.1	29.12	.1	–	–
Machine operators, assemblers, and inspectors	16.79	2.1	16.78	2.1	–	–
Grinding, abrading, buffing, and polishing machine operators	16.82	26.0	16.82	26.0	–	–
Molding and casting machine operators	23.47	1.3	23.47	1.3	–	–
Printing press operators	17.52	8.6	17.52	8.6	–	–
Miscellaneous machine operators, n.e.c.	16.01	2.6	16.01	2.6	–	–
Assemblers	17.28	5.0	17.28	5.0	–	–
Production inspectors, checkers and examiners ..	15.81	15.6	15.81	15.6	–	–
Transportation and material moving	15.82	3.3	15.90	3.6	\$15.09	6.1
Truck drivers	15.87	7.6	15.92	8.1	–	–
Industrial truck and tractor equipment operators ..	15.61	5.8	15.52	5.8	–	–
Handlers, equipment cleaners, helpers, and laborers	13.70	6.5	13.65	6.8	–	–
Stock handlers and baggers	13.65	12.2	13.59	13.0	–	–
Freight, stock, and material handlers, n.e.c.	17.16	11.7	17.16	11.7	–	–
Hand packers and packagers	11.35	7.8	11.35	7.8	–	–
Laborers, except construction, n.e.c.	11.59	7.1	11.07	7.0	–	–
Service	12.11	4.7	9.81	3.7	16.31	8.6
Protective service	17.54	7.7	–	–	19.05	2.8
Supervisors, police and detectives	25.75	3.9	–	–	–	–
Food service	8.92	4.3	8.74	6.0	–	–
Waiters, waitresses, and bartenders	3.66	19.2	3.66	19.2	–	–
Other food service	10.81	15.0	11.16	18.7	–	–
Cooks	10.49	3.8	10.68	1.9	–	–
Food preparation, n.e.c.	8.53	5.5	8.06	4.0	–	–
Health service	10.47	8.0	10.42	8.3	–	–
Health aides, except nursing	11.32	11.7	11.29	12.5	–	–
Nursing aides, orderlies and attendants	9.49	5.7	9.49	5.7	–	–
Cleaning and building service	10.38	4.9	9.34	5.3	12.10	1.2
Janitors and cleaners	10.76	6.2	10.00	6.3	–	–
Personal service	9.41	4.3	9.41	4.3	–	–

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

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	\$10.10	5.9	\$9.85	6.2	\$13.38	15.2
All excluding sales	10.57	6.3	10.29	6.6	13.38	15.2
White collar	11.42	9.2	11.15	10.0	14.08	20.5
White collar excluding sales	13.66	14.1	13.58	16.7	14.08	20.5
Professional specialty and technical	15.80	23.9	15.41	28.9	17.48	27.8
Professional specialty	16.10	29.2	15.68	36.9	17.63	29.3
Health related	25.72	2.7	25.43	3.1	—	—
Registered nurses	24.37	2.0	24.30	2.2	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.55	9.5	8.55	9.5	—	—
Cashiers	7.55	1.3	7.55	1.3	—	—
Administrative support, including clerical	10.14	5.1	10.04	5.6	10.66	8.9
Receptionists	9.62	3.7	9.62	3.7	—	—
Blue collar	9.64	6.8	9.47	6.9	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.21	10.7	10.47	15.5	—	—
Handlers, equipment cleaners, helpers, and laborers	9.19	5.0	9.19	5.1	—	—
Stock handlers and baggers	7.28	.6	7.28	.6	—	—
Service	7.51	4.0	7.40	4.0	—	—
Protective service	—	—	—	—	—	—
Food service	6.31	7.1	6.31	7.2	—	—
Waiters, waitresses, and bartenders	4.32	28.5	4.32	28.5	—	—
Other food service	7.19	9.2	7.22	9.7	—	—
Health service	9.16	9.2	8.53	7.2	—	—
Nursing aides, orderlies and attendants	10.12	7.7	9.06	1.9	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	10.24	16.3	10.24	16.3	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$795	2.5	39.6	\$792	2.9	40.1	\$813	5.1	37.7
All excluding sales	794	2.0	39.6	790	2.2	40.0	812	5.1	37.7
White collar	920	3.4	39.4	921	3.7	40.1	915	8.9	37.1
White collar excluding sales	929	2.7	39.3	934	2.7	40.0	914	8.9	37.0
Professional specialty and technical	1,091	4.8	38.8	1,086	5.9	39.8	1,102	8.8	36.1
Professional specialty	1,199	4.7	38.3	1,219	6.6	39.7	1,161	6.3	35.8
Engineers, architects, and surveyors	1,310	3.4	40.0	1,326	3.8	40.0	-	-	-
Mechanical engineers	1,229	13.6	40.0	1,229	13.6	40.0	-	-	-
Engineers, n.e.c.	1,416	3.0	40.0	1,416	3.0	40.0	-	-	-
Mathematical and computer scientists	1,039	4.9	39.9	1,042	5.0	39.9	-	-	-
Computer systems analysts and scientists	1,044	5.2	39.9	1,044	5.2	39.9	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,008	2.9	39.1	1,032	2.6	39.0	837	4.7	39.4
Registered nurses	973	3.5	38.8	995	3.4	38.8	841	5.0	39.3
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	1,269	1.7	34.1	1,025	5.8	38.2	1,294	.7	33.7
Elementary school teachers	1,311	3.5	34.4	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	637	2.5	39.8	642	4.7	39.5	-	-	-
Social workers	637	2.5	39.8	642	4.7	39.5	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,113	13.1	39.6	1,113	13.1	39.6	-	-	-
Technical	770	5.2	40.0	793	5.7	40.1	599	7.1	39.0
Licensed practical nurses	707	2.2	39.4	722	1.6	39.6	-	-	-
Health technologists and technicians, n.e.c.	570	8.0	40.6	573	8.2	40.6	-	-	-
Electrical and electronic technicians	950	7.6	40.0	950	7.6	40.0	-	-	-
Engineering technicians, n.e.c.	954	17.9	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,209	6.3	40.5	1,230	6.4	40.8	1,084	15.5	38.7
Executives, administrators, and managers	1,370	7.7	41.0	1,401	8.6	41.4	1,238	12.5	39.3
Financial managers	1,428	13.1	45.1	1,428	13.1	45.1	-	-	-
Administrators, education and related fields	1,241	15.5	39.5	-	-	-	-	-	-
Managers, medicine and health	1,236	15.8	40.0	1,223	17.0	40.0	-	-	-
Managers and administrators, n.e.c.	1,454	8.3	40.0	1,388	9.3	40.0	-	-	-
Management related	982	4.7	39.7	1,018	4.0	40.0	-	-	-
Accountants and auditors	969	8.1	38.1	1,041	7.4	40.0	-	-	-
Other financial officers	1,063	5.5	39.9	1,063	5.5	39.9	-	-	-
Personnel, training, and labor relations specialists	740	11.6	40.0	-	-	-	-	-	-
Management related, n.e.c.	917	6.4	40.0	917	6.4	40.0	-	-	-
Sales	818	22.8	40.7	818	22.9	40.7	-	-	-
Supervisors, sales	644	18.5	39.8	644	18.5	39.8	-	-	-
Cashiers	349	.8	38.6	349	.8	38.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — 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									
Supervisors, general office	580	4.3	40.0	—	—	—	—	—	—
Secretaries	600	4.8	39.7	623	5.1	39.7	542	5.8	39.9
Receptionists	489	5.1	39.8	489	5.1	39.8	—	—	—
Records clerks, n.e.c.	519	11.2	39.6	518	12.4	39.6	—	—	—
Bookkeepers, accounting and auditing clerks	534	3.3	40.1	535	3.4	40.3	—	—	—
Traffic, shipping and receiving clerks	788	13.6	40.0	788	13.6	40.0	—	—	—
Stock and inventory clerks	675	18.3	40.0	677	19.2	40.0	—	—	—
General office clerks	494	8.1	39.8	537	9.5	39.6	—	—	—
Administrative support, n.e.c.	565	10.0	38.4	574	10.7	38.7	—	—	—
Blue collar	718	3.0	40.1	723	3.1	40.2	607	2.7	39.4
Precision production, craft, and repair									
Supervisors, mechanics and repairers	1,023	10.1	40.0	—	—	—	—	—	—
Industrial machinery repairers	1,099	3.9	40.0	1,099	3.9	40.0	—	—	—
Mechanics and repairers, n.e.c.	968	6.9	40.0	976	7.7	40.0	—	—	—
Electricians	1,092	6.1	40.0	1,092	6.1	40.0	—	—	—
Tool and die makers	1,165	.1	40.0	1,165	.1	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Grinding, abrading, buffing, and polishing machine operators	673	26.0	40.0	673	26.0	40.0	—	—	—
Molding and casting machine operators	939	1.3	40.0	939	1.3	40.0	—	—	—
Printing press operators	699	8.6	39.9	699	8.6	39.9	—	—	—
Miscellaneous machine operators, n.e.c.	640	2.6	40.0	640	2.6	40.0	—	—	—
Assemblers	691	5.0	40.0	691	5.0	40.0	—	—	—
Production inspectors, checkers and examiners ...	632	15.6	40.0	632	15.6	40.0	—	—	—
Transportation and material moving									
Truck drivers	659	10.4	41.5	662	11.2	41.6	—	—	—
Industrial truck and tractor equipment operators	601	5.9	38.5	598	5.9	38.5	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers ...	540	12.0	39.6	537	12.8	39.6	—	—	—
Freight, stock, and material handlers, n.e.c.	687	11.7	40.0	687	11.7	40.0	—	—	—
Hand packers and packagers	454	7.8	40.0	454	7.8	40.0	—	—	—
Laborers, except construction, n.e.c.	463	7.1	39.9	442	6.9	39.9	—	—	—
Service	475	5.3	39.2	388	3.5	39.5	632	12.8	38.7
Protective service	716	8.6	40.8	—	—	—	782	4.4	41.1
Supervisors, police and detectives	1,030	3.9	40.0	—	—	—	—	—	—
Food service	333	6.9	37.3	346	5.9	39.6	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — 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									
Food service—Continued									
Waiters, waitresses, and bartenders	\$142	19.6	38.7	\$142	19.6	38.7	—	—	—
Other food service	399	18.4	36.9	448	19.6	40.1	—	—	—
Cooks	390	6.2	37.1	409	3.1	38.3	—	—	—
Food preparation, n.e.c.	302	4.8	35.4	323	4.0	40.0	—	—	—
Health service	409	7.5	39.1	408	7.7	39.1	—	—	—
Health aides, except nursing ..	444	12.4	39.3	444	13.3	39.3	—	—	—
Nursing aides, orderlies and attendants	369	3.5	38.9	369	3.5	38.9	—	—	—
Cleaning and building service	414	4.8	39.8	371	5.2	39.8	\$484	1.2	40.0
Janitors and cleaners	428	6.2	39.8	397	6.0	39.7	—	—	—
Personal service	369	2.8	39.2	369	2.8	39.2	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$40,265	2.5	2,007	\$41,021	2.9	2,075	\$37,091	5.1	1,721
All excluding sales	40,154	2.0	2,002	40,930	2.2	2,073	37,075	5.1	1,721
White collar	45,844	3.4	1,966	47,563	3.7	2,069	40,296	8.9	1,633
White collar excluding sales	46,149	2.7	1,952	48,189	2.7	2,064	40,279	8.9	1,632
Professional specialty and technical	52,547	4.8	1,867	55,803	5.9	2,045	45,931	8.8	1,506
Professional specialty	56,361	4.7	1,802	62,238	6.6	2,026	47,306	6.3	1,458
Engineers, architects, and surveyors	68,120	3.4	2,081	68,929	3.8	2,081	-	-	-
Mechanical engineers	63,922	13.6	2,081	63,922	13.6	2,081	-	-	-
Engineers, n.e.c.	73,652	3.0	2,081	73,652	3.0	2,081	-	-	-
Mathematical and computer scientists	54,053	4.9	2,075	54,208	5.0	2,075	-	-	-
Computer systems analysts and scientists	54,263	5.2	2,075	54,263	5.2	2,075	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	51,562	2.9	1,997	53,671	2.6	2,028	38,139	4.7	1,795
Registered nurses	49,575	3.5	1,979	51,733	3.4	2,016	38,070	5.0	1,781
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	47,044	1.7	1,264	38,626	5.8	1,440	47,890	.7	1,246
Elementary school teachers	48,462	3.5	1,271	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	33,128	2.5	2,070	33,366	4.7	2,054	-	-	-
Social workers	33,128	2.5	2,070	33,366	4.7	2,054	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	57,856	13.1	2,059	57,856	13.1	2,059	-	-	-
Technical	40,021	5.2	2,080	41,233	5.7	2,087	31,163	7.1	2,027
Licensed practical nurses	36,789	2.2	2,050	37,520	1.6	2,058	-	-	-
Health technologists and technicians, n.e.c.	29,646	8.0	2,111	29,818	8.2	2,112	-	-	-
Electrical and electronic technicians	49,424	7.6	2,080	49,424	7.6	2,080	-	-	-
Engineering technicians, n.e.c.	49,632	17.9	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	62,463	6.3	2,091	63,668	6.4	2,110	55,562	15.5	1,983
Executives, administrators, and managers	70,968	7.7	2,123	72,840	8.6	2,151	63,193	12.5	2,008
Financial managers	74,266	13.1	2,347	74,266	13.1	2,347	-	-	-
Administrators, education and related fields	62,798	15.5	1,996	-	-	-	-	-	-
Managers, medicine and health	64,247	15.8	2,080	63,588	17.0	2,080	-	-	-
Managers and administrators, n.e.c.	75,603	8.3	2,080	72,170	9.3	2,080	-	-	-
Management related	50,581	4.7	2,046	52,379	4.0	2,059	-	-	-
Accountants and auditors	46,904	8.1	1,843	49,587	7.4	1,905	-	-	-
Other financial officers	55,256	5.5	2,074	55,256	5.5	2,074	-	-	-
Personnel, training, and labor relations specialists	38,454	11.6	2,080	-	-	-	-	-	-
Management related, n.e.c.	47,673	6.4	2,080	47,673	6.4	2,080	-	-	-
Sales	42,557	22.8	2,114	42,519	22.9	2,114	-	-	-
Supervisors, sales	33,492	18.5	2,071	33,492	18.5	2,071	-	-	-
Cashiers	18,124	.8	2,008	18,124	.8	2,008	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — 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									
Supervisors, general office	\$27,742	2.9	1,999	\$29,386	3.1	2,059	\$21,714	5.8	1,777
Secretaries	30,150	4.3	2,080	—	—	—	—	—	—
Receptionists	30,472	4.8	2,018	32,385	5.1	2,063	25,971	5.8	1,911
Records clerks, n.e.c.	24,446	5.1	1,991	24,446	5.1	1,991	—	—	—
Bookkeepers, accounting and auditing clerks	26,988	11.2	2,060	26,927	12.4	2,058	—	—	—
Traffic, shipping and receiving clerks	27,754	3.3	2,087	27,813	3.4	2,093	—	—	—
Stock and inventory clerks	40,960	13.6	2,080	40,960	13.6	2,080	—	—	—
General office clerks	35,118	18.3	2,080	35,205	19.2	2,080	—	—	—
Administrative support, n.e.c.	25,242	8.1	2,033	27,926	9.5	2,061	—	—	—
	29,381	10.0	1,998	29,865	10.7	2,014	—	—	—
Blue collar	37,234	3.0	2,083	37,591	3.1	2,088	30,343	2.7	1,971
Precision production, craft, and repair									
Supervisors, mechanics and repairers	44,826	4.5	2,106	45,621	4.6	2,108	32,704	4.4	2,080
Industrial machinery repairers	53,222	10.1	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	57,124	3.9	2,080	57,124	3.9	2,080	—	—	—
Electricians	50,356	6.9	2,080	50,770	7.7	2,080	—	—	—
Tool and die makers	56,788	6.1	2,080	56,788	6.1	2,080	—	—	—
	60,572	.1	2,080	60,572	.1	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Grinding, abrading, buffing, and polishing machine operators	34,866	2.1	2,077	34,856	2.1	2,077	—	—	—
Molding and casting machine operators	34,996	26.0	2,080	34,996	26.0	2,080	—	—	—
Printing press operators	48,809	1.3	2,080	48,809	1.3	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	36,347	8.6	2,075	36,347	8.6	2,075	—	—	—
Assemblers	33,292	2.6	2,080	33,292	2.6	2,080	—	—	—
Production inspectors, checkers and examiners ...	35,940	5.0	2,080	35,940	5.0	2,080	—	—	—
	32,883	15.6	2,080	32,883	15.6	2,080	—	—	—
Transportation and material moving									
Truck drivers	32,416	3.9	2,049	33,135	4.4	2,083	26,935	9.1	1,785
Industrial truck and tractor equipment operators	34,245	10.4	2,158	34,442	11.2	2,164	—	—	—
	31,256	5.9	2,003	31,074	5.9	2,002	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers ...	28,386	6.5	2,072	28,279	6.8	2,072	—	—	—
Freight, stock, and material handlers, n.e.c.	28,096	12.0	2,058	27,947	12.8	2,057	—	—	—
Hand packers and packagers	35,703	11.7	2,080	35,703	11.7	2,080	—	—	—
Laborers, except construction, n.e.c.	23,615	7.8	2,080	23,615	7.8	2,080	—	—	—
	24,041	7.1	2,075	22,986	6.9	2,076	—	—	—
Service	24,075	5.3	1,988	20,152	3.5	2,054	30,648	12.8	1,879
Protective service	37,208	8.6	2,122	—	—	—	40,673	4.4	2,136
Supervisors, police and detectives	53,554	3.9	2,080	—	—	—	—	—	—
Food service	15,852	6.9	1,778	18,012	5.9	2,061	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — 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									
Food service—Continued									
Waiters, waitresses, and bartenders	\$7,362	19.6	2,010	\$7,362	19.6	2,010	—	—	—
Other food service	18,445	18.4	1,707	23,287	19.6	2,087	—	—	—
Cooks	19,075	6.2	1,818	21,273	3.1	1,993	—	—	—
Food preparation, n.e.c.	13,306	4.8	1,560	16,771	4.0	2,080	—	—	—
Health service	21,288	7.5	2,033	21,206	7.7	2,034	—	—	—
Health aides, except nursing ..	23,109	12.4	2,042	23,097	13.3	2,045	—	—	—
Nursing aides, orderlies and attendants	19,184	3.5	2,022	19,184	3.5	2,022	—	—	—
Cleaning and building service	21,505	4.8	2,072	19,306	5.2	2,067	\$25,162	1.2	2,080
Janitors and cleaners	22,279	6.2	2,070	20,629	6.0	2,064	—	—	—
Personal service	19,204	2.8	2,040	19,204	2.8	2,040	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

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	\$19.10	2.7	\$18.71	2.5	\$21.19	7.5
All excluding sales	19.30	2.4	18.93	2.0	21.19	7.5
White collar	22.17	4.0	21.71	3.6	24.18	11.4
1	10.58	11.0	9.54	15.1	11.88	4.7
2	9.65	5.2	9.80	5.9	—	—
3	11.11	4.0	11.12	4.7	11.05	3.9
4	13.44	3.4	13.62	4.3	12.83	2.7
5	15.07	4.3	15.43	4.5	13.57	8.6
6	17.68	2.4	18.10	2.6	14.65	1.8
7	21.45	3.6	22.05	3.6	18.10	6.1
8	25.43	11.3	23.40	3.1	29.58	24.2
9	29.17	6.5	26.43	2.7	34.00	8.0
10	47.89	26.1	49.00	26.4	—	—
11	36.05	4.3	36.42	5.1	—	—
12	47.00	7.3	47.02	7.5	—	—
13	49.84	3.1	51.47	3.2	—	—
Not able to be leveled	21.78	5.7	21.78	5.7	—	—
White collar excluding sales	23.02	3.6	22.71	3.1	24.18	11.4
1	12.11	7.1	—	—	11.88	4.7
2	10.86	5.6	11.67	4.8	—	—
3	11.93	4.5	12.12	5.3	11.05	3.9
4	13.37	3.1	13.56	4.1	12.83	2.7
5	15.27	4.2	15.73	4.4	13.57	8.6
6	17.61	1.9	18.20	2.2	14.65	1.8
7	21.37	3.8	22.00	3.8	18.10	6.1
8	25.35	12.4	23.00	3.5	—	—
9	29.15	6.6	26.36	2.6	34.00	8.0
10	31.32	4.2	31.56	4.4	—	—
11	35.85	4.6	36.20	5.4	—	—
12	47.00	7.3	47.02	7.5	—	—
13	49.84	3.1	51.47	3.2	—	—
Not able to be leveled	22.93	6.3	22.93	6.3	—	—
Professional specialty and technical	27.41	6.2	26.52	6.1	29.94	12.1
Professional specialty	30.30	5.9	29.62	6.8	31.78	9.9
5	12.90	9.4	—	—	—	—
6	19.39	4.4	19.78	5.0	—	—
7	22.10	4.9	22.92	4.5	—	—
8	28.52	19.4	24.90	3.8	—	—
9	30.70	7.0	26.75	1.6	34.97	5.5
10	32.11	5.8	32.11	5.8	—	—
11	34.61	4.2	36.06	3.7	—	—
12	47.73	11.3	47.73	11.3	—	—
Not able to be leveled	27.09	16.0	27.09	16.0	—	—
Engineers, architects, and surveyors	32.74	3.4	33.13	3.8	—	—
7	23.43	8.8	23.43	8.8	—	—
9	30.06	1.6	29.21	.8	—	—
11	37.93	4.0	38.32	4.0	—	—
Mechanical engineers	30.72	13.6	30.72	13.6	—	—
Engineers, n.e.c.	35.40	3.0	35.40	3.0	—	—
Mathematical and computer scientists	26.05	5.0	26.12	5.2	—	—
Not able to be leveled	24.29	10.7	24.29	10.7	—	—
Computer systems analysts and scientists	26.15	5.4	26.15	5.4	—	—
Not able to be leveled	24.29	10.7	24.29	10.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.81	2.7	26.32	2.5	22.30	6.5
9	24.47	3.4	25.01	3.1	21.79	5.4
Registered nurses	24.96	3.3	25.47	3.2	21.79	5.4
9	23.37	1.7	23.81	.8	21.79	5.4
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	36.19	3.6	26.82	6.5	37.23	1.0
9	38.01	2.4	—	—	38.40	1.2
Elementary school teachers	38.13	5.9	—	—	—	—
9	40.07	4.8	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	\$16.05	2.1	\$16.36	3.0	—	—
6	15.58	6.2	—	—	—	—
Social workers	16.05	2.1	16.36	3.0	—	—
6	15.58	6.2	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.91	37.9	18.91	37.9	—	—
Technical	19.03	5.6	19.51	6.3	\$15.36	7.9
4	13.54	6.5	—	—	—	—
5	14.78	5.4	15.85	3.5	—	—
6	17.56	4.7	18.19	3.6	—	—
7	22.20	5.7	22.23	6.4	—	—
8	22.32	6.2	22.37	6.5	—	—
9	27.88	7.3	27.88	7.3	—	—
Not able to be leveled	20.26	23.7	20.26	23.7	—	—
Radiological technicians	26.19	6.7	24.02	10.9	—	—
Licensed practical nurses	17.91	2.2	18.19	2.0	—	—
6	18.06	4.9	18.20	4.7	—	—
Health technologists and technicians, n.e.c.	14.06	6.6	14.12	6.8	—	—
Electrical and electronic technicians	23.76	7.6	23.76	7.6	—	—
Engineering technicians, n.e.c.	23.86	17.9	—	—	—	—
Executive, administrative, and managerial	29.84	6.4	30.13	6.8	28.02	16.7
7	21.63	8.1	22.96	6.0	—	—
8	21.15	3.6	21.25	3.7	—	—
9	25.74	5.7	25.66	6.5	26.25	14.2
11	37.10	8.4	36.32	9.3	—	—
12	46.13	2.9	46.13	3.0	—	—
Executives, administrators, and managers	33.42	8.7	33.86	10.0	31.47	13.0
8	20.89	6.7	20.89	6.7	—	—
9	25.23	9.6	24.75	11.7	27.11	17.1
11	38.48	14.2	37.49	16.9	—	—
12	46.13	2.9	46.13	3.0	—	—
Financial managers	31.64	18.4	31.64	18.4	—	—
11	37.68	23.8	37.68	23.8	—	—
Administrators, education and related fields	31.46	16.1	—	—	—	—
Managers, medicine and health	30.89	15.8	30.57	17.0	—	—
Managers and administrators, n.e.c.	36.35	8.3	34.70	9.3	—	—
12	46.64	2.0	46.68	2.3	—	—
Management related	24.87	4.5	25.57	3.8	—	—
7	20.20	4.1	20.20	4.1	—	—
8	21.31	4.0	21.48	3.9	—	—
9	26.39	3.1	26.63	3.0	—	—
11	34.58	2.7	34.58	2.7	—	—
Accountants and auditors	25.45	6.0	26.04	7.4	—	—
Other financial officers	26.64	5.3	26.64	5.3	—	—
Management analysts	29.55	6.9	29.55	6.9	—	—
Personnel, training, and labor relations specialists	18.49	11.6	—	—	—	—
Management related, n.e.c.	22.92	6.4	22.92	6.4	—	—
Sales	16.19	16.0	16.17	16.1	—	—
1	7.98	8.7	7.98	8.7	—	—
2	8.18	2.8	8.18	2.8	—	—
3	8.24	1.8	8.24	1.8	—	—
6	17.89	6.9	17.89	6.9	—	—
Supervisors, sales	16.17	18.3	16.17	18.3	—	—
Sales, other business services	66.85	27.5	—	—	—	—
Sales workers, other commodities	12.95	27.3	12.95	27.3	—	—
Cashiers	8.22	1.6	8.22	1.6	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Cashiers —Continued						
2	\$7.83	3.3	\$7.83	3.3	—	—
3	8.08	.4	8.08	.4	—	—
Administrative support, including clerical						
1	13.55	2.9	13.88	3.3	\$12.10	5.3
2	12.11	7.1	—	—	11.88	4.7
3	10.86	5.6	11.67	4.8	—	—
4	12.22	4.8	12.50	5.6	11.07	4.0
5	13.47	3.4	13.73	4.5	12.71	3.0
6	15.65	6.0	15.65	6.9	15.65	1.7
7	17.29	4.7	17.41	4.9	—	—
Not able to be leveled	18.76	6.3	18.95	8.3	—	—
Supervisors, general office	13.38	6.0	13.38	6.0	—	—
Secretaries	14.50	4.3	—	—	—	—
4	15.10	4.8	15.70	4.9	13.59	6.0
5	13.21	3.0	13.43	4.3	13.04	3.9
Receptionists	17.06	10.2	17.11	10.8	—	—
Library clerks	11.81	5.0	11.81	5.0	—	—
Records clerks, n.e.c.	12.32	10.6	—	—	—	—
3	12.87	9.2	12.83	10.1	—	—
Bookkeepers, accounting and auditing clerks	12.50	8.0	12.63	8.7	—	—
4	13.30	3.1	13.28	3.2	—	—
Traffic, shipping and receiving clerks	12.41	3.3	12.41	3.3	—	—
Stock and inventory clerks	17.66	13.9	17.66	13.9	—	—
Investigators and adjusters, except insurance	14.30	16.9	14.25	17.5	—	—
General office clerks	17.15	2.4	—	—	—	—
3	12.04	7.6	12.86	9.3	—	—
Bank tellers	11.36	5.7	12.38	6.4	—	—
Teachers' aides	10.25	1.0	10.25	1.0	—	—
Administrative support, n.e.c.	11.49	1.2	—	—	—	—
	14.69	8.8	14.82	9.5	—	—
Blue collar						
1	17.30	3.0	17.41	3.1	15.21	2.4
2	9.10	5.1	9.10	5.2	—	—
3	11.35	5.9	11.35	5.9	—	—
4	16.54	1.7	16.76	1.8	13.48	4.7
5	17.14	1.6	17.43	1.4	14.52	8.2
6	16.07	3.4	16.03	3.4	—	—
7	18.60	8.0	19.14	8.4	—	—
8	25.04	4.7	25.41	5.0	18.57	2.7
9	27.97	3.6	27.97	3.6	—	—
Not able to be leveled	30.75	2.3	31.15	1.9	—	—
	15.90	23.8	15.90	23.8	—	—
Precision production, craft, and repair						
3	21.17	4.5	21.52	4.6	15.72	4.4
4	13.87	8.7	13.84	9.3	—	—
5	13.74	10.5	14.23	11.3	—	—
6	15.35	2.9	15.33	2.9	—	—
7	17.62	8.1	—	—	—	—
8	24.96	4.9	25.35	5.2	18.57	2.7
9	27.97	3.6	27.97	3.6	—	—
Not able to be leveled	30.42	2.6	30.90	2.2	—	—
Supervisors, mechanics and repairers	24.10	7.0	24.10	7.0	—	—
Industrial machinery repairers	25.59	10.1	—	—	—	—
7	27.46	3.9	27.46	3.9	—	—
Mechanics and repairers, n.e.c.	27.72	3.7	27.72	3.7	—	—
Electricians	24.21	6.9	24.41	7.7	—	—
7	27.30	6.1	27.30	6.1	—	—
Tool and die makers	26.69	6.2	26.69	6.2	—	—
7	29.12	.1	29.12	.1	—	—
	29.03	.5	29.03	.5	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$16.63	2.3	\$16.62	2.3	—	—
2	11.45	6.1	11.45	6.1	—	—
3	18.62	7.0	18.62	7.0	—	—
4	18.80	2.4	18.80	2.4	—	—
5	15.70	3.2	15.66	3.2	—	—
Grinding, abrading, buffing, and polishing						
machine operators	16.82	26.0	16.82	26.0	—	—
Molding and casting machine operators	23.47	1.3	23.47	1.3	—	—
Printing press operators	17.52	8.6	17.52	8.6	—	—
Miscellaneous machine operators, n.e.c.	16.01	2.6	16.01	2.6	—	—
Assemblers	16.35	6.8	16.35	6.8	—	—
3	19.70	8.3	19.70	8.3	—	—
4	20.96	.8	20.96	.8	—	—
Production inspectors, checkers and examiners ..	15.81	15.6	15.81	15.6	—	—
Transportation and material moving	15.44	3.6	15.51	4.0	\$14.89	6.0
2	12.31	7.4	12.31	7.4	—	—
3	15.44	4.5	15.97	4.5	—	—
4	16.13	6.6	16.28	9.1	15.67	1.1
5	17.87	5.7	17.79	5.7	—	—
Truck drivers	15.69	7.1	15.92	8.1	—	—
4	17.10	4.5	—	—	—	—
Industrial truck and tractor equipment operators ..	15.61	5.8	15.52	5.8	—	—
3	16.04	5.5	16.04	5.5	—	—
Handlers, equipment cleaners, helpers, and laborers	12.58	5.5	12.51	5.7	14.18	6.9
1	9.08	3.8	9.08	3.8	—	—
2	10.59	7.8	10.59	7.8	—	—
3	15.56	1.5	15.75	1.0	—	—
4	18.01	5.6	18.15	6.0	—	—
Stock handlers and baggers	12.28	8.3	12.17	8.6	—	—
1	7.63	1.1	7.63	1.1	—	—
2	10.04	2.6	10.04	2.6	—	—
3	16.05	13.5	16.27	16.2	—	—
Freight, stock, and material handlers, n.e.c.	15.03	6.6	15.03	6.6	—	—
3	19.08	4.7	19.08	4.7	—	—
Hand packers and packagers	10.55	6.8	10.55	6.8	—	—
2	9.29	3.4	9.29	3.4	—	—
Laborers, except construction, n.e.c.	10.83	7.7	10.43	7.4	—	—
1	8.24	10.3	—	—	—	—
2	11.34	22.7	11.34	22.7	—	—
Service	11.35	4.0	9.27	3.3	16.18	8.8
1	8.01	10.8	7.10	5.9	—	—
2	7.48	15.5	6.89	17.6	—	—
3	9.72	7.7	9.46	9.1	11.17	9.4
4	10.77	4.2	10.43	3.8	—	—
5	12.61	2.7	11.58	.5	—	—
6	19.99	5.2	—	—	—	—
7	19.17	7.5	—	—	19.15	8.5
8	23.55	6.4	—	—	—	—
Protective service	17.52	7.6	—	—	19.02	2.7
7	19.15	8.5	—	—	19.15	8.5
Supervisors, police and detectives	25.75	3.9	—	—	—	—
Food service	8.07	4.2	7.85	5.1	9.53	4.6
1	7.50	8.5	7.12	7.6	—	—
2	5.96	24.0	5.54	28.5	—	—
3	6.48	26.5	6.11	31.2	—	—
4	10.74	3.3	—	—	—	—
Waiters, waitresses, and bartenders	3.90	24.7	3.90	24.7	—	—
Waiters and waitresses	2.95	31.5	2.95	31.5	—	—
Other food service	9.68	17.0	9.71	20.7	9.53	4.6
1	7.74	9.6	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
2	\$8.06	2.4	\$7.85	2.7	—	—
3	9.18	3.4	9.51	3.0	—	—
4	10.74	3.3	—	—	—	—
Cooks	9.90	4.4	9.84	4.9	—	—
Food preparation, n.e.c.	7.96	6.6	7.60	6.1	—	—
1	7.83	10.8	—	—	—	—
2	8.00	2.8	—	—	—	—
Health service	10.33	8.1	10.24	8.4	—	—
3	9.66	4.9	9.47	5.0	—	—
Health aides, except nursing	11.00	12.5	10.96	13.3	—	—
3	10.89	8.3	10.17	5.5	—	—
Nursing aides, orderlies and attendants	9.56	5.1	9.45	5.2	—	—
3	9.55	5.2	9.44	5.3	—	—
Cleaning and building service	10.32	4.7	9.28	5.0	\$12.10	1.2
1	10.63	14.8	—	—	—	—
2	9.61	13.5	9.61	13.5	—	—
Janitors and cleaners	10.76	6.2	9.99	6.2	—	—
2	10.60	12.5	10.60	12.5	—	—
Personal service	9.79	7.0	9.79	7.0	—	—
Service, n.e.c.	8.88	2.6	8.88	2.6	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004

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	\$20.06	2.8	\$19.77	2.7	\$21.55	8.5
All excluding sales	20.06	2.5	19.75	2.1	21.54	8.5
White collar	23.32	4.0	22.99	3.5	24.68	12.7
1	12.76	5.7	—	—	—	—
2	10.43	5.6	11.04	5.4	—	—
3	11.80	4.4	11.95	4.9	10.89	4.1
4	13.43	3.4	13.61	4.3	12.84	2.8
5	15.29	4.0	15.43	4.5	14.59	6.3
6	17.72	2.5	18.17	2.7	14.65	1.8
7	21.43	3.7	22.04	3.7	18.10	6.1
8	25.29	11.8	23.09	3.5	29.58	24.2
9	29.32	6.8	26.39	2.9	34.18	8.0
10	48.32	26.1	49.48	26.4	—	—
11	36.07	4.4	36.42	5.1	—	—
12	47.00	7.3	47.02	7.5	—	—
13	49.84	3.1	51.47	3.2	—	—
Not able to be leveled	23.45	3.4	23.45	3.4	—	—
White collar excluding sales	23.64	3.7	23.35	2.7	24.68	12.7
2	10.81	6.6	11.90	6.4	—	—
3	12.11	4.9	12.34	5.5	10.89	4.1
4	13.37	3.1	13.55	4.1	12.84	2.8
5	15.53	3.9	15.73	4.4	14.59	6.3
6	17.66	2.0	18.30	2.4	14.65	1.8
7	21.35	3.9	21.99	3.9	18.10	6.1
8	25.37	12.5	22.99	3.6	—	—
9	29.29	6.9	26.31	2.8	34.18	8.0
10	31.49	4.3	31.74	4.6	—	—
11	35.88	4.6	36.20	5.4	—	—
12	47.00	7.3	47.02	7.5	—	—
13	49.84	3.1	51.47	3.2	—	—
Not able to be leveled	24.95	4.1	24.95	4.1	—	—
Professional specialty and technical	28.14	6.2	27.29	5.8	30.49	13.2
Professional specialty	31.27	5.9	30.72	6.5	32.45	10.9
6	19.46	4.4	19.87	5.0	—	—
7	22.06	5.5	22.97	5.1	—	—
8	28.64	19.7	25.01	3.9	—	—
9	30.98	7.2	26.79	1.6	35.19	5.4
10	32.54	6.5	32.54	6.5	—	—
11	34.63	4.3	36.06	3.7	—	—
12	47.73	11.3	47.73	11.3	—	—
Not able to be leveled	30.14	11.8	30.14	11.8	—	—
Engineers, architects, and surveyors	32.74	3.4	33.13	3.8	—	—
7	23.43	8.8	23.43	8.8	—	—
9	30.06	1.6	29.21	.8	—	—
11	37.93	4.0	38.32	4.0	—	—
Mechanical engineers	30.72	13.6	30.72	13.6	—	—
Engineers, n.e.c.	35.40	3.0	35.40	3.0	—	—
Mathematical and computer scientists	26.05	5.0	26.12	5.2	—	—
Not able to be leveled	24.29	10.7	24.29	10.7	—	—
Computer systems analysts and scientists	26.15	5.4	26.15	5.4	—	—
Not able to be leveled	24.29	10.7	24.29	10.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.82	3.1	26.46	2.9	21.25	5.1
9	24.17	3.7	24.76	3.3	21.38	5.5
Registered nurses	25.05	3.9	25.66	3.9	21.38	5.5
9	23.08	1.9	23.58	.9	21.38	5.5
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	37.23	4.5	26.82	6.5	38.44	1.6
9	38.11	2.5	—	—	38.52	1.3
Elementary school teachers	38.13	5.9	—	—	—	—
9	40.07	4.8	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.00	2.6	16.25	4.7	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Social, recreation, and religious workers						
—Continued						
Social workers	\$16.00	2.6	\$16.25	4.7	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	28.10	12.1	28.10	12.1	—	—
Technical	19.24	5.1	19.75	5.7	\$15.37	8.1
4	13.46	7.0	—	—	—	—
5	14.78	5.4	15.85	3.5	—	—
6	17.68	5.4	18.48	3.6	—	—
7	22.20	5.7	22.23	6.4	—	—
8	22.32	6.2	22.37	6.5	—	—
9	27.88	7.3	27.88	7.3	—	—
Not able to be leveled	20.26	23.7	20.26	23.7	—	—
Licensed practical nurses	17.95	2.2	18.23	2.1	—	—
6	18.12	4.9	—	—	—	—
Health technologists and technicians, n.e.c.	14.04	6.8	14.12	7.0	—	—
Electrical and electronic technicians	23.76	7.6	23.76	7.6	—	—
Engineering technicians, n.e.c.	23.86	17.9	—	—	—	—
Executive, administrative, and managerial	29.87	6.5	30.17	6.9	28.02	16.7
7	21.63	8.1	22.96	6.0	—	—
8	21.15	3.6	21.25	3.7	—	—
9	25.60	6.0	25.49	6.8	26.25	14.2
11	37.10	8.4	36.32	9.3	—	—
12	46.13	2.9	46.13	3.0	—	—
Executives, administrators, and managers	33.42	8.7	33.86	10.0	31.47	13.0
8	20.89	6.7	20.89	6.7	—	—
9	25.23	9.6	24.75	11.7	27.11	17.1
11	38.48	14.2	37.49	16.9	—	—
12	46.13	2.9	46.13	3.0	—	—
Financial managers	31.64	18.4	31.64	18.4	—	—
11	37.68	23.8	37.68	23.8	—	—
Administrators, education and related fields	31.46	16.1	—	—	—	—
Managers, medicine and health	30.89	15.8	30.57	17.0	—	—
Managers and administrators, n.e.c.	36.35	8.3	34.70	9.3	—	—
12	46.64	2.0	46.68	2.3	—	—
Management related	24.72	4.5	25.44	3.8	—	—
7	20.20	4.1	20.20	4.1	—	—
8	21.31	4.0	21.48	3.9	—	—
9	26.14	3.4	26.40	3.3	—	—
11	34.58	2.7	34.58	2.7	—	—
Accountants and auditors	25.45	6.0	26.04	7.4	—	—
Other financial officers	26.64	5.3	26.64	5.3	—	—
Personnel, training, and labor relations specialists	18.49	11.6	—	—	—	—
Management related, n.e.c.	22.92	6.4	22.92	6.4	—	—
Sales	20.13	20.2	20.11	20.4	—	—
3	9.18	3.1	9.18	3.1	—	—
6	17.89	6.9	17.89	6.9	—	—
Supervisors, sales	16.17	18.3	16.17	18.3	—	—
Cashiers	9.02	1.0	9.02	1.0	—	—
Administrative support, including clerical	13.88	2.8	14.27	3.1	12.22	5.8
2	10.81	6.6	11.90	6.4	—	—
3	12.40	5.2	12.70	5.8	10.91	4.4
4	13.47	3.4	13.72	4.5	12.75	3.0
5	15.65	6.0	15.65	6.9	15.65	1.7
6	17.29	4.7	17.41	4.9	—	—
7	18.76	6.3	18.95	8.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004** — 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						
Not able to be leveled	\$14.19	4.8	\$14.19	4.8	—	—
Supervisors, general office	14.50	4.3	—	—	—	—
Secretaries	15.10	4.8	15.70	4.9	\$13.59	6.0
4	13.21	3.0	13.43	4.3	13.04	3.9
5	17.06	10.2	17.11	10.8	—	—
Receptionists	12.28	5.2	12.28	5.2	—	—
Records clerks, n.e.c.	13.10	10.7	13.08	11.9	—	—
3	12.54	8.1	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.30	3.1	13.29	3.2	—	—
4	12.41	3.3	12.41	3.3	—	—
Traffic, shipping and receiving clerks	19.69	13.6	19.69	13.6	—	—
Stock and inventory clerks	16.88	18.3	16.93	19.2	—	—
General office clerks	12.42	8.1	13.55	9.4	—	—
3	11.38	5.8	12.43	6.5	—	—
Administrative support, n.e.c.	14.71	8.9	14.83	9.5	—	—
Blue collar	17.88	2.9	18.00	3.0	15.39	2.5
1	9.33	4.9	9.33	4.9	—	—
2	11.39	6.0	11.39	6.0	—	—
3	16.68	1.6	16.87	1.8	13.37	5.8
4	17.16	1.6	17.46	1.5	14.52	8.2
5	16.07	3.4	16.03	3.4	—	—
6	18.60	8.0	19.14	8.4	—	—
7	25.04	4.7	25.41	5.0	18.57	2.7
8	27.97	3.6	27.97	3.6	—	—
9	30.75	2.3	31.15	1.9	—	—
Not able to be leveled	22.49	5.8	22.49	5.8	—	—
Precision production, craft, and repair	21.29	4.4	21.65	4.6	15.72	4.4
3	14.19	7.8	14.17	8.4	—	—
4	13.74	10.5	14.23	11.3	—	—
5	15.35	2.9	15.33	2.9	—	—
6	17.62	8.1	—	—	—	—
7	24.96	4.9	25.35	5.2	18.57	2.7
8	27.97	3.6	27.97	3.6	—	—
9	30.42	2.6	30.90	2.2	—	—
Not able to be leveled	24.10	7.0	24.10	7.0	—	—
Supervisors, mechanics and repairers	25.59	10.1	—	—	—	—
Industrial machinery repairers	27.46	3.9	27.46	3.9	—	—
7	27.72	3.7	27.72	3.7	—	—
Mechanics and repairers, n.e.c.	24.21	6.9	24.41	7.7	—	—
Electricians	27.30	6.1	27.30	6.1	—	—
7	26.69	6.2	26.69	6.2	—	—
Tool and die makers	29.12	.1	29.12	.1	—	—
7	29.03	.5	29.03	.5	—	—
Machine operators, assemblers, and inspectors	16.79	2.1	16.78	2.1	—	—
2	11.46	6.1	11.46	6.1	—	—
3	18.62	7.0	18.62	7.0	—	—
4	18.80	2.4	18.80	2.4	—	—
5	15.70	3.2	15.66	3.2	—	—
Grinding, abrading, buffing, and polishing machine operators	16.82	26.0	16.82	26.0	—	—
Molding and casting machine operators	23.47	1.3	23.47	1.3	—	—
Printing press operators	17.52	8.6	17.52	8.6	—	—
Miscellaneous machine operators, n.e.c.	16.01	2.6	16.01	2.6	—	—
Assemblers	17.28	5.0	17.28	5.0	—	—
3	19.70	8.3	19.70	8.3	—	—
4	20.96	.8	20.96	.8	—	—
Production inspectors, checkers and examiners ..	15.81	15.6	15.81	15.6	—	—
Transportation and material moving	15.82	3.3	15.90	3.6	15.09	6.1

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
3	\$15.58	4.4	\$15.97	4.5	—	—
4	16.13	6.6	16.28	9.1	\$15.67	1.1
5	17.87	5.7	17.79	5.7	—	—
Truck drivers	15.87	7.6	15.92	8.1	—	—
4	17.10	4.5	—	—	—	—
Industrial truck and tractor equipment operators ..	15.61	5.8	15.52	5.8	—	—
3	16.04	5.5	16.04	5.5	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	13.70	6.5	13.65	6.8	—	—
2	9.51	5.7	9.51	5.7	—	—
3	10.74	8.7	10.74	8.7	—	—
4	15.65	1.8	15.86	1.5	—	—
4	18.24	6.0	18.42	6.5	—	—
Stock handlers and baggers	13.65	12.2	13.59	13.0	—	—
3	16.05	13.5	16.27	16.2	—	—
Freight, stock, and material handlers, n.e.c.	17.16	11.7	17.16	11.7	—	—
3	20.17	10.6	20.17	10.6	—	—
Hand packers and packagers	11.35	7.8	11.35	7.8	—	—
Laborers, except construction, n.e.c.	11.59	7.1	11.07	7.0	—	—
2	11.41	23.3	11.41	23.3	—	—
Service						
1	12.11	4.7	9.81	3.7	16.31	8.6
2	9.03	12.4	7.45	5.5	—	—
3	7.93	12.5	7.30	14.5	—	—
4	9.97	7.7	9.80	9.2	—	—
5	10.71	4.4	10.34	4.0	—	—
6	12.67	2.9	—	—	—	—
7	19.99	5.2	—	—	—	—
8	19.15	8.5	—	—	19.15	8.5
8	23.55	6.4	—	—	—	—
Protective service	17.54	7.7	—	—	19.05	2.8
7	19.15	8.5	—	—	19.15	8.5
Supervisors, police and detectives	25.75	3.9	—	—	—	—
Food service	8.92	4.3	8.74	6.0	—	—
1	8.29	8.8	7.51	7.1	—	—
2	6.33	23.1	5.85	29.2	—	—
3	6.90	24.5	6.54	30.6	—	—
4	10.74	3.3	—	—	—	—
Waiters, waitresses, and bartenders	3.66	19.2	3.66	19.2	—	—
Other food service	10.81	15.0	11.16	18.7	—	—
1	9.20	6.8	—	—	—	—
2	8.21	3.0	—	—	—	—
3	9.21	3.9	—	—	—	—
4	10.74	3.3	—	—	—	—
Cooks	10.49	3.8	10.68	1.9	—	—
Food preparation, n.e.c.	8.53	5.5	8.06	4.0	—	—
Health service	10.47	8.0	10.42	8.3	—	—
3	9.57	5.5	9.49	5.5	—	—
Health aides, except nursing	11.32	11.7	11.29	12.5	—	—
Nursing aides, orderlies and attendants	9.49	5.7	9.49	5.7	—	—
3	9.47	5.7	9.47	5.7	—	—
Cleaning and building service	10.38	4.9	9.34	5.3	12.10	1.2
2	9.61	13.5	9.61	13.5	—	—
Janitors and cleaners	10.76	6.2	10.00	6.3	—	—
2	10.60	12.5	10.60	12.5	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$9.41	4.3	\$9.41	4.3	—	—

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004**

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	\$10.10	5.9	\$9.85	6.2	\$13.38	15.2
All excluding sales	10.57	6.3	10.29	6.6	13.38	15.2
White collar	11.42	9.2	11.15	10.0	14.08	20.5
1	7.88	7.3	7.93	8.1	—	—
2	8.72	5.3	8.72	5.4	—	—
3	8.67	6.0	8.19	3.6	—	—
4	13.72	8.9	14.15	10.2	—	—
9	26.77	3.0	26.96	3.2	—	—
Not able to be leveled	6.45	35.2	6.45	35.2	—	—
White collar excluding sales	13.66	14.1	13.58	16.7	14.08	20.5
1	7.91	2.9	—	—	—	—
2	11.04	5.3	11.11	5.3	—	—
3	10.37	5.7	9.60	.7	—	—
4	13.72	8.9	14.15	10.2	—	—
9	26.77	3.0	26.96	3.2	—	—
Not able to be leveled	6.45	35.2	6.45	35.2	—	—
Professional specialty and technical	15.80	23.9	15.41	28.9	17.48	27.8
Professional specialty	16.10	29.2	15.68	36.9	17.63	29.3
9	26.23	3.7	26.39	4.3	—	—
Health related	25.72	2.7	25.43	3.1	—	—
9	26.23	4.1	26.45	4.6	—	—
Registered nurses	24.37	2.0	24.30	2.2	—	—
9	24.99	4.1	25.02	4.9	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.55	9.5	8.55	9.5	—	—
2	7.88	2.2	7.88	2.2	—	—
Cashiers	7.55	1.3	7.55	1.3	—	—
2	7.47	2.5	7.47	2.5	—	—
Administrative support, including clerical	10.14	5.1	10.04	5.6	10.66	8.9
1	7.91	2.9	—	—	—	—
2	11.04	5.3	11.11	5.3	—	—
3	10.53	6.3	9.61	1.0	—	—
4	13.50	12.7	—	—	—	—
Receptionists	9.62	3.7	9.62	3.7	—	—
Blue collar	9.64	6.8	9.47	6.9	—	—
1	8.81	7.9	8.81	8.1	—	—
2	10.82	11.2	10.82	11.2	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.21	10.7	10.47	15.5	—	—
Handlers, equipment cleaners, helpers, and laborers	9.19	5.0	9.19	5.1	—	—
1	8.52	6.0	8.51	6.2	—	—
2	8.58	2.8	8.58	2.8	—	—
Stock handlers and baggers	7.28	.6	7.28	.6	—	—
1	6.80	1.0	6.80	1.0	—	—
Service	7.51	4.0	7.40	4.0	—	—
1	6.86	6.7	6.86	6.7	—	—
2	4.67	17.5	4.54	18.0	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 2004** — 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						
3	\$8.46	10.1	\$7.88	9.0	—	—
Protective service	—	—	—	—	—	—
Food service	6.31	7.1	6.31	7.2	—	—
2	4.67	17.5	4.54	18.0	—	—
Waiters, waitresses, and bartenders	4.32	28.5	4.32	28.5	—	—
Other food service	7.19	9.2	7.22	9.7	—	—
Health service	9.16	9.2	8.53	7.2	—	—
3	10.24	6.8	9.35	3.4	—	—
Nursing aides, orderlies and attendants	10.12	7.7	9.06	1.9	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	10.24	16.3	10.24	16.3	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Indianapolis, IN, January 2004**

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	\$20.06	\$10.10	\$22.19	\$18.21	\$18.97	\$21.95
All excluding sales	20.06	10.57	22.39	18.36	19.41	16.29
White collar	23.32	11.42	25.61	21.70	21.92	29.30
White-collar excluding sales	23.64	13.66	26.54	22.50	23.13	—
Professional specialty and technical	28.14	15.80	32.99	26.18	27.41	—
Professional specialty	31.27	16.10	35.33	28.95	30.30	—
Technical	19.24	—	18.11	19.13	19.03	—
Executive, administrative, and managerial	29.87	—	—	30.52	30.36	—
Sales	20.13	8.55	9.15	16.57	11.74	37.37
Administrative support, including clerical	13.88	10.14	14.55	13.43	13.52	—
Blue collar	17.88	9.64	21.19	14.28	17.36	16.58
Precision production, craft, and repair	21.29	—	25.74	17.18	21.48	—
Machine operators, assemblers, and inspectors	16.79	—	20.07	13.32	16.46	—
Transportation and material moving	15.82	11.21	18.16	14.08	15.12	—
Handlers, equipment cleaners, helpers, and laborers	13.70	9.19	15.18	10.95	12.72	—
Service	12.11	7.51	17.03	10.70	11.35	—
	Relative error ⁶ (percent)					
All occupations	2.8	5.9	8.5	3.0	2.5	14.9
All excluding sales	2.5	6.3	8.4	2.5	2.6	4.9
White collar	4.0	9.2	21.2	3.5	3.7	30.6
White-collar excluding sales	3.7	14.1	20.3	3.0	3.7	—
Professional specialty and technical	6.2	23.9	14.1	5.6	6.2	—
Professional specialty	5.9	29.2	11.2	6.1	5.9	—
Technical	5.1	—	6.5	6.1	5.6	—
Executive, administrative, and managerial	6.5	—	—	6.0	6.2	—
Sales	20.2	9.5	5.5	16.2	9.5	28.8
Administrative support, including clerical	2.8	5.1	15.4	2.2	2.9	—
Blue collar	2.9	6.8	3.6	2.3	3.2	7.5
Precision production, craft, and repair	4.4	—	3.0	3.5	4.4	—
Machine operators, assemblers, and inspectors	2.1	—	3.5	1.9	2.2	—
Transportation and material moving	3.3	10.7	5.3	3.8	2.9	—
Handlers, equipment cleaners, helpers, and laborers	6.5	5.0	6.0	5.8	5.8	—
Service	4.7	4.0	3.6	5.0	4.0	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Indianapolis, IN, January 2004

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$18.71	\$22.62	-	-	\$22.44	-	-	-	-	\$17.23
All excluding sales	18.93	22.64	-	-	22.45	-	-	-	-	17.37
White collar	21.71	28.70	-	-	29.00	-	-	-	-	22.48
White-collar excluding sales	22.71	28.92	-	-	29.23	-	-	-	-	22.92
Professional specialty and technical	26.52	31.77	-	-	31.79	-	-	-	-	27.01
Professional specialty	29.62	33.63	-	-	33.67	-	-	-	-	30.36
Technical	19.51	23.00	-	-	23.00	-	-	-	-	19.16
Executive, administrative, and managerial	30.13	38.86	-	-	38.86	-	-	-	-	28.31
Sales	16.17	-	-	-	-	-	-	-	-	10.25
Administrative support, including clerical	13.88	17.69	-	-	17.85	-	-	-	-	12.69
Blue collar	17.41	19.93	-	-	19.12	-	-	-	-	11.27
Precision production, craft, and repair	21.52	24.65	-	-	23.92	-	-	-	-	17.74
Machine operators, assemblers, and inspectors	16.62	17.52	-	-	17.52	-	-	-	-	10.09
Transportation and material moving	15.51	18.08	-	-	17.95	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.51	16.95	-	-	17.05	-	-	-	-	9.14
Service	9.27	-	-	-	-	-	-	-	-	9.45
	Relative error ⁵ (percent)									
All occupations	2.5	1.1	-	-	0.6	-	-	-	-	3.3
All excluding sales	2.0	1.4	-	-	1.0	-	-	-	-	3.4
White collar	3.6	.9	-	-	.9	-	-	-	-	4.9
White-collar excluding sales	3.1	.5	-	-	.4	-	-	-	-	5.2
Professional specialty and technical	6.1	5.9	-	-	5.9	-	-	-	-	9.2
Professional specialty	6.8	9.2	-	-	9.2	-	-	-	-	10.2
Technical	6.3	3.9	-	-	3.9	-	-	-	-	8.4
Executive, administrative, and managerial	6.8	12.2	-	-	12.2	-	-	-	-	5.3
Sales	16.1	-	-	-	-	-	-	-	-	4.4
Administrative support, including clerical	3.3	10.5	-	-	11.2	-	-	-	-	4.2
Blue collar	3.1	3.6	-	-	2.4	-	-	-	-	5.9
Precision production, craft, and repair	4.6	3.9	-	-	3.3	-	-	-	-	4.8
Machine operators, assemblers, and inspectors	2.3	2.8	-	-	2.8	-	-	-	-	14.8
Transportation and material moving	4.0	6.7	-	-	8.3	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.7	10.4	-	-	11.1	-	-	-	-	2.7
Service	3.3	-	-	-	-	-	-	-	-	4.1

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Indianapolis, IN, January 2004

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$18.71	\$16.76	\$19.17	\$17.14	\$21.17
All excluding sales	18.93	15.33	19.69	17.77	21.50
White collar	21.71	22.44	21.60	20.43	22.62
White-collar excluding sales	22.71	20.59	22.90	22.37	23.31
Professional specialty and technical	26.52	25.93	26.54	25.59	27.25
Professional specialty	29.62	27.54	29.70	29.84	29.61
Technical	19.51	—	19.42	18.44	20.48
Executive, administrative, and managerial	30.13	28.73	30.32	28.71	32.00
Sales	16.17	24.71	11.16	9.98	13.44
Administrative support, including clerical	13.88	13.95	13.88	13.38	14.22
Blue collar	17.41	15.06	18.34	15.91	20.58
Precision production, craft, and repair	21.52	17.79	23.86	20.74	27.45
Machine operators, assemblers, and inspectors	16.62	12.48	17.69	14.28	19.74
Transportation and material moving	15.51	15.36	15.54	14.73	17.13
Handlers, equipment cleaners, helpers, and laborers	12.51	11.29	13.03	10.43	14.99
Service	9.27	7.17	9.71	9.10	11.20
Relative error ⁴ (percent)					
All occupations	2.5	6.9	2.4	5.7	2.5
All excluding sales	2.0	3.6	2.6	5.8	2.8
White collar	3.6	18.1	3.2	7.2	2.8
White-collar excluding sales	3.1	9.3	3.4	7.3	3.4
Professional specialty and technical	6.1	4.1	6.3	12.8	4.7
Professional specialty	6.8	4.8	7.0	15.6	4.9
Technical	6.3	—	6.5	9.2	9.0
Executive, administrative, and managerial	6.8	11.8	7.8	7.0	12.5
Sales	16.1	30.1	10.3	12.1	16.0
Administrative support, including clerical	3.3	6.4	3.8	4.1	5.4
Blue collar	3.1	4.5	3.3	8.0	4.0
Precision production, craft, and repair	4.6	6.1	4.9	12.8	1.5
Machine operators, assemblers, and inspectors	2.3	4.5	2.4	3.5	3.4
Transportation and material moving	4.0	5.1	5.1	5.1	9.4
Handlers, equipment cleaners, helpers, and laborers	5.7	5.7	7.2	7.0	12.4
Service	3.3	4.2	3.8	5.2	2.6

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2004

Occupation ³	10	25	Median 50	75	90
All	\$8.49	\$11.01	\$15.88	\$25.43	\$31.34
All excluding sales	8.88	11.52	16.10	25.64	31.36
White collar	9.30	12.42	18.63	28.08	38.93
White collar excluding sales	10.24	13.42	20.19	28.87	40.00
Professional specialty and technical	14.29	18.93	25.88	31.79	44.54
Professional specialty	16.75	22.66	28.20	35.37	47.35
Engineers, architects, and surveyors	23.27	27.29	31.48	37.82	45.05
Mechanical engineers	20.74	23.75	27.35	33.65	48.28
Engineers, n.e.c.	26.13	28.19	35.67	43.46	45.31
Mathematical and computer scientists	16.35	21.39	26.44	30.37	33.38
Computer systems analysts and scientists	16.25	20.67	26.97	30.61	33.47
Natural scientists	—	—	—	—	—
Health related	18.65	21.72	24.73	28.68	34.01
Registered nurses	18.54	20.98	24.20	27.05	33.52
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	23.58	28.29	36.45	45.76	48.88
Elementary school teachers	25.66	30.90	38.40	44.97	49.34
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.50	15.40	15.43	17.37	18.72
Social workers	12.50	15.40	15.43	17.37	18.72
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	2.13	2.13	27.87	30.77	31.24
Technical	10.30	14.65	18.47	23.75	27.91
Radiological technicians	19.45	24.56	26.31	30.46	30.61
Licensed practical nurses	15.41	16.46	18.00	19.09	21.00
Health technologists and technicians, n.e.c.	8.62	9.77	14.19	17.34	20.81
Electrical and electronic technicians	14.33	18.93	24.08	27.91	34.64
Engineering technicians, n.e.c.	13.29	15.51	27.20	30.32	32.28
Executive, administrative, and managerial	16.44	21.50	26.96	35.48	48.21
Executives, administrators, and managers	16.60	24.04	29.43	47.22	50.25
Financial managers	14.62	19.23	27.46	41.02	55.01
Administrators, education and related fields	21.92	24.04	24.04	40.87	46.39
Managers, medicine and health	20.45	27.36	29.43	35.38	47.42
Managers and administrators, n.e.c.	21.40	27.45	34.47	47.22	47.37
Management related	16.35	18.98	24.52	29.03	33.28
Accountants and auditors	18.08	19.74	24.30	32.40	33.18
Other financial officers	17.79	22.96	26.02	30.44	36.38
Management analysts	19.75	28.08	31.87	31.87	36.02
Personnel, training, and labor relations specialists	12.53	15.91	17.95	18.44	26.91
Management related, n.e.c.	16.66	20.00	24.15	24.52	28.93
Sales	7.00	8.00	10.00	17.39	25.48
Supervisors, sales	10.00	11.25	13.26	20.23	24.88
Sales, other business services	15.00	33.18	89.25	89.25	89.25
Sales workers, other commodities	6.83	7.80	10.32	11.65	29.09
Cashiers	6.45	7.05	8.05	9.25	9.84
Administrative support, including clerical	9.25	10.51	12.60	15.33	18.99
Supervisors, general office	12.60	12.64	14.07	15.38	17.52
Secretaries	10.82	12.31	15.22	17.23	19.84
Receptionists	9.88	11.11	11.67	12.07	15.30
Library clerks	6.28	8.40	11.62	16.91	18.95
Records clerks, n.e.c.	9.62	10.51	11.37	14.63	16.91
Bookkeepers, accounting and auditing clerks	11.00	12.34	12.73	14.83	15.68
Traffic, shipping and receiving clerks	11.54	12.61	17.19	24.49	24.89
Stock and inventory clerks	8.30	8.50	13.40	18.43	23.92
Investigators and adjusters, except insurance	14.90	16.35	17.31	18.33	19.04
General office clerks	8.76	9.75	10.82	13.24	16.65
Bank tellers	9.00	9.39	10.00	11.00	11.81
Teachers' aides	9.02	9.61	11.25	12.73	13.83
Administrative support, n.e.c.	10.50	11.38	14.28	15.92	21.23
Blue collar	9.30	12.00	15.61	23.78	28.10

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$12.26	\$15.00	\$20.28	\$28.10	\$30.11
Supervisors, mechanics and repairers	17.31	17.60	25.29	32.25	34.01
Industrial machinery repairers	25.00	25.00	29.62	30.11	30.50
Mechanics and repairers, n.e.c.	19.98	20.28	24.19	29.65	29.65
Electricians	20.00	28.10	28.10	29.65	31.34
Tool and die makers	28.00	28.00	29.75	30.06	30.17
Machine operators, assemblers, and inspectors	10.20	12.20	15.35	22.61	26.12
Grinding, abrading, buffing, and polishing machine operators	10.36	12.00	15.24	18.52	25.77
Molding and casting machine operators	15.25	25.73	25.73	26.58	26.58
Printing press operators	13.13	14.00	15.00	19.85	23.83
Miscellaneous machine operators, n.e.c.	10.95	12.55	15.85	17.85	22.95
Assemblers	10.00	10.59	13.41	25.69	26.17
Production inspectors, checkers and examiners ..	9.00	12.20	13.45	23.83	25.69
Transportation and material moving	10.40	13.30	15.25	17.01	20.86
Truck drivers	13.50	13.50	15.00	15.68	19.65
Industrial truck and tractor equipment operators ..	9.90	13.10	15.76	16.58	20.86
Handlers, equipment cleaners, helpers, and laborers	7.36	8.82	11.00	14.60	20.46
Stock handlers and baggers	6.70	9.00	11.02	13.33	23.89
Freight, stock, and material handlers, n.e.c.	10.14	10.87	12.00	19.64	26.15
Hand packers and packagers	7.00	8.22	9.10	12.86	15.00
Laborers, except construction, n.e.c.	7.00	7.50	9.00	12.50	17.38
Service	6.00	7.85	9.75	13.86	21.41
Protective service	11.00	12.00	17.18	22.11	25.75
Supervisors, police and detectives	20.53	22.66	25.75	28.71	30.05
Food service	2.13	6.00	7.50	9.51	11.42
Waiters, waitresses, and bartenders	2.13	2.13	2.13	6.50	8.00
Waiters and waitresses	2.13	2.13	2.13	2.47	6.50
Other food service	6.00	7.00	8.68	10.41	12.97
Cooks	6.60	8.31	10.72	11.13	12.00
Food preparation, n.e.c.	6.00	6.95	7.50	9.09	10.00
Health service	7.50	8.00	9.70	12.21	14.30
Health aides, except nursing	7.47	8.00	11.00	14.30	14.30
Nursing aides, orderlies and attendants	7.92	8.75	9.27	10.10	11.58
Cleaning and building service	6.75	8.06	9.67	11.75	13.88
Janitors and cleaners	7.85	8.30	10.13	11.32	14.27
Personal service	7.50	8.17	9.08	9.55	19.35
Service, n.e.c.	7.90	8.17	8.76	9.08	9.08

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

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Indianapolis, IN, January 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.14	\$10.87	\$15.76	\$25.00	\$30.53
All excluding sales	8.50	11.25	16.00	25.47	30.75
White collar	9.06	12.25	18.50	27.30	36.02
White collar excluding sales	10.30	13.63	20.19	27.91	36.43
Professional specialty and technical	13.86	19.04	24.97	30.77	39.02
Professional specialty	17.28	22.34	27.29	32.95	44.24
Engineers, architects, and surveyors	22.18	26.93	31.59	38.77	45.05
Mechanical engineers	20.74	23.75	27.35	33.65	48.28
Engineers, n.e.c.	26.13	28.19	35.67	43.46	45.31
Mathematical and computer scientists	16.35	20.67	26.51	30.46	33.38
Computer systems analysts and scientists	16.25	20.67	26.97	30.61	33.47
Natural scientists	-	-	-	-	-
Health related	19.36	22.25	25.12	29.14	34.44
Registered nurses	19.07	21.63	24.50	27.87	33.83
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	15.51	22.36	24.60	31.05	39.16
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.07	13.42	15.40	18.00	22.36
Social workers	12.07	13.42	15.40	18.00	22.36
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	2.13	2.13	27.87	30.77	31.24
Technical	10.30	15.28	19.14	24.08	27.91
Radiological technicians	19.11	20.30	24.56	25.54	30.61
Licensed practical nurses	15.69	17.00	18.00	19.26	21.00
Health technologists and technicians, n.e.c.	8.62	9.77	14.39	17.40	20.81
Electrical and electronic technicians	14.33	18.93	24.08	27.91	34.64
Executive, administrative, and managerial	17.69	21.96	27.46	34.47	50.16
Executives, administrators, and managers	17.31	24.04	29.49	48.09	52.64
Financial managers	14.62	19.23	27.46	41.02	55.01
Managers, medicine and health	20.45	23.17	27.47	31.95	47.42
Managers and administrators, n.e.c.	20.19	26.25	34.47	42.47	50.74
Management related	17.72	19.93	25.62	31.44	33.50
Accountants and auditors	17.82	19.74	25.13	32.40	33.18
Other financial officers	17.79	22.96	26.02	30.44	36.38
Management analysts	19.75	28.08	31.87	31.87	36.02
Management related, n.e.c.	16.66	20.00	24.15	24.52	28.93
Sales	7.00	8.00	10.00	17.33	25.48
Supervisors, sales	10.00	11.25	13.26	20.23	24.88
Sales workers, other commodities	6.83	7.80	10.32	11.65	29.09
Cashiers	6.45	7.05	8.05	9.25	9.84
Administrative support, including clerical	9.49	10.64	12.79	15.75	19.84
Secretaries	11.25	13.18	15.76	17.84	20.19
Receptionists	9.88	11.11	11.67	12.07	15.30
Records clerks, n.e.c.	9.62	10.50	11.13	15.20	17.44
Bookkeepers, accounting and auditing clerks	11.00	12.34	12.72	15.00	15.68
Traffic, shipping and receiving clerks	11.54	12.61	17.19	24.49	24.89
Stock and inventory clerks	8.30	8.50	13.00	18.43	23.92
General office clerks	8.54	10.00	11.23	15.50	18.00
Bank tellers	9.00	9.39	10.00	11.00	11.81
Administrative support, n.e.c.	10.29	11.33	14.49	15.92	21.23
Blue collar	9.25	12.00	15.61	23.93	28.10
Precision production, craft, and repair	12.50	15.00	21.59	28.10	30.17
Industrial machinery repairers	25.00	25.00	29.62	30.11	30.50
Mechanics and repairers, n.e.c.	19.98	20.26	24.19	29.65	29.65
Electricians	20.00	28.10	28.10	29.65	31.34
Tool and die makers	28.00	28.00	29.75	30.06	30.17
Machine operators, assemblers, and inspectors	10.20	12.20	15.35	22.61	26.12

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Indianapolis, IN, January 2004** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Grinding, abrading, buffing, and polishing machine operators	\$10.36	\$12.00	\$15.24	\$18.52	\$25.77
Molding and casting machine operators	15.25	25.73	25.73	26.58	26.58
Printing press operators	13.13	14.00	15.00	19.85	23.83
Miscellaneous machine operators, n.e.c.	10.95	12.55	15.85	17.85	22.95
Assemblers	10.00	10.59	13.41	25.69	26.17
Production inspectors, checkers and examiners ..	9.00	12.20	13.45	23.83	25.69
Transportation and material moving	10.40	13.28	15.25	17.09	20.86
Truck drivers	13.50	13.50	15.25	15.78	19.65
Industrial truck and tractor equipment operators ..	9.90	12.65	15.76	16.58	20.86
Handlers, equipment cleaners, helpers, and laborers	7.25	8.50	10.88	14.45	23.30
Stock handlers and baggers	6.65	9.00	10.74	11.96	23.89
Freight, stock, and material handlers, n.e.c.	10.14	10.87	12.00	19.64	26.15
Hand packers and packagers	7.00	8.22	9.10	12.86	15.00
Laborers, except construction, n.e.c.	7.00	7.50	8.81	11.40	16.86
Service	5.24	7.25	8.76	10.65	14.30
Protective service	—	—	—	—	—
Food service	2.13	6.00	7.21	9.36	11.33
Waiters, waitresses, and bartenders	2.13	2.13	2.13	6.50	8.00
Waiters and waitresses	2.13	2.13	2.13	2.47	6.50
Other food service	6.00	7.00	8.00	10.10	22.22
Cooks	6.23	8.24	10.82	11.00	12.97
Food preparation, n.e.c.	6.00	6.75	7.25	8.66	9.50
Health service	7.50	8.00	9.50	11.98	14.30
Health aides, except nursing	7.47	8.00	10.61	14.30	14.30
Nursing aides, orderlies and attendants	7.90	8.50	9.27	10.00	11.25
Cleaning and building service	6.70	7.57	8.24	9.65	11.60
Janitors and cleaners	7.85	8.12	8.86	10.17	13.74
Personal service	7.50	8.17	9.08	9.55	19.35
Service, n.e.c.	7.90	8.17	8.76	9.08	9.08

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

nonproduction bonuses; and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Indianapolis, IN, January 2004

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.00	\$12.41	\$17.19	\$27.60	\$43.27
All excluding sales	10.00	12.41	17.18	27.78	43.62
White collar	10.07	12.88	19.84	32.76	46.39
White collar excluding sales	10.04	12.88	19.70	32.76	46.39
Professional specialty and technical	15.02	18.54	29.58	41.07	48.17
Professional specialty	16.14	23.70	29.83	43.73	48.17
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.54	18.54	21.72	25.09	28.15
Registered nurses	18.54	18.54	21.72	24.35	26.40
Teachers, except college and university	25.05	29.11	38.40	47.16	49.34
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Technical	10.18	12.53	14.65	16.25	22.52
Executive, administrative, and managerial	13.75	16.14	22.21	40.87	47.37
Executives, administrators, and managers	14.61	20.67	28.44	46.39	47.37
Management related	—	—	—	—	—
Sales	—	—	—	—	—
Administrative support, including clerical	8.65	9.81	11.62	13.83	15.53
Secretaries	9.93	11.80	13.15	14.57	17.36
Blue collar	9.69	13.14	15.45	17.61	18.67
Precision production, craft, and repair	9.92	12.53	16.64	18.10	19.97
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	9.66	13.34	15.45	16.36	18.32
Handlers, equipment cleaners, helpers, and laborers	9.45	10.54	14.65	17.27	17.96
Service	9.81	11.68	14.74	20.61	24.21
Protective service	11.83	14.94	18.68	22.66	25.75
Food service	8.31	8.68	9.36	10.72	11.42
Other food service	8.31	8.68	9.36	10.72	11.42
Health service	—	—	—	—	—
Cleaning and building service	10.13	10.48	12.05	13.51	14.27

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

nonproduction bonuses; and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2004

Occupation ³	10	25	Median 50	75	90
All	\$9.43	\$12.10	\$16.64	\$25.75	\$31.95
All excluding sales	9.53	12.34	16.80	25.86	31.95
White collar	10.24	13.58	19.93	28.94	41.02
White collar excluding sales	10.80	14.18	20.81	29.56	41.03
Professional specialty and technical	15.22	19.60	26.31	32.56	44.71
Professional specialty	18.10	23.40	28.85	36.41	47.80
Engineers, architects, and surveyors	23.27	27.29	31.48	37.82	45.05
Mechanical engineers	20.74	23.75	27.35	33.65	48.28
Engineers, n.e.c.	26.13	28.19	35.67	43.46	45.31
Mathematical and computer scientists	16.35	21.39	26.44	30.37	33.38
Computer systems analysts and scientists	16.25	20.67	26.97	30.61	33.47
Natural scientists	—	—	—	—	—
Health related	18.54	21.50	24.50	28.94	34.44
Registered nurses	18.54	20.70	24.20	27.58	33.74
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	24.52	29.00	37.94	46.28	49.20
Elementary school teachers	25.66	30.90	38.40	44.97	49.34
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.50	15.40	15.43	17.37	18.71
Social workers	12.50	15.40	15.43	17.37	18.71
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	9.50	28.85	30.77	30.77	38.46
Technical	10.30	14.85	18.67	24.04	27.91
Licensed practical nurses	15.41	16.46	18.00	19.25	21.00
Health technologists and technicians, n.e.c.	8.67	9.77	14.23	17.40	20.81
Electrical and electronic technicians	14.33	18.93	24.08	27.91	34.64
Engineering technicians, n.e.c.	13.29	15.51	27.20	30.32	32.28
Executive, administrative, and managerial	16.35	21.22	26.91	36.02	49.54
Executives, administrators, and managers	16.60	24.04	29.43	47.22	50.25
Financial managers	14.62	19.23	27.46	41.02	55.01
Administrators, education and related fields	21.92	24.04	24.04	40.87	46.39
Managers, medicine and health	20.45	27.36	29.43	35.38	47.42
Managers and administrators, n.e.c.	21.40	27.45	34.47	47.22	47.37
Management related	16.35	18.44	24.52	30.44	33.50
Accountants and auditors	18.08	19.74	24.30	32.40	33.18
Other financial officers	17.79	22.96	26.02	30.44	36.38
Personnel, training, and labor relations specialists	12.53	15.91	17.95	18.44	26.91
Management related, n.e.c.	16.66	20.00	24.15	24.52	28.93
Sales	8.08	9.45	13.78	20.19	30.94
Supervisors, sales	10.00	11.25	13.26	20.23	24.88
Cashiers	7.28	8.00	8.95	9.50	10.62
Administrative support, including clerical	9.61	10.82	12.88	15.61	19.23
Supervisors, general office	12.60	12.64	14.07	15.38	17.52
Secretaries	10.82	12.31	15.22	17.23	19.84
Receptionists	11.11	11.67	11.67	12.07	15.30
Records clerks, n.e.c.	9.97	10.60	11.79	15.00	17.44
Bookkeepers, accounting and auditing clerks	11.00	12.34	12.73	14.83	15.68
Traffic, shipping and receiving clerks	15.62	16.88	18.05	24.69	25.01
Stock and inventory clerks	12.76	13.00	14.00	18.43	23.92
General office clerks	9.02	10.00	10.84	13.75	18.00
Administrative support, n.e.c.	10.50	11.38	14.28	15.92	21.23
Blue collar	10.05	13.00	16.00	24.20	28.10
Precision production, craft, and repair	12.50	15.00	20.81	28.10	30.11
Supervisors, mechanics and repairers	17.31	17.60	25.29	32.25	34.01
Industrial machinery repairers	25.00	25.00	29.62	30.11	30.50
Mechanics and repairers, n.e.c.	19.98	20.28	24.19	29.65	29.65
Electricians	20.00	28.10	28.10	29.65	31.34
Tool and die makers	28.00	28.00	29.75	30.06	30.17
Machine operators, assemblers, and inspectors	10.59	12.45	15.50	22.95	26.12

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2004 — 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	\$10.36	\$12.00	\$15.24	\$18.52	\$25.77
Molding and casting machine operators	15.25	25.73	25.73	26.58	26.58
Printing press operators	13.13	14.00	15.00	19.85	23.83
Miscellaneous machine operators, n.e.c.	10.95	12.55	15.85	17.85	22.95
Assemblers	10.59	10.59	15.07	25.80	26.17
Production inspectors, checkers and examiners ..	9.00	12.20	13.45	23.83	25.69
Transportation and material moving					
Truck drivers	10.81	13.50	15.25	17.44	20.86
Industrial truck and tractor equipment operators ..	13.50	13.50	15.00	15.68	19.65
	9.90	13.10	15.76	16.58	20.86
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.51	9.45	11.96	15.77	25.30
Freight, stock, and material handlers, n.e.c.	9.30	10.25	11.96	14.25	25.99
Hand packers and packagers	8.50	10.14	15.32	25.30	26.59
Laborers, except construction, n.e.c.	7.90	8.88	11.81	13.38	15.45
	7.00	7.44	9.65	14.17	18.21
Service					
Protective service	7.00	8.31	10.54	14.30	22.11
Supervisors, police and detectives	11.00	12.00	17.22	22.11	25.75
Food service	20.53	22.66	25.75	28.71	30.05
Waiters, waitresses, and bartenders	2.13	6.95	8.31	10.42	13.00
Other food service	2.13	2.13	2.13	5.50	8.00
Cooks	7.00	7.50	9.36	11.00	22.22
Food preparation, n.e.c.	8.31	9.27	11.00	11.13	12.38
Health service	7.00	7.25	8.62	9.61	10.42
Health aides, except nursing	7.75	8.25	9.76	12.56	14.30
Nursing aides, orderlies and attendants	7.50	8.00	11.73	14.30	14.30
Cleaning and building service	7.75	8.50	9.27	10.05	11.34
Janitors and cleaners	6.95	8.12	9.80	11.90	13.92
Personal service	7.85	8.30	10.13	11.32	14.27
	7.96	8.89	9.08	9.62	11.50

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Indianapolis, IN, January 2004

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$7.00	\$8.45	\$10.87	\$18.21
All excluding sales	5.40	7.00	8.83	11.91	19.91
White collar	6.45	7.28	8.57	11.85	25.26
White collar excluding sales	2.13	8.50	10.83	19.52	28.08
Professional specialty and technical	2.13	2.13	16.62	25.00	28.86
Professional specialty	2.13	2.13	20.26	25.64	29.10
Health related	20.25	23.03	25.26	28.60	32.45
Registered nurses	19.93	22.36	24.45	26.14	28.23
Teachers, except college and university	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-
Management related	-	-	-	-	-
Sales	6.45	6.76	7.54	8.55	10.00
Cashiers	6.35	6.55	7.45	8.25	9.30
Administrative support, including clerical	8.30	8.50	9.50	11.55	12.73
Receptionists	7.75	9.00	9.88	10.50	10.50
Blue collar	6.00	7.50	9.00	11.42	13.26
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	6.05	8.83	11.64	12.87	17.64
Handlers, equipment cleaners, helpers, and laborers	6.00	7.25	9.00	10.87	12.00
Stock handlers and baggers	6.00	6.20	7.00	8.30	8.88
Service	5.00	6.00	7.00	8.25	10.73
Protective service	-	-	-	-	-
Food service	2.13	6.00	6.25	7.25	9.00
Waiters, waitresses, and bartenders	2.13	2.13	5.00	6.50	6.50
Other food service	6.00	6.00	6.68	8.00	9.00
Health service	7.25	7.50	9.00	10.00	12.94
Nursing aides, orderlies and attendants	8.25	9.00	9.50	10.73	13.80
Cleaning and building service	-	-	-	-	-
Personal service	5.15	8.00	8.17	9.47	19.35

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

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

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

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

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

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establishments</i>
Total in sampling frame	2,673
Total in sample	447
Responding	271
Out of business or not in survey scope	40
Unable or refused to provide data	136

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

Estimation

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

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

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

Percentiles

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$12.03 to \$13.55 (\$12.79 minus and plus \$0.76, where \$0.76 is the product of 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Indianapolis, IN, January 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	376,200	311,100	65,100
All excluding sales	347,300	282,200	65,100
White collar	202,000	158,300	43,700
White-collar excluding sales	173,000	129,400	43,700
Professional specialty and technical	83,900	57,300	–
Professional specialty	64,700	40,300	–
Technical	19,200	17,000	2,200
Executive, administrative, and managerial	29,300	25,100	4,300
Sales	29,000	28,900	–
Administrative support, including clerical	59,800	47,000	12,800
Blue collar	117,400	111,500	6,000
Precision production, craft, and repair	38,900	36,600	2,400
Machine operators, assemblers, and inspectors	33,900	33,800	–
Transportation and material moving	19,800	17,200	–
Handlers, equipment cleaners, helpers, and laborers	24,900	23,900	1,000
Service	56,800	41,300	15,500

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

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

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