

Washington-Baltimore, DC-MD-VA-WV National Compensation Survey August 1998



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Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Washington-Baltimore, DC-MD-VA-WV, metropolitan area. 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 generic leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on the occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, will be derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

Ongoing changes

The NCS is implementing changes to its sample design and timing of data collection and publication. Because of these ongoing changes, it is not possible to produce median wages and other wage percentiles for this area publication. Estimates describing the distribution of wages by occupation will be published for the next survey of this area in the late spring of 2000.

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), as explained in Appendix A. The table footnotes include information on survey concepts and definitions.

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 (within private industry) 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. 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 2-2 presents the same type of information only for full-time workers. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 presents 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. The mean hours reflect hours employees are scheduled to work, excluding overtime hours. Table 3-2 provides annual earnings, relative standard error, and annual hours for full-time employees in specific occupations.

Table 4-1 presents mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4-2 provides work level data for full-time workers. Table 4-3 provides similar data for workers designated as part-time.

Table 5-1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5-2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates are also limited to the private sector.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

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	\$17.48	1.9	36.2	\$17.06	2.4	36.1	\$19.19	1.8	36.6
Worker characteristics:⁴									
White-collar occupations ⁵	20.75	1.9	36.7	20.63	2.4	36.8	21.20	2.2	36.2
Professional specialty and technical	25.51	1.9	36.4	25.83	2.5	36.9	24.77	2.4	35.1
Executive, administrative, and managerial	27.11	3.1	39.8	28.05	3.6	40.0	23.31	5.5	38.9
Sales	15.96	9.2	33.0	15.93	9.4	33.0	-	-	-
Administrative support	12.91	2.0	36.9	13.01	2.4	36.9	12.42	3.0	36.9
Blue-collar occupations ⁵	14.58	2.7	38.5	14.49	2.9	38.5	15.39	4.2	38.4
Precision production, craft, and repair	17.79	3.2	39.9	17.97	3.3	39.9	16.21	8.4	40.0
Machine operators, assemblers, and inspectors	12.67	3.9	39.4	12.68	3.9	39.5	-	-	-
Transportation and material moving	14.32	4.7	37.0	14.00	5.9	36.8	15.77	4.7	37.9
Handlers, equipment cleaners, helpers, and laborers	11.13	4.4	37.3	11.10	4.6	37.3	11.83	10.0	37.4
Service occupations ⁵	10.13	2.8	32.8	8.36	2.6	31.5	15.37	3.1	37.2
Full time	18.41	1.8	39.7	18.06	2.3	39.8	19.77	1.8	39.1
Part time	10.00	7.6	21.2	9.76	8.9	21.4	11.68	6.9	19.8
Union	19.13	2.7	37.0	18.04	4.4	37.2	20.76	2.2	36.7
Nonunion	17.06	2.3	36.0	16.89	2.6	35.9	18.10	2.7	36.6
Time	17.40	1.9	36.1	16.94	2.5	36.0	19.19	1.8	36.6
Incentive	18.98	8.8	37.8	18.98	8.8	37.8	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	17.47	3.8	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.98	2.7	35.4	(⁶)	(⁶)	(⁶)
50-99 workers	14.06	5.6	34.4	14.07	5.7	34.4	12.76	1.0	35.6
100-499 workers	15.81	4.0	36.0	15.81	4.1	36.0	15.62	9.3	36.1
500 workers or more	19.74	2.0	36.9	19.94	3.0	37.1	19.41	1.9	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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

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	\$17.48	1.9	\$17.06	2.4	\$19.19	1.8
All excluding sales	17.59	1.9	17.17	2.4	19.20	1.9
White collar	20.75	1.9	20.63	2.4	21.20	2.2
White collar excluding sales	21.39	2.0	21.44	2.5	21.22	2.2
Professional specialty and technical	25.51	1.9	25.83	2.5	24.77	2.4
Professional specialty	26.71	2.0	27.13	2.6	25.79	2.4
Engineers, architects, and surveyors	28.56	4.0	28.84	4.4	26.29	4.0
Civil engineers	24.66	2.1	—	—	25.75	2.5
Electrical and electronic engineers	30.11	3.4	30.11	3.4	—	—
Engineers, n.e.c.	31.96	6.1	32.51	6.5	—	—
Mathematical and computer scientists	26.76	4.0	26.77	4.0	—	—
Computer systems analysts and scientists	27.29	3.9	27.30	3.9	—	—
Operations and systems researchers and analysts	21.61	4.6	21.63	4.6	—	—
Natural scientists	21.17	5.2	21.60	5.4	19.29	14.6
Health related	25.13	4.2	25.06	4.7	25.45	9.7
Physicians	38.83	11.9	38.42	14.6	40.64	10.3
Registered nurses	23.22	5.8	23.28	6.3	22.59	6.3
Pharmacists	27.32	2.8	27.32	2.8	—	—
Respiratory therapists	20.94	10.6	20.94	10.6	—	—
Physical therapists	33.38	7.7	—	—	—	—
Speech therapists	28.97	8.0	—	—	—	—
Therapists, n.e.c.	18.85	4.4	19.13	7.4	18.57	4.9
Teachers, college and university	31.69	5.1	34.83	7.1	28.46	6.1
Business, commerce, and marketing teachers	28.85	6.8	—	—	—	—
English teachers	21.36	17.4	—	—	—	—
Teachers, post secondary, subject not specified	30.65	7.5	28.88	7.9	33.38	13.4
Teachers, except college and university	26.63	2.3	21.09	5.5	27.28	2.4
Prekindergarten and kindergarten	25.08	12.7	—	—	26.10	13.7
Elementary school teachers	28.04	1.7	23.15	6.4	28.54	1.6
Secondary school teachers	29.57	2.1	26.82	3.3	29.85	2.3
Teachers, special education	26.97	3.7	20.46	5.4	28.67	2.1
Teachers, n.e.c.	28.16	5.8	13.88	13.1	30.32	4.3
Substitute teachers	8.34	.8	—	—	—	—
Vocational and educational counselors	24.87	9.6	14.02	2.1	26.97	8.8
Librarians, archivists, and curators	21.36	6.6	18.92	9.3	22.88	6.7
Librarians	21.24	6.7	18.46	9.5	22.88	6.7
Social scientists and urban planners	26.18	7.7	28.74	8.2	18.28	4.2
Psychologists	22.07	8.4	—	—	—	—
Social, recreation, and religious workers	14.14	8.6	10.11	12.5	15.77	6.8
Social workers	14.09	10.5	—	—	15.86	8.6
Recreation workers	14.73	7.2	—	—	15.47	5.5
Lawyers and judges	42.91	8.3	43.86	8.8	30.89	6.6
Lawyers	42.91	8.3	43.86	8.8	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.54	7.4	26.60	7.6	—	—
Designers	17.14	5.7	—	—	—	—
Editors and reporters	30.20	10.1	30.20	10.1	—	—
Public relations specialists	30.01	21.2	30.01	21.2	—	—
Professional, n.e.c.	28.73	5.0	—	—	—	—
Technical	19.36	6.2	20.03	7.4	16.82	7.4
Clinical laboratory technologists and technicians	16.32	5.4	16.39	5.7	—	—
Radiologic technicians	18.18	6.3	18.18	6.3	—	—
Licensed practical nurses	15.22	2.3	15.52	2.5	14.17	2.5
Health technologists and technicians, n.e.c.	15.12	6.0	13.93	7.6	17.92	5.2
Electrical and electronic technicians	17.87	5.4	17.87	5.4	—	—
Airplane pilots and navigators	70.90	27.9	70.90	27.9	—	—
Broadcast equipment operators	17.15	33.4	16.92	38.8	—	—
Computer programmers	20.65	7.8	20.65	7.8	—	—
Technical and related, n.e.c.	15.50	5.0	16.40	5.2	—	—
Executive, administrative, and managerial	27.11	3.1	28.05	3.6	23.31	5.5
Executives, administrators, and managers	31.73	3.9	32.95	4.4	26.50	5.7
Administrators and officials, public administration	24.68	9.2	—	—	23.89	8.8

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Financial managers	\$46.09	11.9	\$46.09	11.9	–	–
Personnel and labor relations managers	30.39	14.6	28.56	16.8	–	–
Managers, marketing, advertising, and public relations	35.02	11.4	35.02	11.4	–	–
Administrators, education and related fields	30.40	6.5	31.34	11.9	\$29.76	7.0
Managers, medicine and health	29.57	6.3	29.40	6.1	–	–
Managers, service organizations, n.e.c.	29.46	11.0	30.57	10.5	–	–
Managers and administrators, n.e.c.	32.01	4.9	32.23	5.1	27.91	8.9
Management related	20.63	3.0	20.98	2.9	19.32	9.1
Accountants and auditors	18.77	4.8	19.16	4.5	17.60	13.8
Other financial officers	21.64	11.3	21.31	12.4	–	–
Management analysts	29.66	13.3	29.66	13.3	–	–
Personnel, training, and labor relations specialists	20.33	9.7	21.57	10.5	–	–
Purchasing agents and buyers, n.e.c.	24.88	7.9	25.41	7.6	–	–
Inspectors and compliance officers, except construction	17.30	4.9	–	–	16.41	6.8
Management related, n.e.c.	21.43	6.0	21.13	5.6	22.31	16.4
Sales	15.96	9.2	15.93	9.4	–	–
Supervisors, sales	26.45	11.9	26.45	11.9	–	–
Sales, other business services	23.69	14.0	23.69	14.0	–	–
Sales representatives, mining, manufacturing, and wholesale	19.26	6.1	19.26	6.1	–	–
Sales workers, apparel	15.98	16.4	15.98	16.4	–	–
Sales workers, hardware and building supplies ...	10.58	10.3	10.58	10.3	–	–
Sales workers, other commodities	10.00	20.9	10.00	20.9	–	–
Sales counter clerks	10.44	14.6	–	–	–	–
Cashiers	9.27	9.8	9.25	10.0	–	–
Administrative support, including clerical	12.91	2.0	13.01	2.4	12.42	3.0
Supervisors, general office	18.50	6.0	18.39	7.2	18.89	8.3
Computer operators	14.54	6.3	14.54	6.3	–	–
Secretaries	14.90	3.5	15.28	4.1	13.26	5.3
Typists	13.69	5.7	14.08	5.6	–	–
Hotel clerks	7.87	5.7	7.87	5.7	–	–
Transportation ticket and reservation agents	14.04	8.6	14.04	8.6	–	–
Receptionists	9.52	3.3	9.50	3.5	–	–
Information clerks, n.e.c.	12.71	15.0	12.71	15.0	–	–
Order clerks	12.72	14.2	12.72	14.2	–	–
Personnel clerks, except payroll and timekeeping	14.07	10.1	14.09	13.1	–	–
Library clerks	9.48	4.2	–	–	9.41	5.0
Records clerks, n.e.c.	11.57	4.2	12.06	5.0	10.71	3.8
Bookkeepers, accounting and auditing clerks	11.63	3.7	11.68	4.2	11.35	6.9
Billing clerks	12.54	7.1	12.54	7.1	–	–
Telephone operators	11.60	15.3	11.56	16.0	–	–
Mail clerks, except postal service	8.03	5.8	8.03	5.8	–	–
Dispatchers	12.74	12.3	–	–	–	–
Stock and inventory clerks	12.29	7.5	11.75	8.9	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	12.72	8.9	12.72	8.9	–	–
Insurance adjusters, examiners, and investigators	14.92	10.6	14.92	10.6	–	–
Investigators and adjusters, except insurance	12.46	3.4	12.46	3.4	–	–
Eligibility clerks, social welfare	12.98	3.0	–	–	13.18	2.6
General office clerks	12.05	3.3	11.68	3.9	13.26	5.7
Data entry keyers	8.81	13.0	10.49	11.1	–	–
Statistical clerks	13.51	5.7	13.51	5.7	–	–
Teachers' aides	11.30	4.9	8.38	12.0	11.75	4.6
Administrative support, n.e.c.	11.96	4.5	12.32	5.8	11.16	4.4

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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	\$14.58	2.7	\$14.49	2.9	\$15.39	4.2
Precision production, craft, and repair	17.79	3.2	17.97	3.3	16.21	8.4
Automobile mechanics	16.64	5.5	16.49	5.6	—	—
Bus, truck, and stationary engine mechanics	19.47	4.6	—	—	—	—
Industrial machinery repairers	15.70	5.3	15.89	5.6	—	—
Mechanics and repairers, n.e.c.	19.03	5.4	19.69	4.9	—	—
Supervisors, electricians and power transmission installers	25.23	7.7	—	—	—	—
Carpenters	14.85	4.3	14.74	4.6	—	—
Electricians	19.84	11.2	20.37	11.5	—	—
Electrician apprentices	10.94	7.9	10.94	7.9	—	—
Construction trades, n.e.c.	14.00	9.3	14.91	6.7	—	—
Supervisors, production	19.80	8.8	19.73	9.3	—	—
Electrical and electronic equipment assemblers ..	14.01	4.5	14.01	4.5	—	—
Stationary engineers	17.64	5.0	17.64	5.0	—	—
Machine operators, assemblers, and inspectors	12.67	3.9	12.68	3.9	—	—
Printing press operators	16.20	6.5	16.38	6.6	—	—
Laundering and dry cleaning machine operators ..	8.45	6.3	8.45	6.3	—	—
Miscellaneous machine operators, n.e.c.	11.57	6.6	11.57	6.6	—	—
Assemblers	12.99	7.7	12.99	7.7	—	—
Production inspectors, checkers and examiners ..	9.07	4.3	9.07	4.3	—	—
Transportation and material moving	14.32	4.7	14.00	5.9	15.77	4.7
Truck drivers	13.51	4.2	13.48	4.5	14.07	2.5
Driver-sales workers	11.55	17.4	11.55	17.4	—	—
Bus drivers	14.20	8.3	—	—	15.62	4.9
Supervisors, material moving equipment	21.35	8.3	—	—	—	—
Industrial truck and tractor equipment operators ..	14.15	9.2	14.15	9.2	—	—
Handlers, equipment cleaners, helpers, and laborers	11.13	4.4	11.10	4.6	11.83	10.0
Groundskeepers and gardeners, except farm	9.73	9.9	9.01	6.9	—	—
Helpers, construction trades	10.44	6.9	10.44	6.9	—	—
Construction laborers	12.42	8.3	—	—	—	—
Stock handlers and baggers	10.48	7.1	10.43	7.7	—	—
Freight, stock, and material handlers, n.e.c.	12.61	7.6	12.61	7.6	—	—
Vehicle washers and equipment cleaners	10.09	16.2	10.09	16.2	—	—
Hand packers and packagers	11.10	10.8	11.10	10.8	—	—
Laborers, except construction, n.e.c.	9.88	7.7	9.85	7.9	—	—
Service	10.13	2.8	8.36	2.6	15.37	3.1
Protective service	16.03	5.3	9.91	11.5	18.16	3.6
Supervisors, guards	21.43	16.7	—	—	—	—
Firefighting	16.71	7.0	—	—	16.71	7.0
Police and detectives, public service	18.71	4.4	—	—	18.80	4.4
Sheriffs, bailiffs, and other law enforcement officers	16.25	27.7	—	—	16.25	27.7
Correctional institution officers	15.19	3.8	—	—	15.19	3.8
Guards and police, except public service	8.59	5.8	8.37	5.1	—	—
Protective service, n.e.c.	16.91	22.8	—	—	—	—
Food service	7.41	4.0	7.33	4.2	9.40	6.3
Supervisors, food preparation and service	13.99	9.0	13.99	9.0	—	—
Bartenders	7.34	16.1	7.34	16.1	—	—
Waiters and waitresses	4.08	10.5	4.08	10.5	—	—
Cooks	8.87	3.3	8.86	3.6	—	—
Food counter, fountain, and related	6.71	8.7	6.68	9.2	—	—
Kitchen workers, food preparation	8.86	9.2	8.67	9.9	—	—
Waiters/Waitresses' assistants	6.69	6.9	6.69	6.9	—	—
Food preparation, n.e.c.	7.32	6.4	7.15	6.5	10.04	12.2
Health service	9.30	2.0	8.98	1.8	11.40	5.2
Health aides, except nursing	10.37	7.2	9.84	7.6	—	—
Nursing aides, orderlies and attendants	8.98	1.8	8.75	1.8	11.09	6.7
Cleaning and building service	9.02	4.3	8.48	4.8	11.64	3.0

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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)
Service —Continued						
Cleaning and building service—Continued						
Supervisors, cleaning and building service workers	\$12.35	10.4	\$12.06	12.2	—	—
Maids and housemen	8.75	6.4	8.60	6.5	—	—
Janitors and cleaners	8.79	5.6	7.99	6.3	\$11.37	3.2
Personal service	9.90	6.0	9.78	7.4	10.36	7.1
Attendants, amusement, and recreation facilities	6.40	3.5	—	—	6.53	5.4
Public transportation attendants	19.78	17.5	24.76	14.4	—	—
Baggage porters and bellhops	5.49	8.8	5.49	8.8	—	—
Early childhood teachers' assistants	12.42	8.1	—	—	13.20	6.7
Child care workers, n.e.c.	8.26	3.7	8.11	3.8	—	—
Service, n.e.c.	8.59	5.0	8.34	5.3	10.28	11.8

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

² 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.41	1.8	\$18.06	2.3	\$19.77	1.8
All excluding sales	18.40	1.9	18.03	2.4	19.76	1.8
White collar	21.61	1.9	21.57	2.4	21.76	2.2
White collar excluding sales	21.93	2.0	21.98	2.5	21.75	2.2
Professional specialty and technical	26.07	2.0	26.21	2.6	25.75	2.3
Professional specialty	27.24	2.0	27.34	2.7	27.01	2.3
Engineers, architects, and surveyors	28.54	4.0	28.81	4.5	26.29	4.0
Civil engineers	24.66	2.1	—	—	25.75	2.5
Electrical and electronic engineers	30.11	3.4	30.11	3.4	—	—
Engineers, n.e.c.	31.91	6.2	32.45	6.6	—	—
Mathematical and computer scientists	26.78	4.0	26.78	4.0	—	—
Computer systems analysts and scientists	27.30	3.9	27.31	3.9	—	—
Operations and systems researchers and analysts	21.33	4.2	21.33	4.2	—	—
Natural scientists	21.17	5.2	21.60	5.4	19.29	14.6
Health related	24.64	4.4	24.43	4.9	25.40	10.1
Physicians	38.68	12.2	38.32	14.9	40.27	10.6
Registered nurses	21.49	2.5	21.34	2.6	22.63	6.3
Respiratory therapists	21.60	11.9	21.60	11.9	—	—
Speech therapists	28.93	9.3	—	—	—	—
Therapists, n.e.c.	18.98	5.0	—	—	18.35	5.7
Teachers, college and university	32.16	5.1	35.12	7.4	28.94	5.6
Teachers, post secondary, subject not specified ..	31.22	7.7	28.89	7.9	35.06	14.4
Teachers, except college and university	28.34	1.6	21.75	5.4	29.13	1.6
Prekindergarten and kindergarten	24.32	14.6	—	—	—	—
Elementary school teachers	28.18	1.6	24.18	5.3	28.55	1.6
Secondary school teachers	29.64	2.2	26.49	3.4	29.96	2.3
Teachers, special education	27.00	3.7	20.23	5.6	28.67	2.1
Teachers, n.e.c.	30.33	4.4	16.22	11.2	32.08	2.9
Vocational and educational counselors	25.00	9.7	14.02	2.1	27.16	8.9
Librarians, archivists, and curators	22.08	6.5	19.01	9.6	24.23	5.0
Librarians	21.89	6.6	18.46	9.5	24.23	5.0
Social scientists and urban planners	26.42	7.9	28.67	8.3	—	—
Psychologists	22.30	8.7	—	—	—	—
Social, recreation, and religious workers	14.69	7.6	10.93	13.8	15.85	7.6
Social workers	14.64	8.6	10.90	15.3	15.83	8.6
Lawyers and judges	43.08	8.4	43.86	8.8	—	—
Lawyers	43.08	8.4	43.86	8.8	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.78	7.4	26.85	7.7	—	—
Designers	17.14	5.7	—	—	—	—
Editors and reporters	30.65	10.1	30.65	10.1	—	—
Public relations specialists	30.01	21.2	30.01	21.2	—	—
Professional, n.e.c.	28.84	4.9	—	—	—	—
Technical	19.93	6.6	20.86	7.9	16.84	7.4
Clinical laboratory technologists and technicians	16.46	4.8	16.55	5.1	—	—
Radiologic technicians	18.34	7.5	18.34	7.5	—	—
Licensed practical nurses	14.92	1.7	15.23	2.0	14.17	2.5
Health technologists and technicians, n.e.c.	16.08	5.7	14.97	8.1	17.92	5.2
Electrical and electronic technicians	17.87	5.4	17.87	5.4	—	—
Airplane pilots and navigators	70.90	27.9	70.90	27.9	—	—
Computer programmers	20.65	7.8	20.65	7.8	—	—
Technical and related, n.e.c.	15.51	5.1	16.40	5.2	—	—
Executive, administrative, and managerial	27.25	3.1	28.24	3.7	23.26	5.5
Executives, administrators, and managers	31.88	3.9	33.15	4.4	26.44	5.7
Administrators and officials, public administration	24.68	9.2	—	—	23.89	8.8
Financial managers	46.09	11.9	46.09	11.9	—	—
Personnel and labor relations managers	30.39	14.6	28.56	16.8	—	—
Managers, marketing, advertising, and public relations	35.02	11.4	35.02	11.4	—	—
Administrators, education and related fields	30.87	6.3	32.58	11.3	29.76	7.0
Managers, medicine and health	29.63	6.5	29.45	6.3	—	—
Managers, service organizations, n.e.c.	29.46	11.0	30.57	10.5	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Managers and administrators, n.e.c.	\$32.26	4.9	\$32.51	5.1	\$27.41	9.6
Management related	20.74	3.0	21.13	3.0	19.32	9.1
Accountants and auditors	18.77	4.8	19.16	4.5	17.60	13.8
Other financial officers	21.64	11.3	21.31	12.4	–	–
Management analysts	29.66	13.3	29.66	13.3	–	–
Personnel, training, and labor relations specialists	20.33	9.7	21.57	10.5	–	–
Purchasing agents and buyers, n.e.c.	24.88	7.9	25.41	7.6	–	–
Inspectors and compliance officers, except construction	17.30	4.9	–	–	16.41	6.8
Management related, n.e.c.	21.76	6.0	21.57	5.6	22.31	16.4
Sales	18.51	9.3	18.46	9.5	–	–
Supervisors, sales	27.11	11.6	27.11	11.6	–	–
Sales, other business services	23.94	13.9	23.94	13.9	–	–
Sales representatives, mining, manufacturing, and wholesale	19.26	6.1	19.26	6.1	–	–
Sales workers, apparel	16.90	10.5	16.90	10.5	–	–
Sales workers, hardware and building supplies ...	11.40	10.1	11.40	10.1	–	–
Sales workers, other commodities	11.65	24.8	11.65	24.8	–	–
Cashiers	9.64	11.5	9.64	11.5	–	–
Administrative support, including clerical	13.27	2.1	13.44	2.5	12.56	3.1
Supervisors, general office	18.52	6.0	18.39	7.2	18.97	8.3
Computer operators	14.50	6.7	14.50	6.7	–	–
Secretaries	15.06	3.7	15.52	4.4	13.26	5.3
Typists	14.34	5.6	14.89	4.9	–	–
Hotel clerks	7.98	6.8	7.98	6.8	–	–
Transportation ticket and reservation agents	15.18	6.9	15.18	6.9	–	–
Receptionists	9.72	3.7	9.70	4.0	–	–
Information clerks, n.e.c.	13.09	17.0	13.09	17.0	–	–
Order clerks	13.61	12.6	13.61	12.6	–	–
Personnel clerks, except payroll and timekeeping	14.07	10.1	14.09	13.1	–	–
Library clerks	11.13	3.2	–	–	11.35	3.7
Records clerks, n.e.c.	11.65	4.4	12.22	5.0	10.71	3.8
Bookkeepers, accounting and auditing clerks	12.05	3.7	12.13	4.2	11.61	7.0
Billing clerks	12.61	7.2	12.61	7.2	–	–
Telephone operators	11.97	15.2	11.94	16.0	–	–
Mail clerks, except postal service	8.56	4.5	8.56	4.5	–	–
Dispatchers	12.74	12.3	–	–	–	–
Stock and inventory clerks	13.15	6.6	12.76	8.4	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	13.13	7.7	13.13	7.7	–	–
Insurance adjusters, examiners, and investigators	14.92	10.6	14.92	10.6	–	–
Investigators and adjusters, except insurance	12.42	3.5	12.42	3.5	–	–
Eligibility clerks, social welfare	13.29	1.3	–	–	–	–
General office clerks	12.49	3.2	12.19	3.7	13.39	6.1
Data entry keyers	9.06	17.4	–	–	–	–
Teachers' aides	11.13	5.3	–	–	11.49	5.0
Administrative support, n.e.c.	12.14	4.8	12.59	6.2	11.19	4.6
Blue collar	14.90	2.6	14.83	2.9	15.61	4.4
Precision production, craft, and repair	17.80	3.2	17.98	3.3	16.21	8.4
Automobile mechanics	16.64	5.5	16.49	5.6	–	–
Bus, truck, and stationary engine mechanics	19.47	4.6	–	–	–	–
Industrial machinery repairers	15.42	5.2	15.56	5.4	–	–
Mechanics and repairers, n.e.c.	19.03	5.4	19.69	4.9	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
Supervisors, electricians and power transmission installers	\$25.23	7.7	—	—	—	—
Carpenters	14.85	4.3	\$14.74	4.6	—	—
Electricians	19.84	11.2	20.37	11.5	—	—
Electrician apprentices	10.94	7.9	10.94	7.9	—	—
Construction trades, n.e.c.	14.00	9.3	14.91	6.7	—	—
Supervisors, production	19.80	8.8	19.73	9.3	—	—
Electrical and electronic equipment assemblers ..	14.01	4.5	14.01	4.5	—	—
Stationary engineers	17.64	5.0	17.64	5.0	—	—
Machine operators, assemblers, and inspectors	12.76	3.9	12.76	3.9	—	—
Printing press operators	16.38	6.6	16.38	6.6	—	—
Laundering and dry cleaning machine operators ..	8.49	6.4	8.49	6.4	—	—
Miscellaneous machine operators, n.e.c.	11.57	6.6	11.57	6.6	—	—
Assemblers	12.99	7.7	12.99	7.7	—	—
Production inspectors, checkers and examiners ..	9.07	4.3	9.07	4.3	—	—
Transportation and material moving	15.04	4.2	14.81	5.1	\$16.08	5.0
Truck drivers	13.91	3.3	13.90	3.6	14.07	2.5
Driver-sales workers	13.49	11.0	13.49	11.0	—	—
Bus drivers	14.72	9.6	—	—	16.47	5.3
Supervisors, material moving equipment	21.35	8.3	—	—	—	—
Industrial truck and tractor equipment operators ..	14.15	9.2	14.15	9.2	—	—
Handlers, equipment cleaners, helpers, and laborers	11.45	4.5	11.41	4.7	12.14	10.3
Groundskeepers and gardeners, except farm	9.87	10.8	9.01	6.9	—	—
Helpers, construction trades	10.44	6.9	10.44	6.9	—	—
Construction laborers	12.42	8.3	—	—	—	—
Stock handlers and baggers	11.11	6.5	11.12	7.3	—	—
Freight, stock, and material handlers, n.e.c.	13.41	8.0	13.41	8.0	—	—
Vehicle washers and equipment cleaners	10.51	14.8	10.51	14.8	—	—
Hand packers and packagers	11.34	11.4	11.34	11.4	—	—
Laborers, except construction, n.e.c.	10.00	8.1	9.97	8.3	—	—
Service	11.14	3.0	9.10	3.0	16.03	3.1
Protective service	16.47	5.4	10.36	13.8	18.23	3.6
Supervisors, guards	21.43	16.7	—	—	—	—
Firefighting	16.85	7.0	—	—	16.85	7.0
Police and detectives, public service	18.78	4.4	—	—	18.87	4.4
Sheriffs, bailiffs, and other law enforcement officers	15.78	29.5	—	—	15.78	29.5
Correctional institution officers	15.19	3.8	—	—	15.19	3.8
Guards and police, except public service	8.65	6.9	8.39	6.1	—	—
Food service	8.33	4.6	8.28	4.7	9.77	9.6
Supervisors, food preparation and service	13.99	9.0	13.99	9.0	—	—
Waiters and waitresses	4.52	14.3	4.52	14.3	—	—
Cooks	9.16	3.7	9.18	4.0	—	—
Food counter, fountain, and related	7.90	12.5	7.90	12.5	—	—
Kitchen workers, food preparation	8.79	10.9	8.78	11.0	—	—
Waiters/Waitresses' assistants	7.09	8.1	7.09	8.1	—	—
Food preparation, n.e.c.	7.90	4.4	7.73	4.0	—	—
Health service	9.54	2.5	9.18	2.3	11.49	4.9
Health aides, except nursing	10.88	9.2	10.41	11.5	—	—
Nursing aides, orderlies and attendants	9.15	2.1	8.86	2.0	11.23	6.7
Cleaning and building service	9.55	4.6	9.00	5.3	11.66	3.0
Supervisors, cleaning and building service workers	12.56	10.1	12.29	11.9	—	—
Maids and housemen	8.75	6.6	8.58	6.7	—	—
Janitors and cleaners	9.59	6.5	8.78	8.3	11.39	3.2
Personal service	11.17	7.8	10.87	9.1	12.86	7.2
Public transportation attendants	21.76	17.5	24.76	14.4	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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)
Service –Continued						
Personal service –Continued						
Early childhood teachers' assistants	\$11.75	10.3	–	–	–	–
Child care workers, n.e.c.	8.81	2.5	\$8.67	1.7	–	–
Service, n.e.c.	8.99	5.1	8.65	5.2	–	–

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

² 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

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	\$10.00	7.6	\$9.76	8.9	\$11.68	6.9
All excluding sales	10.14	8.8	9.87	10.6	11.71	7.0
White collar	12.81	9.5	12.75	11.0	13.21	9.3
White collar excluding sales	14.55	11.1	14.87	13.3	13.31	9.6
Professional specialty and technical	19.34	11.7	21.64	11.8	14.01	11.7
Professional specialty	20.59	12.6	24.47	11.4	14.01	11.8
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	26.84	8.4	26.84	8.7	26.67	16.3
Registered nurses	27.01	9.2	27.03	9.2	—	—
Teachers, college and university	23.76	34.6	25.19	6.9	23.25	47.8
Teachers, except college and university	11.87	13.3	14.24	18.6	11.64	14.7
Secondary school teachers	27.53	4.7	—	—	—	—
Teachers, n.e.c.	10.05	12.6	—	—	11.46	12.8
Substitute teachers	8.34	.8	—	—	—	—
Librarians, archivists, and curators	14.61	9.1	—	—	14.48	10.2
Librarians	14.48	10.2	—	—	14.48	10.2
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	11.45	15.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.11	7.5	14.12	7.6	—	—
Clinical laboratory technologists and technicians	15.16	16.4	15.16	16.4	—	—
Radiologic technicians	17.45	1.7	17.45	1.7	—	—
Licensed practical nurses	16.11	5.5	16.13	5.5	—	—
Health technologists and technicians, n.e.c.	11.51	6.4	11.51	6.4	—	—
Executive, administrative, and managerial	13.54	23.3	11.61	21.5	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.36	10.7	9.35	10.9	—	—
Sales workers, apparel	14.18	33.4	14.18	33.4	—	—
Sales workers, other commodities	7.12	6.0	7.12	6.0	—	—
Cashiers	8.97	10.3	8.93	10.7	—	—
Administrative support, including clerical	9.49	3.8	9.40	4.2	10.21	5.9
Secretaries	11.90	3.5	11.90	3.5	—	—
Transportation ticket and reservation agents	11.69	19.1	11.69	19.1	—	—
Receptionists	8.80	5.7	8.81	5.7	—	—
Library clerks	7.81	5.1	—	—	7.68	5.8
Bookkeepers, accounting and auditing clerks	8.44	7.2	8.46	7.9	—	—
General office clerks	8.88	4.4	8.45	3.1	—	—
Data entry keyers	8.00	8.1	8.00	8.1	—	—
Administrative support, n.e.c.	9.98	7.4	9.82	9.3	—	—
Blue collar	7.82	7.4	7.29	6.9	11.80	7.8
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	7.65	13.1	6.57	9.9	12.77	3.5
Bus drivers	12.34	5.1	—	—	12.77	3.5
Handlers, equipment cleaners, helpers, and laborers	7.54	5.5	7.54	5.7	—	—
Stock handlers and baggers	7.43	13.0	7.43	13.0	—	—
Freight, stock, and material handlers, n.e.c.	8.13	4.2	8.13	4.2	—	—
Laborers, except construction, n.e.c.	7.86	4.7	7.86	4.7	—	—
Service	6.54	3.6	6.28	3.8	8.79	5.6
Protective service	8.56	7.0	7.89	5.5	12.11	17.3
Guards and police, except public service	8.29	5.3	8.27	5.3	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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)
Service—Continued						
Food service	\$5.57	4.9	\$5.36	5.0	\$9.00	7.1
Waiters and waitresses	3.58	12.5	3.58	12.5	—	—
Food counter, fountain, and related	5.97	3.0	5.83	1.7	—	—
Kitchen workers, food preparation	9.00	9.0	8.38	11.1	—	—
Waiters/Waitresses' assistants	5.80	15.6	5.80	15.6	—	—
Food preparation, n.e.c.	5.82	7.1	—	—	—	—
Health service	8.24	2.7	8.25	2.7	—	—
Health aides, except nursing	7.88	11.9	7.88	11.9	—	—
Nursing aides, orderlies and attendants	8.31	1.9	8.32	1.9	—	—
Cleaning and building service	6.38	4.2	6.38	4.2	—	—
Janitors and cleaners	6.20	4.1	6.20	4.1	—	—
Personal service	7.69	6.3	7.37	9.0	8.33	8.2
Attendants, amusement, and recreation facilities	6.40	3.5	—	—	6.53	5.4
Child care workers, n.e.c.	6.88	6.7	6.30	4.2	—	—
Service, n.e.c.	6.78	8.8	6.75	11.4	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

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	\$730	1.8	39.7	\$718	2.3	39.8	\$774	1.8	39.1
All excluding sales	728	1.9	39.6	716	2.4	39.7	774	1.8	39.2
White collar	857	1.9	39.7	862	2.4	40.0	839	2.2	38.5
White collar excluding sales	867	1.9	39.5	876	2.5	39.9	839	2.2	38.6
Professional specialty and technical	1,024	1.9	39.3	1,044	2.5	39.8	981	2.2	38.1
Professional specialty	1,075	2.0	39.5	1,099	2.7	40.2	1,023	2.2	37.9
Engineers, architects, and surveyors	1,153	3.9	40.4	1,166	4.3	40.5	1,048	3.9	39.9
Civil engineers	1,030	2.7	41.8	-	-	-	1,030	2.5	40.0
Electrical and electronic engineers	1,213	3.6	40.3	1,213	3.6	40.3	-	-	-
Engineers, n.e.c.	1,275	6.2	39.9	1,298	6.6	40.0	-	-	-
Mathematical and computer scientists	1,084	3.7	40.5	1,085	3.7	40.5	-	-	-
Computer systems analysts and scientists	1,107	3.3	40.6	1,108	3.3	40.6	-	-	-
Operations and systems researchers and analysts	857	4.3	40.2	857	4.3	40.2	-	-	-
Natural scientists	856	6.3	40.4	875	6.7	40.5	772	14.6	40.0
Health related	973	4.3	39.5	965	4.9	39.5	1,004	9.7	39.5
Physicians	1,545	12.2	39.9	1,533	14.9	40.0	1,597	10.5	39.7
Registered nurses	845	2.6	39.3	837	2.7	39.2	904	6.3	39.9
Respiratory therapists	864	11.9	40.0	864	11.9	40.0	-	-	-
Speech therapists	1,120	9.1	38.7	-	-	-	-	-	-
Therapists, n.e.c.	753	4.7	39.7	-	-	-	734	5.7	40.0
Teachers, college and university	1,316	5.4	40.9	1,426	8.5	40.6	1,195	5.3	41.3
Teachers, post secondary, subject not specified	1,158	5.1	37.1	1,116	7.1	38.6	1,219	6.9	34.8
Teachers, except college and university	1,046	1.6	36.9	836	5.7	38.4	1,070	1.6	36.7
Prekindergarten and kindergarten	941	14.3	38.7	-	-	-	-	-	-
Elementary school teachers	1,033	1.8	36.6	921	5.4	38.1	1,043	1.9	36.5
Secondary school teachers	1,082	2.3	36.5	1,023	4.7	38.6	1,088	2.4	36.3
Teachers, special education	1,002	3.1	37.1	799	5.1	39.5	1,048	2.1	36.6
Teachers, n.e.c.	1,161	4.7	38.3	613	9.7	37.8	1,230	3.3	38.3
Vocational and educational counselors	920	7.5	36.8	533	4.8	38.0	993	6.4	36.6
Librarians, archivists, and curators	865	6.7	39.2	742	9.7	39.0	952	5.5	39.3
Librarians	859	6.9	39.3	724	10.0	39.2	952	5.5	39.3
Social scientists and urban planners	1,026	6.6	38.8	1,109	6.7	38.7	-	-	-
Psychologists	892	8.7	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	581	7.5	39.6	432	13.3	39.5	628	7.4	39.6
Social workers	580	8.4	39.6	433	14.9	39.7	626	8.3	39.6
Lawyers and judges	1,906	4.1	44.2	1,956	3.8	44.6	-	-	-
Lawyers	1,906	4.1	44.2	1,956	3.8	44.6	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,050	6.8	39.2	1,052	7.0	39.2	-	-	-
Designers	686	5.7	40.0	-	-	-	-	-	-
Editors and reporters	1,173	7.8	38.3	1,173	7.8	38.3	-	-	-
Public relations specialists	1,150	20.4	38.3	1,150	20.4	38.3	-	-	-
Professional, n.e.c.	1,143	5.3	39.6	-	-	-	-	-	-
Technical	766	5.9	38.4	794	7.0	38.1	666	7.5	39.6
Clinical laboratory technologists and technicians	654	5.0	39.7	657	5.3	39.7	-	-	-
Radiologic technicians	716	8.3	39.0	716	8.3	39.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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									
Professional specialty and technical —Continued									
Technical —Continued									
Licensed practical nurses	\$574	3.0	38.4	\$586	3.9	38.4	\$545	1.1	38.4
Health technologists and technicians, n.e.c.	640	5.3	39.8	596	8.3	39.8	713	3.9	39.8
Electrical and electronic technicians	715	5.4	40.0	715	5.4	40.0	—	—	—
Airplane pilots and navigators	1,723	24.6	24.3	1,723	24.6	24.3	—	—	—
Computer programmers	822	7.8	39.8	822	7.8	39.8	—	—	—
Technical and related, n.e.c. ..	620	5.0	39.9	654	5.2	39.9	—	—	—
Executive, administrative, and managerial	1,092	3.1	40.1	1,140	3.7	40.4	905	5.5	38.9
Executives, administrators, and managers	1,279	3.9	40.1	1,339	4.4	40.4	1,030	5.6	39.0
Administrators and officials, public administration	954	9.1	38.6	—	—	—	922	8.7	38.6
Financial managers	1,833	11.5	39.8	1,833	11.5	39.8	—	—	—
Personnel and labor relations managers	1,240	13.7	40.8	1,168	15.8	40.9	—	—	—
Managers, marketing, advertising, and public relations	1,410	11.6	40.2	1,410	11.6	40.2	—	—	—
Administrators, education and related fields	1,218	6.7	39.5	1,298	12.9	39.8	1,167	6.6	39.2
Managers, medicine and health	1,177	6.3	39.7	1,169	6.1	39.7	—	—	—
Managers, service organizations, n.e.c.	1,189	10.2	40.4	1,238	9.5	40.5	—	—	—
Managers and administrators, n.e.c.	1,310	5.0	40.6	1,322	5.2	40.7	1,089	9.5	39.7
Management related	829	3.0	40.0	852	2.9	40.3	750	9.1	38.8
Accountants and auditors	744	4.6	39.6	760	4.3	39.7	695	13.2	39.5
Other financial officers	860	11.1	39.7	852	12.4	40.0	—	—	—
Management analysts	1,157	14.0	39.0	1,157	14.0	39.0	—	—	—
Personnel, training, and labor relations specialists	801	9.2	39.4	846	10.1	39.2	—	—	—
Purchasing agents and buyers, n.e.c.	1,001	7.7	40.2	1,023	7.4	40.2	—	—	—
Inspectors and compliance officers, except construction	692	4.9	40.0	—	—	—	656	6.8	40.0
Management related, n.e.c.	850	6.3	39.0	856	5.5	39.7	832	17.9	37.3
Sales	756	9.6	40.8	754	9.8	40.9	—	—	—
Supervisors, sales	1,152	13.9	42.5	1,152	13.9	42.5	—	—	—
Sales, other business services	958	13.9	40.0	958	13.9	40.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	806	5.1	41.9	806	5.1	41.9	—	—	—
Sales workers, apparel	687	11.7	40.7	687	11.7	40.7	—	—	—
Sales workers, hardware and building supplies	456	10.1	40.0	456	10.1	40.0	—	—	—
Sales workers, other commodities	466	24.8	40.0	466	24.8	40.0	—	—	—
Cashiers	384	11.5	39.8	384	11.5	39.8	—	—	—
Administrative support, including clerical	525	2.0	39.6	532	2.3	39.6	494	3.1	39.3
Supervisors, general office	728	5.6	39.3	726	6.8	39.5	731	8.5	38.5

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Computer operators	\$580	6.7	40.0	\$580	6.7	40.0	—	—	—
Secretaries	594	3.4	39.5	611	4.0	39.4	\$528	5.3	39.8
Typists	568	5.5	39.6	588	4.8	39.5	—	—	—
Hotel clerks	319	6.8	40.0	319	6.8	40.0	—	—	—
Transportation ticket and reservation agents	607	6.9	40.0	607	6.9	40.0	—	—	—
Receptionists	387	3.6	39.8	387	3.8	39.9	—	—	—
Information clerks, n.e.c.	520	16.7	39.7	520	16.7	39.7	—	—	—
Order clerks	541	12.7	39.8	541	12.7	39.8	—	—	—
Personnel clerks, except payroll and timekeeping	558	9.6	39.7	557	12.6	39.6	—	—	—
Library clerks	432	2.9	38.8	—	—	—	436	3.6	38.4
Records clerks, n.e.c.	460	4.2	39.5	480	5.1	39.3	427	3.7	39.9
Bookkeepers, accounting and auditing clerks	471	3.9	39.1	474	4.3	39.1	454	7.9	39.1
Billing clerks	495	6.8	39.3	495	6.8	39.3	—	—	—
Telephone operators	460	14.3	38.4	458	15.1	38.4	—	—	—
Mail clerks, except postal service	342	4.2	39.9	342	4.2	39.9	—	—	—
Dispatchers	510	12.3	40.0	—	—	—	—	—	—
Stock and inventory clerks	523	6.7	39.8	508	8.5	39.8	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	525	7.7	40.0	525	7.7	40.0	—	—	—
Insurance adjusters, examiners, and investigators	610	12.7	40.9	610	12.7	40.9	—	—	—
Investigators and adjusters, except insurance	491	3.0	39.5	491	3.0	39.5	—	—	—
Eligibility clerks, social welfare	528	1.4	39.7	—	—	—	—	—	—
General office clerks	495	3.1	39.6	487	3.7	39.9	518	6.1	38.7
Data entry keyers	360	16.8	39.7	—	—	—	—	—	—
Teachers' aides	412	6.0	37.0	—	—	—	423	6.0	36.8
Administrative support, n.e.c.	484	5.3	39.8	503	6.9	40.0	443	4.9	39.6
Blue collar	596	2.7	40.0	593	2.9	40.0	622	4.3	39.8
Precision production, craft, and repair									
Automobile mechanics	714	3.3	40.1	721	3.4	40.1	648	8.4	40.0
Bus, truck, and stationary engine mechanics	681	7.0	40.9	675	7.3	40.9	—	—	—
Industrial machinery repairers	779	4.6	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	617	5.2	40.0	622	5.4	40.0	—	—	—
Supervisors, electricians and power transmission installers	761	5.4	40.0	787	4.9	40.0	—	—	—
Carpenters	1,009	7.7	40.0	—	—	—	—	—	—
Electricians	585	4.5	39.4	580	4.8	39.3	—	—	—
Electrician apprentices	794	11.2	40.0	815	11.5	40.0	—	—	—
Construction trades, n.e.c.	438	7.9	40.0	438	7.9	40.0	—	—	—
Supervisors, production	560	9.3	40.0	596	6.7	40.0	—	—	—
Electrical and electronic equipment assemblers	810	9.2	40.9	808	9.7	41.0	—	—	—
Stationary engineers	561	4.5	40.0	561	4.5	40.0	—	—	—
Stationary engineers	706	5.0	40.0	706	5.0	40.0	—	—	—
Machine operators, assemblers, and inspectors	508	3.8	39.8	508	3.8	39.8	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Printing press operators	\$634	6.7	38.7	\$634	6.7	38.7	—	—	—
Laundering and dry cleaning machine operators	337	6.4	39.7	337	6.4	39.7	—	—	—
Miscellaneous machine operators, n.e.c.	461	6.4	39.9	461	6.4	39.9	—	—	—
Assemblers	519	7.7	40.0	519	7.7	40.0	—	—	—
Production inspectors, checkers and examiners ...	363	4.3	40.0	363	4.3	40.0	—	—	—
Transportation and material moving	603	4.1	40.1	595	5.1	40.2	\$637	5.0	39.6
Truck drivers	554	3.5	39.8	553	3.7	39.8	563	2.5	40.0
Driver-sales workers	593	10.3	44.0	593	10.3	44.0	—	—	—
Bus drivers	563	10.7	38.3	—	—	—	643	5.7	39.0
Supervisors, material moving equipment	854	8.3	40.0	—	—	—	—	—	—
Industrial truck and tractor equipment operators	566	9.2	40.0	566	9.2	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	456	4.6	39.9	455	4.8	39.9	485	10.3	40.0
Groundskeepers and gardeners, except farm	393	10.6	39.8	359	6.6	39.8	—	—	—
Helpers, construction trades ...	384	11.8	36.8	384	11.8	36.8	—	—	—
Construction laborers	497	8.3	40.0	—	—	—	—	—	—
Stock handlers and baggers ...	442	6.7	39.8	442	7.4	39.7	—	—	—
Freight, stock, and material handlers, n.e.c.	536	8.0	40.0	536	8.0	40.0	—	—	—
Vehicle washers and equipment cleaners	420	14.8	40.0	420	14.8	40.0	—	—	—
Hand packers and packagers	451	11.4	39.8	451	11.4	39.8	—	—	—
Laborers, except construction, n.e.c.	399	8.1	39.9	398	8.4	39.9	—	—	—
Service	436	3.0	39.2	352	2.8	38.6	651	3.3	40.6
Protective service	671	5.8	40.7	407	14.2	39.2	751	3.8	41.2
Supervisors, guards	857	17.1	40.0	—	—	—	—	—	—
Firefighting	768	4.9	45.6	—	—	—	768	4.9	45.6
Police and detectives, public service	760	4.3	40.4	—	—	—	763	4.3	40.5
Sheriffs, bailiffs, and other law enforcement officers	608	30.8	38.5	—	—	—	608	30.8	38.5
Correctional institution officers	608	3.8	40.0	—	—	—	608	3.8	40.0
Guards and police, except public service	339	7.3	39.2	328	6.4	39.1	—	—	—
Food service	327	4.7	39.2	325	4.8	39.2	382	10.0	39.0
Supervisors, food preparation and service	582	9.5	41.6	582	9.5	41.6	—	—	—
Waiters and waitresses	172	14.4	38.2	172	14.4	38.2	—	—	—
Cooks	354	4.6	38.7	355	5.0	38.6	—	—	—
Food counter, fountain, and related	314	12.3	39.7	314	12.3	39.7	—	—	—
Kitchen workers, food preparation	346	10.9	39.4	346	11.0	39.4	—	—	—
Waiters/Waitresses' assistants	282	7.8	39.8	282	7.8	39.8	—	—	—
Food preparation, n.e.c.	309	4.6	39.1	302	4.4	39.1	—	—	—
Health service	373	2.6	39.1	359	2.7	39.1	446	4.6	38.8

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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									
Health service—Continued									
Health aides, except nursing ..	\$425	8.4	39.1	\$416	11.5	40.0	—	—	—
Nursing aides, orderlies and attendants	357	2.5	39.0	345	2.6	38.9	\$446	7.0	39.7
Cleaning and building service	377	4.5	39.5	355	5.2	39.4	466	3.0	40.0
Supervisors, cleaning and building service workers ...	502	10.1	40.0	491	11.9	40.0	—	—	—
Maids and housemen	341	6.1	39.0	334	6.1	38.9	—	—	—
Janitors and cleaners	382	6.5	39.8	349	8.3	39.7	455	3.2	40.0
Personal service	391	4.7	35.0	375	5.2	34.5	488	8.0	38.0
Public transportation attendants	508	7.2	23.3	517	7.8	20.9	—	—	—
Early childhood teachers' assistants	450	11.4	38.3	—	—	—	—	—	—
Child care workers, n.e.c.	348	1.8	39.5	345	1.6	39.8	—	—	—
Service, n.e.c.	343	4.9	38.2	333	5.3	38.5	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

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	\$37,080	1.8	2,014	\$37,168	2.3	2,058	\$36,769	1.8	1,860
All excluding sales	36,952	1.9	2,008	37,014	2.4	2,053	36,747	1.8	1,860
White collar	43,185	1.9	1,999	44,620	2.4	2,069	38,745	2.2	1,781
White collar excluding sales	43,562	1.9	1,987	45,320	2.5	2,062	38,723	2.2	1,780
Professional specialty and technical	49,692	1.9	1,906	53,612	2.5	2,046	42,293	2.2	1,642
Professional specialty	51,466	2.0	1,890	56,326	2.7	2,060	43,128	2.2	1,597
Engineers, architects, and surveyors	59,951	3.9	2,101	60,633	4.3	2,104	54,492	3.9	2,073
Civil engineers	53,571	2.7	2,172	-	-	-	53,551	2.5	2,080
Electrical and electronic engineers	63,068	3.6	2,095	63,068	3.6	2,095	-	-	-
Engineers, n.e.c.	66,277	6.2	2,077	67,501	6.6	2,080	-	-	-
Mathematical and computer scientists	56,385	3.7	2,106	56,400	3.7	2,106	-	-	-
Computer systems analysts and scientists	57,585	3.3	2,109	57,604	3.3	2,109	-	-	-
Operations and systems researchers and analysts	44,550	4.3	2,089	44,550	4.3	2,089	-	-	-
Natural scientists	44,182	6.3	2,087	45,109	6.7	2,088	40,127	14.6	2,080
Health related	49,822	4.3	2,022	50,091	4.9	2,050	48,892	9.7	1,925
Physicians	80,336	12.2	2,077	79,705	14.9	2,080	83,061	10.5	2,063
Registered nurses	43,937	2.6	2,044	43,524	2.7	2,040	47,005	6.3	2,077
Respiratory therapists	44,931	11.9	2,080	44,931	11.9	2,080	-	-	-
Speech therapists	47,732	9.1	1,650	-	-	-	-	-	-
Therapists, n.e.c.	38,198	4.7	2,013	-	-	-	38,178	5.7	2,080
Teachers, college and university Teachers, post secondary, subject not specified	56,062	5.4	1,743	62,641	8.5	1,784	49,230	5.3	1,701
Teachers, except college and university	52,208	5.1	1,672	54,209	7.1	1,876	49,715	6.9	1,418
Prekindergarten and kindergarten	41,465	1.6	1,463	36,018	5.7	1,656	42,035	1.6	1,443
Elementary school teachers	38,669	14.3	1,590	-	-	-	-	-	-
Secondary school teachers	40,193	1.8	1,426	37,867	5.4	1,566	40,387	1.9	1,415
Teachers, special education	42,051	2.3	1,419	38,637	4.7	1,459	42,384	2.4	1,415
Teachers, n.e.c.	41,094	3.1	1,522	37,960	5.1	1,877	41,692	2.1	1,454
Vocational and educational counselors	46,452	4.7	1,532	31,348	9.7	1,933	47,900	3.3	1,493
Librarians, archivists, and curators	41,159	7.5	1,646	27,723	4.8	1,977	43,288	6.4	1,594
Librarians	44,666	6.7	2,023	37,944	9.7	1,996	49,485	5.5	2,043
Social scientists and urban planners	44,367	6.9	2,027	37,012	10.0	2,005	49,485	5.5	2,043
Psychologists	53,363	6.6	2,020	57,648	6.7	2,011	-	-	-
Social, recreation, and religious workers	46,387	8.7	2,080	-	-	-	-	-	-
Social workers	30,228	7.5	2,058	22,449	13.3	2,054	32,655	7.4	2,060
Lawyers and judges	30,146	8.4	2,059	22,518	14.9	2,066	32,562	8.3	2,057
Lawyers	99,097	4.1	2,300	101,695	3.8	2,318	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	99,097	4.1	2,300	101,695	3.8	2,318	-	-	-
Designers	54,496	6.8	2,035	54,710	7.0	2,038	-	-	-
Editors and reporters	35,647	5.7	2,080	-	-	-	-	-	-
Public relations specialists	61,017	7.8	1,991	61,017	7.8	1,991	-	-	-
Professional, n.e.c.	59,780	20.4	1,992	59,780	20.4	1,992	-	-	-
Technical	59,047	5.3	2,047	-	-	-	-	-	-
Clinical laboratory technologists and technicians	39,806	5.9	1,997	41,296	7.0	1,980	34,654	7.5	2,058
Radiologic technicians	33,985	5.0	2,064	34,148	5.3	2,063	-	-	-
	37,228	8.3	2,030	37,228	8.3	2,030	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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									
Professional specialty and technical —Continued									
Technical —Continued									
Licensed practical nurses	\$29,830	3.0	1,999	\$30,452	3.9	1,999	\$28,316	1.1	1,998
Health technologists and technicians, n.e.c.	33,283	5.3	2,070	31,002	8.3	2,071	37,060	3.9	2,068
Electrical and electronic technicians	37,167	5.4	2,080	37,167	5.4	2,080	—	—	—
Airplane pilots and navigators	89,614	24.6	1,264	89,614	24.6	1,264	—	—	—
Computer programmers	42,770	7.8	2,071	42,770	7.8	2,071	—	—	—
Technical and related, n.e.c. ..	32,217	5.0	2,077	34,029	5.2	2,075	—	—	—
Executive, administrative, and managerial	56,454	3.1	2,072	59,168	3.7	2,095	46,130	5.5	1,983
Executives, administrators, and managers	66,218	3.9	2,077	69,456	4.4	2,095	52,931	5.6	2,002
Administrators and officials, public administration	49,597	9.1	2,009	—	—	—	47,929	8.7	2,006
Financial managers	95,292	11.5	2,067	95,292	11.5	2,067	—	—	—
Personnel and labor relations managers	64,455	13.7	2,121	60,746	15.8	2,127	—	—	—
Managers, marketing, advertising, and public relations	73,297	11.6	2,093	73,297	11.6	2,093	—	—	—
Administrators, education and related fields	61,054	6.7	1,978	64,886	12.9	1,992	58,598	6.6	1,969
Managers, medicine and health	61,178	6.3	2,065	60,773	6.1	2,063	—	—	—
Managers, service organizations, n.e.c.	61,845	10.2	2,099	64,371	9.5	2,106	—	—	—
Managers and administrators, n.e.c.	68,075	5.0	2,110	68,668	5.2	2,113	56,626	9.5	2,066
Management related	42,809	3.0	2,064	44,247	2.9	2,094	37,866	9.1	1,960
Accountants and auditors	38,685	4.6	2,061	39,528	4.3	2,063	36,126	13.2	2,053
Other financial officers	44,702	11.1	2,066	44,315	12.4	2,080	—	—	—
Management analysts	60,181	14.0	2,029	60,181	14.0	2,029	—	—	—
Personnel, training, and labor relations specialists	41,677	9.2	2,050	43,989	10.1	2,040	—	—	—
Purchasing agents and buyers, n.e.c.	52,055	7.7	2,092	53,172	7.4	2,093	—	—	—
Inspectors and compliance officers, except construction	35,974	4.9	2,080	—	—	—	34,137	6.8	2,080
Management related, n.e.c.	43,069	6.3	1,979	44,389	5.5	2,058	39,868	17.9	1,787
Sales	39,287	9.6	2,123	39,234	9.8	2,126	—	—	—
Supervisors, sales	59,902	13.9	2,210	59,902	13.9	2,210	—	—	—
Sales, other business services	49,799	13.9	2,080	49,799	13.9	2,080	—	—	—
Sales representatives, mining, manufacturing, and wholesale	41,924	5.1	2,177	41,924	5.1	2,177	—	—	—
Sales workers, apparel	35,736	11.7	2,115	35,736	11.7	2,115	—	—	—
Sales workers, hardware and building supplies	23,708	10.1	2,080	23,708	10.1	2,080	—	—	—
Sales workers, other commodities	24,230	24.8	2,080	24,230	24.8	2,080	—	—	—
Cashiers	19,966	11.5	2,071	19,966	11.5	2,071	—	—	—
Administrative support, including clerical	27,146	2.0	2,045	27,675	2.3	2,059	24,926	3.1	1,985
Supervisors, general office	37,832	5.6	2,043	37,777	6.8	2,054	38,022	8.5	2,004

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Computer operators	\$30,152	6.7	2,080	\$30,152	6.7	2,080	—	—	—
Secretaries	30,897	3.4	2,051	31,760	4.0	2,047	\$27,443	5.3	2,069
Typists	29,513	5.5	2,058	30,599	4.8	2,054	—	—	—
Hotel clerks	16,602	6.8	2,080	16,602	6.8	2,080	—	—	—
Transportation ticket and reservation agents	31,575	6.9	2,080	31,575	6.9	2,080	—	—	—
Receptionists	20,119	3.6	2,070	20,114	3.8	2,073	—	—	—
Information clerks, n.e.c.	27,040	16.7	2,066	27,040	16.7	2,066	—	—	—
Order clerks	28,137	12.7	2,068	28,137	12.7	2,068	—	—	—
Personnel clerks, except payroll and timekeeping	29,018	9.6	2,062	28,988	12.6	2,057	—	—	—
Library clerks	22,440	2.9	2,015	—	—	—	22,651	3.6	1,996
Records clerks, n.e.c.	23,941	4.2	2,055	24,969	5.1	2,043	22,210	3.7	2,074
Bookkeepers, accounting and auditing clerks	24,491	3.9	2,032	24,641	4.3	2,032	23,633	7.9	2,035
Billing clerks	25,753	6.8	2,042	25,753	6.8	2,042	—	—	—
Telephone operators	23,917	14.3	1,998	23,822	15.1	1,995	—	—	—
Mail clerks, except postal service	17,760	4.2	2,074	17,760	4.2	2,074	—	—	—
Dispatchers	26,504	12.3	2,080	—	—	—	—	—	—
Stock and inventory clerks	27,216	6.7	2,070	26,399	8.5	2,068	—	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	27,319	7.7	2,080	27,319	7.7	2,080	—	—	—
Insurance adjusters, examiners, and investigators	31,696	12.7	2,125	31,696	12.7	2,125	—	—	—
Investigators and adjusters, except insurance	25,507	3.0	2,054	25,507	3.0	2,054	—	—	—
Eligibility clerks, social welfare	27,459	1.4	2,067	—	—	—	—	—	—
General office clerks	25,683	3.1	2,056	25,251	3.7	2,071	26,960	6.1	2,014
Data entry keyers	18,721	16.8	2,067	—	—	—	—	—	—
Teachers' aides	16,460	6.0	1,478	—	—	—	16,580	6.0	1,443
Administrative support, n.e.c.	25,151	5.3	2,072	26,178	6.9	2,080	23,016	4.9	2,057
Blue collar	30,643	2.7	2,056	30,595	2.9	2,063	31,100	4.3	1,993
Precision production, craft, and repair	36,759	3.3	2,065	37,114	3.4	2,064	33,669	8.4	2,077
Automobile mechanics	35,343	7.0	2,124	35,066	7.3	2,126	—	—	—
Bus, truck, and stationary engine mechanics	40,293	4.6	2,069	—	—	—	—	—	—
Industrial machinery repairers	32,081	5.2	2,080	32,367	5.4	2,080	—	—	—
Mechanics and repairers, n.e.c.	39,586	5.4	2,080	40,947	4.9	2,080	—	—	—
Supervisors, electricians and power transmission installers	52,480	7.7	2,080	—	—	—	—	—	—
Carpenters	30,396	4.5	2,047	30,150	4.8	2,045	—	—	—
Electricians	41,276	11.2	2,080	42,370	11.5	2,080	—	—	—
Electrician apprentices	22,763	7.9	2,080	22,763	7.9	2,080	—	—	—
Construction trades, n.e.c.	29,119	9.3	2,080	31,010	6.7	2,080	—	—	—
Supervisors, production	42,131	9.2	2,128	42,039	9.7	2,131	—	—	—
Electrical and electronic equipment assemblers	29,150	4.5	2,080	29,150	4.5	2,080	—	—	—
Stationary engineers	36,692	5.0	2,080	36,692	5.0	2,080	—	—	—
Machine operators, assemblers, and inspectors	26,415	3.8	2,070	26,415	3.8	2,070	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Printing press operators	\$32,959	6.7	2,012	\$32,959	6.7	2,012	—	—	—
Laundering and dry cleaning machine operators	17,531	6.4	2,065	17,531	6.4	2,065	—	—	—
Miscellaneous machine operators, n.e.c.	23,988	6.4	2,073	23,988	6.4	2,073	—	—	—
Assemblers	27,012	7.7	2,080	27,012	7.7	2,080	—	—	—
Production inspectors, checkers and examiners ...	18,873	4.3	2,080	18,873	4.3	2,080	—	—	—
Transportation and material moving	30,785	4.1	2,047	30,862	5.1	2,084	\$30,474	5.0	1,895
Truck drivers	28,670	3.5	2,061	28,627	3.7	2,059	29,276	2.5	2,080
Driver-sales workers	30,860	10.3	2,287	30,860	10.3	2,287	—	—	—
Bus drivers	25,429	10.7	1,727	—	—	—	27,706	5.7	1,683
Supervisors, material moving equipment	44,409	8.3	2,080	—	—	—	—	—	—
Industrial truck and tractor equipment operators	29,432	9.2	2,080	29,432	9.2	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	23,371	4.6	2,041	23,264	4.8	2,039	25,245	10.3	2,080
Groundskeepers and gardeners, except farm	19,571	10.6	1,982	17,749	6.6	1,971	—	—	—
Helpers, construction trades ...	19,958	11.8	1,912	19,958	11.8	1,912	—	—	—
Construction laborers	24,983	8.3	2,012	—	—	—	—	—	—
Stock handlers and baggers ...	22,981	6.7	2,068	22,976	7.4	2,066	—	—	—
Freight, stock, and material handlers, n.e.c.	27,895	8.0	2,080	27,895	8.0	2,080	—	—	—
Vehicle washers and equipment cleaners	21,865	14.8	2,080	21,865	14.8	2,080	—	—	—
Hand packers and packagers	23,465	11.4	2,069	23,465	11.4	2,069	—	—	—
Laborers, except construction, n.e.c.	19,924	8.1	1,993	19,849	8.4	1,990	—	—	—
Service	22,504	3.0	2,021	18,274	2.8	2,007	32,937	3.3	2,054
Protective service	34,893	5.8	2,119	21,141	14.2	2,041	39,061	3.8	2,143
Supervisors, guards	44,541	17.1	2,078	—	—	—	—	—	—
Firefighting	39,941	4.9	2,371	—	—	—	39,941	4.9	2,371
Police and detectives, public service	39,503	4.3	2,103	—	—	—	39,697	4.3	2,103
Sheriffs, bailiffs, and other law enforcement officers	31,617	30.8	2,004	—	—	—	31,617	30.8	2,004
Correctional institution officers	31,624	3.8	2,083	—	—	—	31,624	3.8	2,083
Guards and police, except public service	17,641	7.3	2,039	17,064	6.4	2,035	—	—	—
Food service	16,849	4.7	2,023	16,881	4.8	2,039	16,063	10.0	1,644
Supervisors, food preparation and service	30,288	9.5	2,164	30,288	9.5	2,164	—	—	—
Waiters and waitresses	8,966	14.4	1,984	8,966	14.4	1,984	—	—	—
Cooks	18,162	4.6	1,984	18,448	5.0	2,009	—	—	—
Food counter, fountain, and related	16,312	12.3	2,065	16,312	12.3	2,065	—	—	—
Kitchen workers, food preparation	17,920	10.9	2,038	17,896	11.0	2,038	—	—	—
Waiters/Waitresses' assistants	14,675	7.8	2,068	14,675	7.8	2,068	—	—	—
Food preparation, n.e.c.	15,735	4.6	1,993	15,692	4.4	2,030	—	—	—
Health service	19,368	2.6	2,029	18,667	2.7	2,034	23,032	4.6	2,004

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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									
Health service—Continued									
Health aides, except nursing ..	\$21,955	8.4	2,019	\$21,630	11.5	2,079	—	—	—
Nursing aides, orderlies and attendants	18,567	2.5	2,029	17,938	2.6	2,024	\$23,213	7.0	2,066
Cleaning and building service	19,606	4.5	2,054	18,438	5.2	2,049	24,178	3.0	2,074
Supervisors, cleaning and building service workers ...	26,122	10.1	2,080	25,555	11.9	2,080	—	—	—
Maids and housemen	17,727	6.1	2,026	17,379	6.1	2,024	—	—	—
Janitors and cleaners	19,809	6.5	2,066	18,117	8.3	2,063	23,613	3.2	2,073
Personal service	19,366	4.7	1,734	19,479	5.2	1,792	18,840	8.0	1,465
Public transportation attendants	25,216	7.2	1,159	26,893	7.8	1,086	—	—	—
Early childhood teachers' assistants	18,303	11.4	1,558	—	—	—	—	—	—
Child care workers, n.e.c.	17,663	1.8	2,006	17,892	1.6	2,064	—	—	—
Service, n.e.c.	17,221	4.9	1,915	17,301	5.3	2,001	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Washington-Baltimore, DC-MD-VA-WV, August 1998

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	\$17.48	1.9	\$17.06	2.4	\$19.19	1.8
All excluding sales	17.59	1.9	17.17	2.4	19.20	1.9
White collar	20.75	1.9	20.63	2.4	21.20	2.2
1	7.05	5.3	7.05	6.1	7.05	5.1
2	9.73	4.8	9.66	5.0	11.69	3.7
3	9.80	2.0	9.66	2.2	11.21	3.0
4	12.44	2.2	12.50	2.5	12.15	3.5
5	14.91	3.5	15.55	3.7	12.70	4.3
6	16.44	4.0	16.87	4.5	14.43	4.9
7	19.27	2.8	18.72	3.2	21.29	5.8
8	20.52	3.0	19.50	3.0	23.26	6.9
9	25.33	2.0	24.65	2.7	26.97	2.7
10	25.56	4.8	27.28	6.1	22.80	7.9
11	30.41	3.4	31.84	3.8	26.30	5.8
12	37.54	3.5	38.81	3.6	27.36	8.1
13	40.99	5.6	44.36	6.8	29.65	5.9
14	55.08	9.7	62.71	6.3	-	-
Not able to be leveled	23.78	7.9	23.84	10.0	23.59	10.7
White collar excluding sales	21.39	2.0	21.44	2.5	21.22	2.2
1	7.66	6.8	7.87	8.2	7.05	5.1
2	10.42	5.2	10.35	5.5	11.69	3.7
3	10.18	1.7	10.05	1.9	11.28	3.1
4	12.40	1.8	12.47	2.1	12.13	3.5
5	14.80	3.5	15.49	3.6	12.70	4.3
6	15.63	2.3	15.92	2.4	14.43	4.9
7	19.15	2.8	18.53	3.2	21.29	5.8
8	20.62	3.2	19.49	3.1	23.26	6.9
9	25.26	2.0	24.53	2.7	26.97	2.7
10	25.13	5.0	26.83	6.8	22.80	7.9
11	29.55	3.1	30.78	3.5	26.36	6.0
12	37.60	3.6	38.88	3.6	27.36	8.1
13	40.99	5.6	44.36	6.8	29.65	5.9
14	55.08	9.7	62.71	6.3	-	-
Not able to be leveled	23.79	8.0	23.86	10.1	23.59	10.7
Professional specialty and technical	25.51	1.9	25.83	2.5	24.77	2.4
Professional specialty	26.71	2.0	27.13	2.6	25.79	2.4
5	16.49	6.4	17.50	4.9	12.89	11.7
6	16.62	4.0	17.36	4.4	14.81	6.0
7	21.33	2.7	19.86	3.3	25.25	6.7
8	21.81	5.5	19.37	5.7	25.30	9.7
9	26.71	2.2	25.40	3.9	28.82	1.7
10	25.33	5.7	27.91	6.4	23.03	8.8
11	28.71	3.2	29.42	3.2	26.88	7.8
12	35.63	4.8	37.08	5.0	26.40	10.9
13	39.67	6.2	42.47	7.3	28.30	6.0
14	49.07	7.2	49.40	7.6	-	-
Not able to be leveled	24.09	11.7	26.03	13.7	17.76	8.5
Engineers, architects, and surveyors	28.56	4.0	28.84	4.4	26.29	4.0
5	18.56	12.3	18.56	12.3	-	-
7	22.55	6.3	-	-	-	-
8	23.72	9.9	-	-	-	-
9	25.29	4.8	25.32	5.0	-	-
10	30.94	5.4	-	-	-	-
11	30.71	4.9	30.63	5.1	-	-
12	34.54	6.9	37.15	3.6	-	-
Civil engineers	24.66	2.1	-	-	25.75	2.5
Electrical and electronic engineers	30.11	3.4	30.11	3.4	-	-
9	26.92	3.0	26.92	3.0	-	-
11	32.00	3.2	32.00	3.2	-	-
12	37.18	5.0	37.18	5.0	-	-
Engineers, n.e.c.	31.96	6.1	32.51	6.5	-	-
11	34.08	2.3	-	-	-	-
12	38.77	2.9	38.77	2.9	-	-

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
Mathematical and computer scientists	\$26.76	4.0	\$26.77	4.0	–	–
6	17.67	8.3	17.41	8.7	–	–
7	20.90	4.1	20.91	4.1	–	–
8	25.31	10.9	25.31	10.9	–	–
9	25.00	4.4	25.00	4.4	–	–
10	26.11	6.7	26.11	6.7	–	–
11	28.80	4.5	28.80	4.5	–	–
12	34.22	2.4	34.22	2.4	–	–
Computer systems analysts and scientists	27.29	3.9	27.30	3.9	–	–
7	20.94	4.3	20.94	4.3	–	–
9	25.00	4.8	25.00	4.8	–	–
10	26.30	6.9	26.30	6.9	–	–
11	29.52	4.2	29.52	4.2	–	–
12	34.87	2.7	34.87	2.7	–	–
Operations and systems researchers and analysts	21.61	4.6	21.63	4.6	–	–
Natural scientists	21.17	5.2	21.60	5.4	\$19.29	14.6
9	16.68	4.1	–	–	–	–
Health related	25.13	4.2	25.06	4.7	25.45	9.7
5	17.71	7.3	17.71	7.3	–	–
6	16.60	4.7	16.35	5.3	–	–
7	19.19	2.7	19.65	1.9	17.67	5.9
8	21.97	4.6	21.15	4.0	25.72	12.6
9	26.15	7.3	26.38	7.5	–	–
10	25.01	9.3	22.41	7.2	–	–
11	27.78	9.1	25.86	8.4	–	–
12	53.01	15.9	55.34	18.8	–	–
13	49.92	9.7	–	–	–	–
Not able to be leveled	25.93	29.2	26.29	33.4	–	–
Physicians	38.83	11.9	38.42	14.6	40.64	10.3
11	27.25	23.2	–	–	–	–
12	56.63	16.1	60.53	19.0	–	–
13	54.37	4.9	–	–	–	–
Registered nurses	23.22	5.8	23.28	6.3	22.59	6.3
5	18.29	8.9	18.29	8.9	–	–
6	16.29	5.4	–	–	–	–
7	19.95	2.1	20.03	2.1	–	–
8	21.28	2.7	21.17	3.0	–	–
9	25.99	8.3	26.35	8.2	–	–
11	27.81	8.0	27.83	8.1	–	–
Pharmacists	27.32	2.8	27.32	2.8	–	–
Respiratory therapists	20.94	10.6	20.94	10.6	–	–
Physical therapists	33.38	7.7	–	–	–	–
Speech therapists	28.97	8.0	–	–	–	–
Therapists, n.e.c.	18.85	4.4	19.13	7.4	18.57	4.9
7	17.21	3.4	–	–	–	–
Teachers, college and university	31.69	5.1	34.83	7.1	28.46	6.1
8	29.04	21.2	–	–	–	–
9	26.96	13.0	–	–	–	–
10	26.01	6.0	21.96	7.6	–	–
11	30.52	4.0	31.52	6.6	29.29	4.9
12	23.80	12.4	–	–	–	–
13	35.00	9.8	44.46	10.5	27.53	7.5
Business, commerce, and marketing teachers	28.85	6.8	–	–	–	–
English teachers	21.36	17.4	–	–	–	–
Teachers, post secondary, subject not specified	30.65	7.5	28.88	7.9	33.38	13.4
8	37.25	17.9	–	–	–	–
Teachers, except college and university	26.63	2.3	21.09	5.5	27.28	2.4
5	9.82	7.9	13.73	20.4	–	–
6	12.50	4.7	–	–	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
7	\$28.94	3.0	\$20.22	17.7	\$30.33	2.5
8	27.65	6.7	20.29	11.5	28.53	7.3
9	28.82	1.7	23.50	5.2	29.56	1.7
10	22.07	11.9	–	–	21.99	12.0
11	27.91	5.5	–	–	28.23	5.6
Prekindergarten and kindergarten	25.08	12.7	–	–	26.10	13.7
Elementary school teachers	28.04	1.7	23.15	6.4	28.54	1.6
8	27.55	6.5	–	–	27.59	6.9
9	28.24	2.3	22.18	8.3	28.95	2.0
Secondary school teachers	29.57	2.1	26.82	3.3	29.85	2.3
7	31.46	3.1	–	–	31.54	3.3
8	28.78	12.4	–	–	29.04	13.0
9	30.35	1.9	26.90	4.2	30.93	1.7
Teachers, special education	26.97	3.7	20.46	5.4	28.67	2.1
9	27.53	4.4	–	–	28.41	3.6
Teachers, n.e.c.	28.16	5.8	13.88	13.1	30.32	4.3
5	14.43	15.4	–	–	–	–
7	28.89	5.7	–	–	–	–
9	28.12	7.2	–	–	–	–
Substitute teachers	8.34	.8	–	–	–	–
Vocational and educational counselors	24.87	9.6	14.02	2.1	26.97	8.8
9	28.63	8.6	–	–	29.83	6.8
Librarians, archivists, and curators	21.36	6.6	18.92	9.3	22.88	6.7
6	13.67	10.6	–	–	13.67	10.6
9	20.00	5.9	–	–	18.69	11.6
11	27.33	4.2	–	–	–	–
Librarians	21.24	6.7	18.46	9.5	22.88	6.7
6	13.67	10.6	–	–	13.67	10.6
9	20.00	5.9	–	–	18.69	11.6
11	27.33	4.2	–	–	–	–
Social scientists and urban planners	26.18	7.7	28.74	8.2	18.28	4.2
Psychologists	22.07	8.4	–	–	–	–
Social, recreation, and religious workers	14.14	8.6	10.11	12.5	15.77	6.8
7	11.97	12.7	9.32	9.6	–	–
Social workers	14.09	10.5	–	–	15.86	8.6
7	10.88	10.9	–	–	–	–
Recreation workers	14.73	7.2	–	–	15.47	5.5
Lawyers and judges	42.91	8.3	43.86	8.8	30.89	6.6
13	46.41	4.3	47.06	4.1	–	–
Lawyers	42.91	8.3	43.86	8.8	–	–
13	46.41	4.3	47.06	4.1	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.54	7.4	26.60	7.6	–	–
7	18.82	7.3	18.82	7.3	–	–
9	26.56	10.1	26.83	10.3	–	–
12	42.54	6.6	42.54	6.6	–	–
Not able to be leveled	25.01	15.3	24.99	15.5	–	–
Designers	17.14	5.7	–	–	–	–
Editors and reporters	30.20	10.1	30.20	10.1	–	–
9	29.10	14.3	29.10	14.3	–	–
Public relations specialists	30.01	21.2	30.01	21.2	–	–
Professional, n.e.c.	28.73	5.0	–	–	–	–
9	26.89	11.7	26.89	11.7	–	–
Technical	19.36	6.2	20.03	7.4	16.82	7.4
4	12.31	4.8	11.86	5.4	–	–
5	14.58	2.7	14.35	2.9	15.83	6.2
6	15.34	3.3	15.50	3.6	–	–
7	18.03	3.6	18.45	3.6	–	–
8	18.18	4.5	18.47	5.9	17.68	6.6

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, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
Technical –Continued						
9	\$22.32	5.8	\$23.35	6.8	–	–
11	89.42	24.9	89.42	24.9	–	–
Clinical laboratory technologists and technicians	16.32	5.4	16.39	5.7	–	–
5	12.78	7.8	12.81	7.9	–	–
6	15.20	6.6	–	–	–	–
8	17.39	6.6	17.45	6.7	–	–
9	19.76	6.0	19.97	6.6	–	–
Radiologic technicians	18.18	6.3	18.18	6.3	–	–
Licensed practical nurses	15.22	2.3	15.52	2.5	\$14.17	2.5
4	14.44	4.7	14.44	4.7	–	–
5	15.24	2.5	15.41	3.1	–	–
6	14.92	2.7	15.24	2.9	–	–
7	16.14	6.7	–	–	–	–
Health technologists and technicians, n.e.c.	15.12	6.0	13.93	7.6	17.92	5.2
4	11.49	6.2	11.49	6.2	–	–
5	15.65	8.0	–	–	–	–
Electrical and electronic technicians	17.87	5.4	17.87	5.4	–	–
7	18.50	4.2	18.50	4.2	–	–
Airplane pilots and navigators	70.90	27.9	70.90	27.9	–	–
11	111.42	20.0	111.42	20.0	–	–
Broadcast equipment operators	17.15	33.4	16.92	38.8	–	–
Computer programmers	20.65	7.8	20.65	7.8	–	–
Technical and related, n.e.c.	15.50	5.0	16.40	5.2	–	–
Executive, administrative, and managerial						
5	17.27	8.2	18.64	5.5	–	–
6	15.28	4.3	15.15	4.8	–	–
7	18.59	6.5	18.17	5.0	19.71	18.9
8	19.62	3.0	19.45	2.9	20.86	10.5
9	23.00	3.3	23.52	3.4	19.26	7.3
10	24.14	10.2	24.83	12.8	–	–
12	28.65	4.2	29.91	3.5	25.54	9.7
13	39.46	4.7	40.36	4.7	–	–
14	41.76	8.2	46.95	5.8	–	–
14	57.65	13.6	70.59	6.9	–	–
Not able to be leveled	28.20	6.0	27.40	11.6	–	–
Executives, administrators, and managers	31.73	3.9	32.95	4.4	26.50	5.7
5	17.81	6.5	18.22	6.3	–	–
6	17.05	14.7	17.05	14.7	–	–
7	18.37	9.2	18.69	11.2	–	–
8	21.24	4.5	20.84	4.4	–	–
9	23.38	5.0	23.45	5.2	–	–
10	30.72	7.2	31.58	6.9	–	–
11	29.56	5.4	31.96	4.2	25.43	9.9
12	40.40	4.7	40.76	4.9	–	–
13	40.84	9.4	46.84	7.5	–	–
14	57.65	13.6	70.59	6.9	–	–
Not able to be leveled	27.20	11.5	26.20	17.1	–	–
Administrators and officials, public administration	24.68	9.2	–	–	23.89	8.8
Financial managers	46.09	11.9	46.09	11.9	–	–
12	44.08	17.7	44.08	17.7	–	–
Personnel and labor relations managers	30.39	14.6	28.56	16.8	–	–
Managers, marketing, advertising, and public relations	35.02	11.4	35.02	11.4	–	–
Administrators, education and related fields	30.40	6.5	31.34	11.9	29.76	7.0
9	24.68	14.0	22.59	16.1	–	–
11	27.62	7.4	25.19	10.6	28.26	8.8
12	35.03	6.2	35.38	8.2	–	–
Managers, medicine and health	29.57	6.3	29.40	6.1	–	–
Managers, service organizations, n.e.c.	29.46	11.0	30.57	10.5	–	–

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, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Managers and administrators, n.e.c.	\$32.01	4.9	\$32.23	5.1	\$27.91	8.9
8	20.75	6.9	20.80	7.3	–	–
9	25.52	5.3	25.52	5.3	–	–
10	28.68	6.2	28.68	6.2	–	–
11	33.08	6.1	33.37	7.1	31.38	3.6
12	36.82	3.7	36.93	3.8	–	–
14	62.96	5.6	62.96	5.6	–	–
Management related	20.63	3.0	20.98	2.9	19.32	9.1
5	16.79	14.9	–	–	–	–
6	14.84	3.0	14.60	3.3	–	–
7	18.70	8.6	17.87	4.4	20.55	23.7
8	18.78	3.1	18.70	2.9	19.33	12.9
9	22.56	4.3	23.64	3.8	18.75	6.8
10	20.21	7.9	–	–	–	–
11	25.66	5.7	25.53	5.9	–	–
12	31.24	11.8	35.56	8.6	–	–
Accountants and auditors	18.77	4.8	19.16	4.5	17.60	13.8
7	19.79	4.2	19.79	4.2	–	–
9	22.83	7.4	22.46	8.0	–	–
Other financial officers	21.64	11.3	21.31	12.4	–	–
Management analysts	29.66	13.3	29.66	13.3	–	–
Personnel, training, and labor relations specialists	20.33	9.7	21.57	10.5	–	–
9	22.51	13.3	–	–	–	–
Purchasing agents and buyers, n.e.c.	24.88	7.9	25.41	7.6	–	–
Inspectors and compliance officers, except construction	17.30	4.9	–	–	16.41	6.8
Management related, n.e.c.	21.43	6.0	21.13	5.6	22.31	16.4
6	14.93	9.0	14.93	9.0	–	–
7	18.92	19.2	15.52	7.3	–	–
8	18.35	8.3	18.35	8.3	–	–
9	21.41	8.3	23.27	7.1	–	–
Sales	15.96	9.2	15.93	9.4	–	–
1	6.33	4.8	6.33	4.8	–	–
2	8.36	8.8	8.36	8.8	–	–
3	8.23	4.4	8.17	4.5	–	–
4	12.56	6.4	12.55	6.5	–	–
5	16.02	14.6	16.02	14.6	–	–
6	23.29	17.0	23.29	17.0	–	–
7	21.49	11.1	21.49	11.1	–	–
8	19.59	9.6	19.59	9.6	–	–
9	27.80	11.5	27.80	11.5	–	–
11	38.10	7.7	–	–	–	–
Supervisors, sales	26.45	11.9	26.45	11.9	–	–
Sales, other business services	23.69	14.0	23.69	14.0	–	–
Sales representatives, mining, manufacturing, and wholesale	19.26	6.1	19.26	6.1	–	–
Sales workers, apparel	15.98	16.4	15.98	16.4	–	–
Sales workers, hardware and building supplies ...	10.58	10.3	10.58	10.3	–	–
Sales workers, other commodities	10.00	20.9	10.00	20.9	–	–
Sales counter clerks	10.44	14.6	–	–	–	–
Cashiers	9.27	9.8	9.25	10.0	–	–
1	6.71	4.5	6.71	4.5	–	–
2	8.62	11.3	8.62	11.3	–	–
3	8.86	4.5	8.75	4.9	–	–
Administrative support, including clerical	12.91	2.0	13.01	2.4	12.42	3.0
1	7.66	6.8	7.87	8.2	7.05	5.1

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, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
2	\$10.42	5.2	\$10.35	5.5	\$11.69	3.7
3	10.21	1.7	10.08	2.0	11.28	3.1
4	12.44	1.9	12.56	2.2	11.96	3.6
5	13.53	2.7	14.00	2.7	12.39	5.5
6	15.60	3.8	16.09	4.0	14.09	7.0
7	16.81	4.8	17.17	5.8	15.07	4.5
8	20.79	5.3	21.18	5.7	—	—
9	23.14	5.5	23.14	5.5	—	—
Supervisors, general office	18.50	6.0	18.39	7.2	18.89	8.3
5	14.83	10.5	—	—	—	—
6	20.19	11.4	—	—	—	—
7	14.94	6.9	—	—	—	—
8	19.88	8.6	20.23	9.5	—	—
Computer operators	14.54	6.3	14.54	6.3	—	—
Secretaries	14.90	3.5	15.28	4.1	13.26	5.3
2	14.12	8.9	15.08	7.4	—	—
3	11.45	5.1	11.60	5.6	—	—
4	13.40	3.5	13.39	4.0	13.49	5.3
5	13.59	4.3	14.11	4.1	12.68	8.4
6	16.88	5.7	17.35	6.8	—	—
7	17.64	7.9	17.83	8.9	—	—
Typists	13.69	5.7	14.08	5.6	—	—
3	11.04	1.6	—	—	—	—
Hotel clerks	7.87	5.7	7.87	5.7	—	—
3	7.57	3.5	7.57	3.5	—	—
Transportation ticket and reservation agents	14.04	8.6	14.04	8.6	—	—
Receptionists	9.52	3.3	9.50	3.5	—	—
2	9.29	4.6	9.29	4.6	—	—
3	10.24	5.5	10.29	6.3	—	—
4	10.72	5.0	—	—	—	—
Information clerks, n.e.c.	12.71	15.0	12.71	15.0	—	—
Order clerks	12.72	14.2	12.72	14.2	—	—
4	11.56	11.3	11.56	11.3	—	—
Personnel clerks, except payroll and timekeeping	14.07	10.1	14.09	13.1	—	—
Library clerks	9.48	4.2	—	—	9.41	5.0
1	6.03	1.0	—	—	6.03	1.0
2	9.70	3.7	—	—	9.64	4.3
4	11.27	4.4	—	—	11.27	4.4
Records clerks, n.e.c.	11.57	4.2	12.06	5.0	10.71	3.8
3	10.70	2.8	10.67	2.8	—	—
4	11.55	7.4	13.26	10.0	—	—
Bookkeepers, accounting and auditing clerks	11.63	3.7	11.68	4.2	11.35	6.9
3	10.27	3.2	10.27	3.2	—	—
4	11.62	4.6	11.61	5.3	—	—
Billing clerks	12.54	7.1	12.54	7.1	—	—
4	12.66	7.1	12.66	7.1	—	—
Telephone operators	11.60	15.3	11.56	16.0	—	—
2	12.87	18.9	12.87	18.9	—	—
Mail clerks, except postal service	8.03	5.8	8.03	5.8	—	—
1	6.52	1.0	6.52	1.0	—	—
Dispatchers	12.74	12.3	—	—	—	—
4	10.77	13.5	—	—	—	—
Stock and inventory clerks	12.29	7.5	11.75	8.9	—	—
3	8.05	8.8	8.01	9.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	12.72	8.9	12.72	8.9	—	—
4	10.43	18.4	10.43	18.4	—	—
Insurance adjusters, examiners, and investigators	14.92	10.6	14.92	10.6	—	—
Investigators and adjusters, except insurance	12.46	3.4	12.46	3.4	—	—
4	12.48	3.5	12.48	3.5	—	—

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, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
Investigators and adjusters, except insurance —Continued						
5	\$12.42	4.8	\$12.42	4.8	—	—
Eligibility clerks, social welfare	12.98	3.0	—	—	\$13.18	2.6
General office clerks	12.05	3.3	11.68	3.9	13.26	5.7
2	11.18	5.5	11.14	5.7	—	—
3	9.87	5.1	9.47	5.4	—	—
4	13.21	3.1	12.88	4.3	13.81	4.1
5	13.21	6.6	14.14	5.1	—	—
7	17.28	1.3	—	—	—	—
Data entry keyers	8.81	13.0	10.49	11.1	—	—
2	10.63	16.9	10.63	16.9	—	—
Statistical clerks	13.51	5.7	13.51	5.7	—	—
Teachers' aides	11.30	4.9	8.38	12.0	11.75	4.6
3	11.87	4.2	—	—	12.45	.6
4	10.84	7.4	—	—	11.00	7.5
Administrative support, n.e.c.	11.96	4.5	12.32	5.8	11.16	4.4
3	9.92	3.4	10.01	3.5	—	—
4	11.36	3.1	11.20	3.0	—	—
6	14.16	9.4	16.62	5.6	—	—
Blue collar	14.58	2.7	14.49	2.9	15.39	4.2
1	9.21	7.5	9.16	7.9	—	—
2	10.42	6.3	10.39	6.7	10.96	6.7
3	11.48	4.1	11.46	4.2	—	—
4	14.27	4.7	14.41	4.8	11.27	5.7
5	14.14	4.0	14.44	4.4	12.85	7.2
6	16.22	2.3	16.38	2.4	—	—
7	19.47	3.3	19.66	3.8	18.57	4.1
8	20.18	5.5	20.45	5.9	—	—
9	24.43	3.1	24.71	2.7	—	—
Precision production, craft, and repair	17.79	3.2	17.97	3.3	16.21	8.4
3	10.03	3.8	10.03	3.8	—	—
4	13.16	4.6	13.16	4.6	—	—
5	15.08	6.6	16.14	5.9	11.09	7.1
6	16.80	3.1	16.75	3.1	—	—
7	19.44	3.9	19.66	4.4	18.24	5.5
8	21.51	4.8	21.64	4.9	—	—
9	24.95	3.0	25.05	3.0	—	—
Automobile mechanics	16.64	5.5	16.49	5.6	—	—
Bus, truck, and stationary engine mechanics	19.47	4.6	—	—	—	—
7	19.82	4.6	—	—	—	—
Industrial machinery repairers	15.70	5.3	15.89	5.6	—	—
6	17.03	6.9	17.03	6.9	—	—
Mechanics and repairers, n.e.c.	19.03	5.4	19.69	4.9	—	—
6	16.98	8.1	—	—	—	—
7	21.48	3.2	21.36	3.9	—	—
Supervisors, electricians and power transmission installers	25.23	7.7	—	—	—	—
Carpenters	14.85	4.3	14.74	4.6	—	—
7	15.28	3.0	—	—	—	—
Electricians	19.84	11.2	20.37	11.5	—	—
7	19.70	13.1	22.11	9.0	—	—
Electrician apprentices	10.94	7.9	10.94	7.9	—	—
Construction trades, n.e.c.	14.00	9.3	14.91	6.7	—	—
Supervisors, production	19.80	8.8	19.73	9.3	—	—
Electrical and electronic equipment assemblers ..	14.01	4.5	14.01	4.5	—	—
Stationary engineers	17.64	5.0	17.64	5.0	—	—
Machine operators, assemblers, and inspectors	12.67	3.9	12.68	3.9	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
1	\$8.42	6.3	\$8.42	6.3	—	—
2	8.63	6.4	8.63	6.4	—	—
3	11.47	7.2	11.47	7.2	—	—
4	13.50	5.7	13.54	5.8	—	—
5	12.70	7.9	12.70	7.9	—	—
6	15.55	4.8	15.55	4.8	—	—
7	18.82	4.4	18.82	4.4	—	—
Printing press operators	16.20	6.5	16.38	6.6	—	—
Laundering and dry cleaning machine operators	8.45	6.3	8.45	6.3	—	—
1	8.03	7.4	8.03	7.4	—	—
2	9.09	8.6	9.09	8.6	—	—
Miscellaneous machine operators, n.e.c.	11.57	6.6	11.57	6.6	—	—
Assemblers	12.99	7.7	12.99	7.7	—	—
Production inspectors, checkers and examiners ..	9.07	4.3	9.07	4.3	—	—
Transportation and material moving	14.32	4.7	14.00	5.9	\$15.77	4.7
2	9.15	12.9	8.61	15.1	—	—
3	11.09	10.1	10.96	11.1	—	—
4	15.27	6.4	15.36	6.6	—	—
5	14.69	3.6	14.70	6.3	14.67	2.3
6	15.37	4.7	16.48	5.1	—	—
7	20.90	3.2	—	—	—	—
Truck drivers	13.51	4.2	13.48	4.5	14.07	2.5
2	11.43	8.0	—	—	—	—
3	10.99	13.7	10.92	14.1	—	—
4	14.39	5.2	14.39	5.2	—	—
5	14.54	5.3	—	—	—	—
Driver-sales workers	11.55	17.4	11.55	17.4	—	—
Bus drivers	14.20	8.3	—	—	15.62	4.9
Supervisors, material moving equipment	21.35	8.3	—	—	—	—
Industrial truck and tractor equipment operators ..	14.15	9.2	14.15	9.2	—	—
Handlers, equipment cleaners, helpers, and laborers	11.13	4.4	11.10	4.6	11.83	10.0
1	9.23	9.4	9.16	10.0	—	—
2	11.08	7.9	11.19	8.1	—	—
3	11.94	6.3	11.94	6.3	—	—
4	12.22	6.6	12.65	7.8	—	—
5	12.27	8.8	12.27	8.8	—	—
Groundskeepers and gardeners, except farm	9.73	9.9	9.01	6.9	—	—
Helpers, construction trades	10.44	6.9	10.44	6.9	—	—
Construction laborers	12.42	8.3	—	—	—	—
Stock handlers and baggers	10.48	7.1	10.43	7.7	—	—
1	9.55	10.9	9.55	10.9	—	—
3	11.17	12.9	11.17	12.9	—	—
Freight, stock, and material handlers, n.e.c.	12.61	7.6	12.61	7.6	—	—
1	10.02	11.8	10.02	11.8	—	—
3	14.28	10.7	14.28	10.7	—	—
Vehicle washers and equipment cleaners	10.09	16.2	10.09	16.2	—	—
Hand packers and packagers	11.10	10.8	11.10	10.8	—	—
Laborers, except construction, n.e.c.	9.88	7.7	9.85	7.9	—	—
1	7.09	8.3	6.75	7.4	—	—
2	11.37	15.3	11.37	15.3	—	—
3	9.86	11.4	9.86	11.4	—	—
Service	10.13	2.8	8.36	2.6	15.37	3.1
1	7.08	3.3	6.84	3.4	10.21	3.8
2	7.70	5.1	7.26	5.0	10.97	7.1
3	8.25	4.7	7.77	5.4	10.71	4.3
4	10.98	6.4	10.32	8.9	12.69	6.3

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
5	\$12.43	5.4	\$11.09	7.5	\$14.64	3.8
6	13.05	3.7	12.27	4.9	14.01	4.1
7	18.50	3.7	14.38	10.9	19.17	3.1
8	15.92	5.5	14.83	10.7	17.10	5.8
9	19.79	12.0	—	—	19.81	13.2
Not able to be leveled	13.07	22.5	—	—	—	—
Protective service	16.03	5.3	9.91	11.5	18.16	3.6
3	7.59	3.2	7.57	3.2	—	—
4	14.05	10.1	—	—	15.25	12.1
5	13.92	4.4	10.11	5.8	14.79	4.2
6	14.68	3.6	—	—	14.52	3.9
7	19.41	3.0	—	—	19.41	3.0
8	17.10	5.8	—	—	17.10	5.8
9	19.81	13.2	—	—	19.81	13.2
Supervisors, guards	21.43	16.7	—	—	—	—
Firefighting	16.71	7.0	—	—	16.71	7.0
Police and detectives, public service	18.71	4.4	—	—	18.80	4.4
7	20.09	3.1	—	—	20.09	3.1
Sheriffs, bailiffs, and other law enforcement officers	16.25	27.7	—	—	16.25	27.7
Correctional institution officers	15.19	3.8	—	—	15.19	3.8
5	15.08	4.1	—	—	15.08	4.1
Guards and police, except public service	8.59	5.8	8.37	5.1	—	—
3	7.58	3.2	7.58	3.2	—	—
5	10.18	5.8	—	—	—	—
Protective service, n.e.c.	16.91	22.8	—	—	—	—
Food service	7.41	4.0	7.33	4.2	9.40	6.3
1	6.35	5.1	6.32	5.1	—	—
2	6.57	7.4	6.20	7.4	9.96	10.5
3	6.70	7.7	6.63	7.9	—	—
4	8.48	4.3	8.46	5.1	—	—
5	9.96	10.3	9.96	10.3	—	—
6	12.76	6.5	12.76	6.5	—	—
Supervisors, food preparation and service	13.99	9.0	13.99	9.0	—	—
Bartenders	7.34	16.1	7.34	16.1	—	—
Waiters and waitresses	4.08	10.5	4.08	10.5	—	—
1	4.43	14.6	4.43	14.6	—	—
2	5.17	21.3	5.17	21.3	—	—
3	2.81	11.1	2.81	11.1	—	—
Cooks	8.87	3.3	8.86	3.6	—	—
2	8.39	5.9	8.30	6.1	—	—
3	8.42	2.7	8.36	2.8	—	—
4	9.22	5.0	9.57	5.7	—	—
Food counter, fountain, and related	6.71	8.7	6.68	9.2	—	—
Kitchen workers, food preparation	8.86	9.2	8.67	9.9	—	—
3	9.97	7.6	9.97	7.6	—	—
Waiters/Waitresses' assistants	6.69	6.9	6.69	6.9	—	—
1	6.24	7.2	6.24	7.2	—	—
Food preparation, n.e.c.	7.32	6.4	7.15	6.5	10.04	12.2
1	7.74	3.4	7.73	3.5	—	—
3	7.46	9.7	7.36	10.4	—	—
Health service	9.30	2.0	8.98	1.8	11.40	5.2
1	7.34	1.8	7.34	1.9	—	—
2	8.84	5.1	8.84	5.2	—	—
3	10.09	5.4	9.40	5.7	11.00	6.3
4	9.18	2.7	9.14	2.7	—	—
5	9.08	4.1	8.98	4.0	—	—
Health aides, except nursing	10.37	7.2	9.84	7.6	—	—
3	11.02	9.8	—	—	—	—
Nursing aides, orderlies and attendants	8.98	1.8	8.75	1.8	11.09	6.7
1	7.44	.9	7.44	.9	—	—
2	8.38	3.7	8.37	3.7	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
Nursing aides, orderlies and attendants—Continued						
3	\$9.74	4.8	\$9.47	6.8	—	—
4	8.80	2.6	8.74	2.7	—	—
5	9.07	3.6	9.07	3.6	—	—
Cleaning and building service						
1	9.02	4.3	8.48	4.8	\$11.64	3.0
2	7.56	4.5	7.29	4.5	10.39	4.1
3	8.40	12.1	7.49	9.6	11.94	8.2
4	10.53	4.8	10.17	6.5	11.40	5.0
5	12.43	4.0	12.12	9.2	—	—
5	12.96	12.8	12.96	13.8	—	—
Supervisors, cleaning and building service workers						
5	12.35	10.4	12.06	12.2	—	—
5	13.02	16.1	13.02	17.7	—	—
Maids and housemen						
1	8.75	6.4	8.60	6.5	—	—
2	7.85	6.9	7.85	6.9	—	—
2	11.21	9.0	10.09	4.8	—	—
Janitors and cleaners						
1	8.79	5.6	7.99	6.3	11.37	3.2
2	7.39	5.4	6.90	5.1	10.39	4.1
3	7.86	12.1	6.99	7.3	11.24	9.6
3	10.63	6.3	10.12	10.0	11.43	5.2
Personal service						
1	9.90	6.0	9.78	7.4	10.36	7.1
2	6.74	7.0	6.33	6.3	8.95	8.5
3	7.72	6.8	7.29	5.3	—	—
4	9.01	10.1	7.96	11.7	9.90	11.8
5	12.47	18.5	13.06	22.2	—	—
6	12.90	16.4	12.64	18.9	—	—
6	10.05	3.4	—	—	—	—
Attendants, amusement, and recreation facilities						
Public transportation attendants	6.40	3.5	—	—	6.53	5.4
Baggage porters and bellhops	19.78	17.5	24.76	14.4	—	—
Early childhood teachers' assistants	5.49	8.8	5.49	8.8	—	—
Child care workers, n.e.c.	12.42	8.1	—	—	13.20	6.7
Service, n.e.c.	8.26	3.7	8.11	3.8	—	—
1	8.59	5.0	8.34	5.3	10.28	11.8
2	7.19	9.3	7.14	9.6	—	—
3	7.78	9.8	8.06	10.8	—	—
4	7.85	12.2	7.84	13.5	—	—
4	10.17	8.2	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendices 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Washington-Baltimore, DC-MD-VA-WV, August 1998**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.41	1.8	\$18.06	2.3	\$19.77	1.8
All excluding sales	18.40	1.9	18.03	2.4	19.76	1.8
White collar	21.61	1.9	21.57	2.4	21.76	2.2
1	7.51	6.9	7.65	7.9	—	—
2	10.44	6.0	10.37	6.3	—	—
3	10.20	1.9	10.07	2.1	11.36	3.3
4	12.75	2.1	12.84	2.4	12.30	3.6
5	14.95	3.4	15.46	3.5	13.10	4.9
6	16.53	4.1	16.94	4.5	14.57	5.2
7	19.43	2.9	18.86	3.3	21.45	5.9
8	20.57	3.1	19.50	3.1	23.44	7.1
9	25.07	1.8	24.21	2.3	26.97	2.7
10	26.99	4.3	27.33	6.2	26.33	3.8
11	30.42	3.4	31.87	3.8	26.26	5.8
12	37.70	3.6	38.81	3.6	27.80	8.4
13	40.86	5.6	44.36	6.8	28.94	5.6
14	55.08	9.7	62.71	6.3	—	—
Not able to be leveled	25.86	7.7	25.67	9.7	26.55	6.5
White collar excluding sales	21.93	2.0	21.98	2.5	21.75	2.2
1	8.03	8.3	8.46	8.8	—	—
2	10.90	6.0	10.85	6.4	—	—
3	10.43	1.8	10.31	2.0	11.36	3.3
4	12.61	1.9	12.70	2.2	12.28	3.6
5	15.02	3.6	15.59	3.7	13.10	4.9
6	15.71	2.3	15.99	2.4	14.57	5.2
7	19.30	2.9	18.65	3.3	21.45	5.9
8	20.68	3.4	19.49	3.2	23.44	7.1
9	24.98	1.8	24.05	2.3	26.97	2.7
10	26.67	4.6	26.87	7.0	26.33	3.8
11	29.56	3.1	30.81	3.5	26.31	6.0
12	37.77	3.6	38.89	3.7	27.80	8.4
13	40.86	5.6	44.36	6.8	28.94	5.6
14	55.08	9.7	62.71	6.3	—	—
Not able to be leveled	25.86	7.7	25.67	9.7	26.55	6.5
Professional specialty and technical	26.07	2.0	26.21	2.6	25.75	2.3
Professional specialty	27.24	2.0	27.34	2.7	27.01	2.3
5	17.65	4.4	17.43	5.2	19.92	6.6
6	17.15	4.0	17.68	4.2	15.68	7.1
7	21.76	2.5	20.20	3.0	25.65	7.0
8	21.91	5.8	19.22	6.1	25.70	10.3
9	26.46	1.9	24.67	3.3	28.89	1.8
10	27.65	4.0	28.03	6.7	27.24	3.8
11	28.73	3.2	29.45	3.2	26.88	7.8
12	35.87	4.9	37.07	5.0	26.92	11.5
13	39.50	6.2	42.47	7.3	27.23	5.2
14	49.07	7.2	49.40	7.6	—	—
Not able to be leveled	25.90	12.9	26.68	14.1	—	—
Engineers, architects, and surveyors	28.54	4.0	28.81	4.5	26.29	4.0
5	18.56	12.3	18.56	12.3	—	—
7	22.55	6.3	—	—	—	—
8	23.72	9.9	—	—	—	—
9	25.29	4.8	25.32	5.0	—	—
10	30.94	5.4	—	—	—	—
11	30.71	4.9	30.63	5.1	—	—
12	34.50	7.0	37.16	3.7	—	—
Civil engineers	24.66	2.1	—	—	25.75	2.5
Electrical and electronic engineers	30.11	3.4	30.11	3.4	—	—
9	26.92	3.0	26.92	3.0	—	—
11	32.00	3.2	32.00	3.2	—	—
12	37.18	5.0	37.18	5.0	—	—
Engineers, n.e.c.	31.91	6.2	32.45	6.6	—	—
11	34.08	2.3	—	—	—	—
Mathematical and computer scientists	26.78	4.0	26.78	4.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998** — 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						
Mathematical and computer scientists —Continued						
6	\$17.67	8.3	\$17.41	8.7	—	—
7	20.91	4.1	20.91	4.1	—	—
8	25.31	10.9	25.31	10.9	—	—
9	24.99	4.6	24.99	4.6	—	—
10	26.11	6.7	26.11	6.7	—	—
11	28.80	4.5	28.80	4.5	—	—
12	34.22	2.4	34.22	2.4	—	—
Computer systems analysts and scientists	27.30	3.9	27.31	3.9	—	—
7	20.94	4.3	20.94	4.3	—	—
9	25.05	4.9	25.05	4.9	—	—
10	26.30	6.9	26.30	6.9	—	—
11	29.52	4.2	29.52	4.2	—	—
12	34.87	2.7	34.87	2.7	—	—
Operations and systems researchers and analysts	21.33	4.2	21.33	4.2	—	—
Natural scientists	21.17	5.2	21.60	5.4	\$19.29	14.6
9	16.68	4.1	—	—	—	—
Health related	24.64	4.4	24.43	4.9	25.40	10.1
5	17.14	6.9	17.14	6.9	—	—
6	16.51	4.9	—	—	—	—
7	18.73	2.6	19.13	1.5	17.66	5.9
8	22.01	5.3	21.23	4.8	25.31	14.1
9	23.34	3.0	23.39	3.0	—	—
10	25.29	10.8	—	—	—	—
11	27.92	9.2	25.97	8.4	—	—
12	53.80	16.5	56.35	19.6	—	—
13	50.11	9.9	—	—	—	—
Physicians	38.68	12.2	38.32	14.9	40.27	10.6
11	27.25	23.2	—	—	—	—
12	56.92	16.6	60.86	19.7	—	—
Registered nurses	21.49	2.5	21.34	2.6	22.63	6.3
7	19.38	1.8	19.47	1.8	—	—
8	21.31	3.3	21.15	3.7	—	—
9	22.59	2.8	22.91	3.0	—	—
11	28.13	7.8	28.15	7.9	—	—
Respiratory therapists	21.60	11.9	21.60	11.9	—	—
Speech therapists	28.93	9.3	—	—	—	—
Therapists, n.e.c.	18.98	5.0	—	—	18.35	5.7
7	17.17	3.5	—	—	—	—
Teachers, college and university	32.16	5.1	35.12	7.4	28.94	5.6
10	25.79	6.2	—	—	—	—
11	30.66	4.2	31.81	7.2	29.29	4.9
12	24.78	11.8	—	—	—	—
13	34.31	9.9	44.46	10.5	—	—
Teachers, post secondary, subject not specified ..	31.22	7.7	28.89	7.9	35.06	14.4
Teachers, except college and university	28.34	1.6	21.75	5.4	29.13	1.6
5	13.86	20.3	13.86	20.3	—	—
7	29.62	2.8	20.60	17.3	31.06	2.2
8	27.71	6.7	19.81	9.9	28.68	7.3
9	28.94	1.7	24.02	4.7	29.58	1.8
10	28.31	1.4	—	—	28.24	1.3
11	27.91	5.5	—	—	28.23	5.6
Prekindergarten and kindergarten	24.32	14.6	—	—	—	—
Elementary school teachers	28.18	1.6	24.18	5.3	28.55	1.6
8	27.59	6.6	—	—	27.64	7.0
9	28.46	2.1	23.55	6.7	28.95	2.0
Secondary school teachers	29.64	2.2	26.49	3.4	29.96	2.3
7	31.46	3.1	—	—	31.54	3.3
8	29.03	12.5	—	—	29.47	12.8

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, Washington-Baltimore, DC-MD-VA-WV, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Secondary school teachers —Continued						
9	\$30.47	1.9	\$26.71	4.0	\$31.10	1.7
Teachers, special education	27.00	3.7	20.23	5.6	28.67	2.1
9	27.64	4.4	—	—	28.41	3.6
Teachers, n.e.c.	30.33	4.4	16.22	11.2	32.08	2.9
9	28.12	7.2	—	—	—	—
Vocational and educational counselors	25.00	9.7	14.02	2.1	27.16	8.9
9	28.63	8.6	—	—	29.83	6.8
Librarians, archivists, and curators	22.08	6.5	19.01	9.6	24.23	5.0
9	20.59	5.2	—	—	—	—
11	27.33	4.2	—	—	—	—
Librarians	21.89	6.6	18.46	9.5	24.23	5.0
9	20.59	5.2	—	—	—	—
11	27.33	4.2	—	—	—	—
Social scientists and urban planners	26.42	7.9	28.67	8.3	—	—
Psychologists	22.30	8.7	—	—	—	—
Social, recreation, and religious workers	14.69	7.6	10.93	13.8	15.85	7.6
7	14.02	8.7	—	—	—	—
Social workers	14.64	8.6	10.90	15.3	15.83	8.6
7	12.62	5.6	—	—	—	—
Lawyers and judges	43.08	8.4	43.86	8.8	—	—
13	46.41	4.3	47.06	4.1	—	—
Lawyers	43.08	8.4	43.86	8.8	—	—
13	46.41	4.3	47.06	4.1	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.78	7.4	26.85	7.7	—	—
7	18.82	7.3	18.82	7.3	—	—
9	26.64	10.2	26.92	10.4	—	—
12	42.54	6.6	42.54	6.6	—	—
Not able to be leveled	25.64	15.5	25.64	15.7	—	—
Designers	17.14	5.7	—	—	—	—
Editors and reporters	30.65	10.1	30.65	10.1	—	—
9	29.10	14.3	29.10	14.3	—	—
Public relations specialists	30.01	21.2	30.01	21.2	—	—
Professional, n.e.c.	28.84	4.9	—	—	—	—
9	27.17	12.0	27.17	12.0	—	—
Technical	19.93	6.6	20.86	7.9	16.84	7.4
4	13.09	3.0	12.90	4.2	—	—
5	14.61	2.9	14.35	3.1	15.83	6.2
6	15.36	3.5	15.52	3.8	—	—
7	17.97	4.1	18.43	4.3	—	—
8	18.32	4.9	18.75	6.8	17.68	6.6
9	22.27	5.9	23.31	7.0	—	—
11	89.42	24.9	89.42	24.9	—	—
Clinical laboratory technologists and technicians	16.46	4.8	16.55	5.1	—	—
5	12.83	7.9	—	—	—	—
8	17.48	7.3	17.55	7.3	—	—
9	19.25	6.0	19.40	6.8	—	—
Radiologic technicians	18.34	7.5	18.34	7.5	—	—
Licensed practical nurses	14.92	1.7	15.23	2.0	14.17	2.5
5	15.29	3.1	—	—	—	—
6	14.89	2.8	15.21	3.0	—	—
Health technologists and technicians, n.e.c.	16.08	5.7	14.97	8.1	17.92	5.2
4	12.43	7.8	12.43	7.8	—	—
5	16.16	7.7	—	—	—	—
Electrical and electronic technicians	17.87	5.4	17.87	5.4	—	—
7	18.50	4.2	18.50	4.2	—	—
Airplane pilots and navigators	70.90	27.9	70.90	27.9	—	—
11	111.42	20.0	111.42	20.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998** — 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						
Technical —Continued						
Computer programmers	\$20.65	7.8	\$20.65	7.8	—	—
Technical and related, n.e.c.	15.51	5.1	16.40	5.2	—	—
Executive, administrative, and managerial						
5	27.25	3.1	28.24	3.7	\$23.26	5.5
6	17.71	8.1	19.27	4.7	—	—
7	15.39	4.4	15.27	4.9	—	—
8	18.74	6.5	18.36	5.0	19.71	18.9
9	19.62	3.0	19.45	2.9	20.86	10.5
10	22.98	3.4	23.50	3.5	19.26	7.3
11	24.14	10.2	24.83	12.8	—	—
12	28.63	4.2	29.91	3.5	25.41	9.8
13	39.46	4.7	40.36	4.7	—	—
14	41.76	8.2	46.95	5.8	—	—
Not able to be leveled	57.65	13.6	70.59	6.9	—	—
Executives, administrators, and managers	28.20	6.0	27.40	11.6	—	—
5	31.88	3.9	33.15	4.4	26.44	5.7
7	18.50	5.5	18.99	5.4	—	—
8	18.37	9.2	18.69	11.2	—	—
9	21.24	4.5	20.84	4.4	—	—
10	23.34	5.1	23.40	5.2	—	—
11	30.72	7.2	31.58	6.9	—	—
12	29.54	5.5	31.96	4.2	25.30	10.0
13	40.40	4.7	40.76	4.9	—	—
14	40.84	9.4	46.84	7.5	—	—
Not able to be leveled	57.65	13.6	70.59	6.9	—	—
Administrators and officials, public administration	27.20	11.5	26.20	17.1	—	—
Financial managers	24.68	9.2	—	—	23.89	8.8
12	46.09	11.9	46.09	11.9	—	—
Personnel and labor relations managers	44.08	17.7	44.08	17.7	—	—
Managers, marketing, advertising, and public relations	30.39	14.6	28.56	16.8	—	—
Administrators, education and related fields	35.02	11.4	35.02	11.4	—	—
9	30.87	6.3	32.58	11.3	29.76	7.0
11	24.68	14.0	22.59	16.1	—	—
12	27.62	7.4	25.19	10.6	28.26	8.8
Managers, medicine and health	35.03	6.2	35.38	8.2	—	—
Managers, service organizations, n.e.c.	29.63	6.5	29.45	6.3	—	—
Managers and administrators, n.e.c.	29.46	11.0	30.57	10.5	—	—
8	32.26	4.9	32.51	5.1	27.41	9.6
9	20.75	6.9	20.80	7.3	—	—
10	25.52	5.3	25.52	5.3	—	—
11	28.68	6.2	28.68	6.2	—	—
12	33.07	6.2	33.37	7.1	—	—
13	36.82	3.7	36.93	3.8	—	—
14	62.96	5.6	62.96	5.6	—	—
Management related	20.74	3.0	21.13	3.0	19.32	9.1
5	17.03	14.9	—	—	—	—
6	14.84	3.1	14.61	3.4	—	—
7	18.93	8.7	18.16	4.2	20.55	23.7
8	18.78	3.1	18.70	2.9	19.33	12.9
9	22.56	4.3	23.64	3.8	18.75	6.8
10	20.21	7.9	—	—	—	—
11	25.66	5.7	25.53	5.9	—	—
12	31.24	11.8	35.56	8.6	—	—
Accountants and auditors	18.77	4.8	19.16	4.5	17.60	13.8
7	19.79	4.2	19.79	4.2	—	—
9	22.83	7.4	22.46	8.0	—	—
Other financial officers	21.64	11.3	21.31	12.4	—	—
Management analysts	29.66	13.3	29.66	13.3	—	—

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, Washington-Baltimore, DC-MD-VA-WV, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related —Continued						
Personnel, training, and labor relations specialists	\$20.33	9.7	\$21.57	10.5	—	—
9	22.51	13.3	—	—	—	—
Purchasing agents and buyers, n.e.c.	24.88	7.9	25.41	7.6	—	—
Inspectors and compliance officers, except construction	17.30	4.9	—	—	\$16.41	6.8
Management related, n.e.c.	21.76	6.0	21.57	5.6	22.31	16.4
7	19.50	19.9	16.31	6.7	—	—
8	18.35	8.3	18.35	8.3	—	—
9	21.41	8.3	23.27	7.1	—	—
Sales	18.51	9.3	18.46	9.5	—	—
1	6.62	7.4	6.62	7.4	—	—
2	8.08	16.3	8.08	16.3	—	—
3	8.73	4.8	8.73	4.8	—	—
4	13.25	6.3	13.24	6.4	—	—
5	14.04	8.4	14.04	8.4	—	—
6	23.29	17.0	23.29	17.0	—	—
7	22.00	12.5	22.00	12.5	—	—
8	19.59	9.6	19.59	9.6	—	—
9	27.80	11.5	27.80	11.5	—	—
11	38.10	7.7	—	—	—	—
Supervisors, sales	27.11	11.6	27.11	11.6	—	—
Sales, other business services	23.94	13.9	23.94	13.9	—	—
Sales representatives, mining, manufacturing, and wholesale	19.26	6.1	19.26	6.1	—	—
Sales workers, apparel	16.90	10.5	16.90	10.5	—	—
Sales workers, hardware and building supplies ...	11.40	10.1	11.40	10.1	—	—
Sales workers, other commodities	11.65	24.8	11.65	24.8	—	—
4	8.59	8.8	8.59	8.8	—	—
Cashiers	9.64	11.5	9.64	11.5	—	—
2	8.43	18.2	8.43	18.2	—	—
3	9.10	5.7	9.10	5.7	—	—
Administrative support, including clerical	13.27	2.1	13.44	2.5	12.56	3.1
1	8.03	8.3	8.46	8.8	—	—
2	10.90	6.0	10.85	6.4	—	—
3	10.46	1.8	10.34	2.0	11.36	3.3
4	12.58	2.0	12.70	2.3	12.11	3.8
5	13.52	2.8	14.01	2.8	12.33	5.7
6	15.60	3.8	16.09	4.0	14.09	7.0
7	16.82	4.8	17.18	5.8	15.07	4.5
8	20.82	5.4	21.20	5.7	—	—
9	23.14	5.5	23.14	5.5	—	—
Supervisors, general office	18.52	6.0	18.39	7.2	18.97	8.3
5	14.87	10.6	—	—	—	—
6	20.19	11.4	—	—	—	—
7	14.94	6.9	—	—	—	—
8	19.88	8.6	20.23	9.5	—	—
Computer operators	14.50	6.7	14.50	6.7	—	—
Secretaries	15.06	3.7	15.52	4.4	13.26	5.3
3	11.53	5.8	11.73	6.5	—	—
4	13.48	3.8	13.48	4.3	13.49	5.3
5	13.66	4.5	14.25	4.4	12.68	8.4
6	16.88	5.7	17.35	6.8	—	—
7	17.66	8.0	17.86	9.0	—	—
Typists	14.34	5.6	14.89	4.9	—	—
Hotel clerks	7.98	6.8	7.98	6.8	—	—
Transportation ticket and reservation agents	15.18	6.9	15.18	6.9	—	—
Receptionists	9.72	3.7	9.70	4.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998** — 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						
Receptionists —Continued						
2	\$9.67	4.7	\$9.67	4.7	—	—
3	10.52	5.9	10.61	6.8	—	—
Information clerks, n.e.c.	13.09	17.0	13.09	17.0	—	—
Order clerks	13.61	12.6	13.61	12.6	—	—
4	11.56	11.3	11.56	11.3	—	—
Personnel clerks, except payroll and timekeeping	14.07	10.1	14.09	13.1	—	—
Library clerks	11.13	3.2	—	—	\$11.35	3.7
Records clerks, n.e.c.	11.65	4.4	12.22	5.0	10.71	3.8
3	10.88	2.5	10.86	2.6	—	—
4	11.55	7.4	13.26	10.0	—	—
Bookkeepers, accounting and auditing clerks	12.05	3.7	12.13	4.2	11.61	7.0
3	10.27	3.2	10.27	3.2	—	—
4	12.23	4.7	12.30	5.5	—	—
Billing clerks	12.61	7.2	12.61	7.2	—	—
4	12.66	7.1	12.66	7.1	—	—
Telephone operators	11.97	15.2	11.94	16.0	—	—
Mail clerks, except postal service	8.56	4.5	8.56	4.5	—	—
Dispatchers	12.74	12.3	—	—	—	—
4	10.77	13.5	—	—	—	—
Stock and inventory clerks	13.15	6.6	12.76	8.4	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	13.13	7.7	13.13	7.7	—	—
Insurance adjusters, examiners, and investigators	14.92	10.6	14.92	10.6	—	—
Investigators and adjusters, except insurance	12.42	3.5	12.42	3.5	—	—
4	12.40	3.5	12.40	3.5	—	—
5	12.42	4.8	12.42	4.8	—	—
Eligibility clerks, social welfare	13.29	1.3	—	—	—	—
General office clerks	12.49	3.2	12.19	3.7	13.39	6.1
3	10.14	6.1	9.75	6.4	—	—
4	13.21	3.1	12.88	4.3	13.81	4.1
5	13.21	6.6	14.14	5.1	—	—
7	17.28	1.3	—	—	—	—
Data entry keyers	9.06	17.4	—	—	—	—
Teachers' aides	11.13	5.3	—	—	11.49	5.0
3	11.87	4.2	—	—	12.45	.6
4	11.00	7.5	—	—	11.00	7.5
Administrative support, n.e.c.	12.14	4.8	12.59	6.2	11.19	4.6
3	10.14	3.0	10.25	3.1	—	—
4	11.45	3.8	11.20	3.5	—	—
6	14.16	9.4	16.62	5.6	—	—
Blue collar	14.90	2.6	14.83	2.9	15.61	4.4
1	9.48	8.0	9.44	8.4	—	—
2	11.20	5.6	11.23	6.0	—	—
3	11.79	3.9	11.77	4.0	—	—
4	14.36	4.7	14.45	4.8	—	—
5	14.17	4.0	14.47	4.4	12.86	7.3
6	16.25	2.3	16.41	2.4	—	—
7	19.45	3.3	19.64	3.8	18.57	4.1
8	20.18	5.5	20.45	5.9	—	—
9	24.81	2.5	24.71	2.7	—	—
Precision production, craft, and repair	17.80	3.2	17.98	3.3	16.21	8.4
3	10.03	3.8	10.03	3.8	—	—
4	13.16	4.6	13.16	4.6	—	—
5	15.14	6.7	16.24	6.0	11.09	7.1
6	16.80	3.1	16.75	3.1	—	—
7	19.42	3.9	19.63	4.4	18.24	5.5
8	21.51	4.8	21.64	4.9	—	—

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, Washington-Baltimore, DC-MD-VA-WV, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
9	\$24.95	3.0	\$25.05	3.0	—	—
Automobile mechanics	16.64	5.5	16.49	5.6	—	—
Bus, truck, and stationary engine mechanics	19.47	4.6	—	—	—	—
7	19.82	4.6	—	—	—	—
Industrial machinery repairers	15.42	5.2	15.56	5.4	—	—
6	17.03	6.9	17.03	6.9	—	—
Mechanics and repairers, n.e.c.	19.03	5.4	19.69	4.9	—	—
6	16.98	8.1	—	—	—	—
7	21.48	3.2	21.36	3.9	—	—
Supervisors, electricians and power transmission installers	25.23	7.7	—	—	—	—
Carpenters	14.85	4.3	14.74	4.6	—	—
7	15.28	3.0	—	—	—	—
Electricians	19.84	11.2	20.37	11.5	—	—
7	19.70	13.1	22.11	9.0	—	—
Electrician apprentices	10.94	7.9	10.94	7.9	—	—
Construction trades, n.e.c.	14.00	9.3	14.91	6.7	—	—
Supervisors, production	19.80	8.8	19.73	9.3	—	—
Electrical and electronic equipment assemblers ..	14.01	4.5	14.01	4.5	—	—
Stationary engineers	17.64	5.0	17.64	5.0	—	—
Machine operators, assemblers, and inspectors	12.76	3.9	12.76	3.9	—	—
1	8.43	6.4	8.43	6.4	—	—
2	8.63	6.4	8.63	6.4	—	—
3	11.69	7.2	11.69	7.2	—	—
4	13.54	5.8	13.54	5.8	—	—
5	12.70	7.9	12.70	7.9	—	—
6	15.55	4.8	15.55	4.8	—	—
7	18.82	4.4	18.82	4.4	—	—
Printing press operators	16.38	6.6	16.38	6.6	—	—
Laundering and dry cleaning machine operators	8.49	6.4	8.49	6.4	—	—
1	8.04	7.6	8.04	7.6	—	—
2	9.09	8.6	9.09	8.6	—	—
Miscellaneous machine operators, n.e.c.	11.57	6.6	11.57	6.6	—	—
Assemblers	12.99	7.7	12.99	7.7	—	—
Production inspectors, checkers and examiners ..	9.07	4.3	9.07	4.3	—	—
Transportation and material moving	15.04	4.2	14.81	5.1	\$16.08	5.0
2	11.41	9.3	11.27	12.8	—	—
3	12.00	5.9	11.92	6.6	—	—
4	15.39	6.5	15.43	6.5	—	—
5	14.72	3.7	14.70	6.3	14.74	2.3
6	15.51	4.7	16.76	4.5	—	—
7	20.90	3.2	—	—	—	—
Truck drivers	13.91	3.3	13.90	3.6	14.07	2.5
2	11.43	8.0	—	—	—	—
3	12.24	7.2	12.20	7.6	—	—
4	14.40	5.3	14.40	5.3	—	—
5	14.54	5.3	—	—	—	—
Driver-sales workers	13.49	11.0	13.49	11.0	—	—
Bus drivers	14.72	9.6	—	—	16.47	5.3
Supervisors, material moving equipment	21.35	8.3	—	—	—	—
Industrial truck and tractor equipment operators ..	14.15	9.2	14.15	9.2	—	—
Handlers, equipment cleaners, helpers, and laborers	11.45	4.5	11.41	4.7	12.14	10.3
1	9.59	10.0	9.54	10.8	—	—
2	11.33	8.2	11.45	8.4	—	—
3	12.08	6.5	12.08	6.5	—	—
4	12.46	6.9	12.72	7.9	—	—
5	12.27	8.8	12.27	8.8	—	—
Groundskeepers and gardeners, except farm	9.87	10.8	9.01	6.9	—	—

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, Washington-Baltimore, DC-MD-VA-WV, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Helpers, construction trades	\$10.44	6.9	\$10.44	6.9	—	—
Construction laborers	12.42	8.3	—	—	—	—
Stock handlers and baggers	11.11	6.5	11.12	7.3	—	—
1	10.82	11.3	10.82	11.3	—	—
3	11.45	13.6	11.45	13.6	—	—
Freight, stock, and material handlers, n.e.c.	13.41	8.0	13.41	8.0	—	—
3	14.28	10.7	14.28	10.7	—	—
Vehicle washers and equipment cleaners	10.51	14.8	10.51	14.8	—	—
Hand packers and packagers	11.34	11.4	11.34	11.4	—	—
Laborers, except construction, n.e.c.	10.00	8.1	9.97	8.3	—	—
1	7.10	8.5	6.75	7.5	—	—
2	12.05	16.5	12.05	16.5	—	—
Service	11.14	3.0	9.10	3.0	\$16.03	3.1
1	7.45	3.8	7.20	4.0	10.54	4.3
2	8.35	6.1	7.85	5.9	12.27	6.5
3	9.15	4.3	8.70	5.0	11.05	3.7
4	11.40	6.9	10.69	10.0	13.05	6.5
5	13.09	5.3	11.76	8.7	14.80	3.8
6	13.26	3.8	12.26	5.0	14.57	3.3
7	18.47	3.8	—	—	19.15	3.1
8	15.92	5.5	14.83	10.7	17.10	5.8
9	19.79	12.0	—	—	19.81	13.2
Protective service	16.47	5.4	10.36	13.8	18.23	3.6
3	7.62	4.3	7.62	4.3	—	—
4	14.80	11.0	—	—	—	—
5	13.92	4.4	10.11	5.8	14.79	4.2
6	14.90	3.3	—	—	14.76	3.5
7	19.38	3.1	—	—	19.38	3.1
8	17.10	5.8	—	—	17.10	5.8
9	19.81	13.2	—	—	19.81	13.2
Supervisors, guards	21.43	16.7	—	—	—	—
Firefighting	16.85	7.0	—	—	16.85	7.0
Police and detectives, public service	18.78	4.4	—	—	18.87	4.4
7	20.09	3.1	—	—	20.09	3.1
Sheriffs, bailiffs, and other law enforcement officers	15.78	29.5	—	—	15.78	29.5
Correctional institution officers	15.19	3.8	—	—	15.19	3.8
5	15.08	4.1	—	—	15.08	4.1
Guards and police, except public service	8.65	6.9	8.39	6.1	—	—
3	7.53	3.8	7.53	3.8	—	—
5	10.18	5.8	—	—	—	—
Food service	8.33	4.6	8.28	4.7	9.77	9.6
1	6.57	6.2	6.55	6.2	—	—
2	7.27	9.2	6.94	9.5	—	—
3	7.89	7.5	7.87	7.7	—	—
4	8.61	4.5	8.61	5.3	—	—
5	9.96	10.3	9.96	10.3	—	—
6	12.76	6.5	12.76	6.5	—	—
Supervisors, food preparation and service	13.99	9.0	13.99	9.0	—	—
Waiters and waitresses	4.52	14.3	4.52	14.3	—	—
1	4.16	18.0	4.16	18.0	—	—
2	5.64	29.4	5.64	29.4	—	—
Cooks	9.16	3.7	9.18	4.0	—	—
2	8.39	5.9	8.30	6.1	—	—
3	8.60	3.2	8.56	3.4	—	—
4	9.46	5.7	—	—	—	—
Food counter, fountain, and related	7.90	12.5	7.90	12.5	—	—
Kitchen workers, food preparation	8.79	10.9	8.78	11.0	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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						
Kitchen workers, food preparation—Continued						
3	\$10.33	9.5	\$10.33	9.5	—	—
Waiters/Waitresses' assistants						
1	7.09	8.1	7.09	8.1	—	—
3	6.76	7.7	6.76	7.7	—	—
Food preparation, n.e.c.						
1	7.90	4.4	7.73	4.0	—	—
3	7.83	3.9	7.81	4.0	—	—
3	11.5	11.5	7.67	12.1	—	—
Health service						
2	9.54	2.5	9.18	2.3	\$11.49	4.9
3	9.08	6.8	9.08	6.9	—	—
3	10.22	5.6	9.49	6.4	11.00	6.3
4	9.32	2.9	9.28	2.8	—	—
5	9.41	5.8	9.27	5.9	—	—
Health aides, except nursing	10.88	9.2	10.41	11.5	—	—
Nursing aides, orderlies and attendants						
2	9.15	2.1	8.86	2.0	11.23	6.7
3	8.45	4.3	8.45	4.3	—	—
4	9.79	4.6	9.51	6.8	—	—
4	8.94	2.7	8.87	2.7	—	—
Cleaning and building service						
1	9.55	4.6	9.00	5.3	11.66	3.0
2	8.06	5.1	7.74	5.4	10.42	4.1
3	8.49	13.2	7.51	10.6	11.94	8.2
4	10.74	4.2	10.45	5.7	11.40	5.0
5	12.58	3.9	12.46	9.4	—	—
5	13.31	12.1	13.33	13.0	—	—
Supervisors, cleaning and building service workers						
5	12.56	10.1	12.29	11.9	—	—
5	13.49	14.8	—	—	—	—
Maids and housemen						
1	8.75	6.6	8.58	6.7	—	—
2	7.80	6.9	7.80	6.9	—	—
2	11.48	9.2	—	—	—	—
Janitors and cleaners						
1	9.59	6.5	8.78	8.3	11.39	3.2
2	8.31	6.5	7.67	7.3	10.42	4.1
3	7.92	13.2	—	—	11.24	9.6
3	10.96	5.3	10.61	8.8	11.43	5.2
Personal service						
1	11.17	7.8	10.87	9.1	12.86	7.2
2	6.74	7.9	6.68	8.1	—	—
3	8.70	10.9	8.06	8.8	—	—
4	9.89	6.1	8.81	6.2	—	—
5	13.42	19.7	13.83	23.5	—	—
5	15.27	18.9	15.02	23.7	—	—
Public transportation attendants	21.76	17.5	24.76	14.4	—	—
Early childhood teachers' assistants	11.75	10.3	—	—	—	—
Child care workers, n.e.c.	8.81	2.5	8.67	1.7	—	—
Service, n.e.c.						
1	8.99	5.1	8.65	5.2	—	—
2	7.31	10.3	7.26	10.8	—	—
2	8.30	12.0	8.30	12.0	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendices 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, Washington-Baltimore, DC-MD-VA-WV, August 1998**

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	\$10.00	7.6	\$9.76	8.9	\$11.68	6.9
All excluding sales	10.14	8.8	9.87	10.6	11.71	7.0
White collar	12.81	9.5	12.75	11.0	13.21	9.3
1	6.31	3.4	6.18	2.7	7.79	12.7
2	8.51	5.9	8.47	6.0	—	—
3	8.49	4.0	8.35	4.3	10.46	6.6
4	10.49	5.8	10.56	6.1	9.30	6.9
5	14.52	16.7	16.61	18.4	10.17	7.8
6	12.58	6.2	13.22	7.7	10.95	8.6
7	16.12	10.1	16.43	10.9	12.35	11.4
8	19.39	4.8	19.59	4.3	18.77	14.9
9	28.37	7.3	28.53	7.7	26.82	6.4
10	11.34	13.3	25.38	4.7	—	—
12	27.92	24.1	—	—	—	—
Not able to be leveled	13.62	12.4	11.74	16.6	—	—
White collar excluding sales	14.55	11.1	14.87	13.3	13.31	9.6
1	6.71	6.6	6.41	5.1	7.79	12.7
2	8.54	4.5	8.45	4.6	—	—
3	9.02	3.7	8.90	4.0	—	—
4	10.66	4.8	10.81	5.1	9.30	6.9
5	12.01	6.3	13.58	8.2	10.17	7.8
6	12.58	6.2	13.22	7.7	10.95	8.6
7	16.28	10.8	16.63	11.6	12.35	11.4
8	19.39	4.8	19.59	4.3	18.77	14.9
9	28.37	7.3	28.53	7.7	26.82	6.4
10	11.34	13.3	25.38	4.7	—	—
12	27.92	24.1	—	—	—	—
Not able to be leveled	13.39	12.8	11.21	16.7	—	—
Professional specialty and technical	19.34	11.7	21.64	11.8	14.01	11.7
Professional specialty	20.59	12.6	24.47	11.4	14.01	11.8
5	10.79	10.6	—	—	—	—
6	11.20	10.4	—	—	—	—
7	16.10	14.8	16.57	16.6	12.26	12.0
8	20.44	5.2	21.37	4.0	18.77	14.9
9	28.42	7.4	28.60	7.9	26.82	6.4
10	11.34	13.3	25.38	4.7	—	—
12	27.92	24.1	—	—	—	—
Not able to be leveled	16.09	10.5	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	26.84	8.4	26.84	8.7	26.67	16.3
7	21.84	4.6	21.89	4.7	—	—
8	21.76	5.3	20.78	3.3	—	—
9	29.43	6.8	29.43	6.8	—	—
10	23.68	5.6	24.94	4.7	—	—
Registered nurses	27.01	9.2	27.03	9.2	—	—
7	21.81	4.8	21.81	4.8	—	—
8	21.13	1.3	21.21	1.3	—	—
Teachers, college and university	23.76	34.6	25.19	6.9	23.25	47.8
Teachers, except college and university	11.87	13.3	14.24	18.6	11.64	14.7
9	25.77	11.3	—	—	—	—
Secondary school teachers	27.53	4.7	—	—	—	—
Teachers, n.e.c.	10.05	12.6	—	—	11.46	12.8
Substitute teachers	8.34	.8	—	—	—	—
Librarians, archivists, and curators	14.61	9.1	—	—	14.48	10.2
Librarians	14.48	10.2	—	—	14.48	10.2
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	11.45	15.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.11	7.5	14.12	7.6	—	—
4	10.23	8.4	10.23	8.4	—	—

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, Washington-Baltimore, DC-MD-VA-WV, August 1998** — 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						
Technical —Continued						
5	\$14.33	5.4	\$14.33	5.4	—	—
8	16.90	4.3	16.90	4.3	—	—
Clinical laboratory technologists and technicians	15.16	16.4	15.16	16.4	—	—
Radiologic technicians	17.45	1.7	17.45	1.7	—	—
Licensed practical nurses	16.11	5.5	16.13	5.5	—	—
Health technologists and technicians, n.e.c.	11.51	6.4	11.51	6.4	—	—
Executive, administrative, and managerial	13.54	23.3	11.61	21.5	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	9.36	10.7	9.35	10.9	—	—
1	6.06	3.1	6.06	3.1	—	—
2	8.49	9.1	8.49	9.1	—	—
3	7.64	6.5	7.44	6.8	—	—
4	10.24	11.8	10.24	11.8	—	—
Sales workers, apparel	14.18	33.4	14.18	33.4	—	—
Sales workers, other commodities	7.12	6.0	7.12	6.0	—	—
Cashiers	8.97	10.3	8.93	10.7	—	—
1	6.12	1.4	6.12	1.4	—	—
2	8.72	12.4	8.72	12.4	—	—
3	8.44	5.9	7.97	6.4	—	—
Administrative support, including clerical	9.49	3.8	9.40	4.2	\$10.21	5.9
1	6.71	6.6	6.41	5.1	7.79	12.7
2	8.54	4.5	8.45	4.6	—	—
3	9.06	3.7	8.95	4.0	—	—
4	10.98	5.0	11.21	5.1	9.37	6.9
5	13.78	7.2	—	—	—	—
Secretaries	11.90	3.5	11.90	3.5	—	—
4	12.67	6.5	12.67	6.5	—	—
Transportation ticket and reservation agents	11.69	19.1	11.69	19.1	—	—
Receptionists	8.80	5.7	8.81	5.7	—	—
2	8.22	4.3	8.22	4.3	—	—
Library clerks	7.81	5.1	—	—	7.68	5.8
1	6.03	1.0	—	—	6.03	1.0
Bookkeepers, accounting and auditing clerks	8.44	7.2	8.46	7.9	—	—
4	8.99	8.0	—	—	—	—
General office clerks	8.88	4.4	8.45	3.1	—	—
2	9.56	6.4	9.11	5.1	—	—
3	8.76	6.0	—	—	—	—
Data entry keyers	8.00	8.1	8.00	8.1	—	—
Administrative support, n.e.c.	9.98	7.4	9.82	9.3	—	—
Blue collar	7.82	7.4	7.29	6.9	11.80	7.8
1	7.01	5.3	6.97	5.4	—	—
2	6.39	8.9	6.26	8.3	—	—
3	7.12	13.6	7.12	13.6	—	—
4	11.42	8.4	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	7.65	13.1	6.57	9.9	12.77	3.5
2	5.99	8.8	—	—	—	—
4	12.46	5.8	—	—	—	—
Bus drivers	12.34	5.1	—	—	12.77	3.5
Handlers, equipment cleaners, helpers, and laborers	7.54	5.5	7.54	5.7	—	—

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, Washington-Baltimore, DC-MD-VA-WV, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
1	\$6.96	5.5	\$6.96	5.5	—	—
2	7.86	4.5	7.86	4.5	—	—
Stock handlers and baggers	7.43	13.0	7.43	13.0	—	—
Freight, stock, and material handlers, n.e.c.	8.13	4.2	8.13	4.2	—	—
1	8.25	5.4	8.25	5.4	—	—
Laborers, except construction, n.e.c.	7.86	4.7	7.86	4.7	—	—
Service						
1	6.54	3.6	6.28	3.8	\$8.79	5.6
2	6.13	3.1	5.93	2.4	9.18	7.1
3	6.34	6.4	5.97	6.1	8.68	8.1
4	6.07	8.4	5.77	8.5	9.00	16.4
5	8.20	3.5	8.39	3.6	—	—
Protective service	8.84	3.4	8.94	3.1	—	—
3	8.56	7.0	7.89	5.5	12.11	17.3
Guards and police, except public service	7.51	4.7	7.44	5.0	—	—
3	8.29	5.3	8.27	5.3	—	—
Food service	7.74	4.3	7.74	4.3	—	—
1	5.57	4.9	5.36	5.0	9.00	7.1
2	5.80	3.8	5.73	3.7	—	—
3	5.85	8.9	5.36	8.3	—	—
Waiters and waitresses	5.13	10.4	5.01	10.6	—	—
1	3.58	12.5	3.58	12.5	—	—
2	5.49	12.4	5.49	12.4	—	—
3	4.62	27.2	4.62	27.2	—	—
Food counter, fountain, and related	2.78	12.0	2.78	12.0	—	—
Kitchen workers, food preparation	5.97	3.0	5.83	1.7	—	—
Waiters'/Waitresses' assistants	9.00	9.0	8.38	11.1	—	—
1	5.80	15.6	5.80	15.6	—	—
Food preparation, n.e.c.	5.05	11.9	5.05	11.9	—	—
1	5.82	7.1	—	—	—	—
Health service	7.11	6.8	7.16	7.2	—	—
4	8.24	2.7	8.25	2.7	—	—
Health aides, except nursing	8.48	4.4	8.48	4.4	—	—
Nursing aides, orderlies and attendants	7.88	11.9	7.88	11.9	—	—
4	8.31	1.9	8.32	1.9	—	—
Cleaning and building service	8.24	3.5	8.24	3.6	—	—
1	6.38	4.2	6.38	4.2	—	—
Janitors and cleaners	6.14	4.0	6.14	4.0	—	—
1	6.20	4.1	6.20	4.1	—	—
1	5.97	3.4	5.97	3.4	—	—

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, Washington-Baltimore, DC-MD-VA-WV, August 1998 — 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	\$7.69	6.3	\$7.37	9.0	\$8.33	8.2
1	6.75	13.1	5.58	6.0	—	—
2	6.97	5.1	6.60	3.3	—	—
3	8.13	18.8	—	—	—	—
4	7.91	7.3	—	—	—	—
Attendants, amusement, and recreation facilities	6.40	3.5	—	—	6.53	5.4
Child care workers, n.e.c.	6.88	6.7	6.30	4.2	—	—
Service, n.e.c.	6.78	8.8	6.75	11.4	—	—

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 appendices 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998**

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	\$18.41	\$10.00	\$19.13	\$17.06	\$17.40	\$18.98
All excluding sales	18.40	10.14	19.37	17.13	17.68	14.58
White collar	21.61	12.81	23.60	20.34	20.65	23.10
White-collar excluding sales	21.93	14.55	24.76	20.88	21.42	15.34
Professional specialty and technical	26.07	19.34	28.54	24.78	25.52	—
Professional specialty	27.24	20.59	28.39	26.28	26.71	—
Technical	19.93	14.11	29.54	17.48	19.35	—
Executive, administrative, and managerial	27.25	13.54	24.51	27.23	27.11	—
Sales	18.51	9.36	12.68	16.35	12.34	23.99
Administrative support, including clerical	13.27	9.49	15.34	12.64	12.89	13.84
Blue collar	14.90	7.82	17.56	12.55	14.49	15.40
Precision production, craft, and repair	17.80	—	20.49	15.46	17.84	17.15
Machine operators, assemblers, and inspectors	12.76	—	15.59	11.34	12.44	14.33
Transportation and material moving	15.04	7.65	16.24	12.71	14.15	15.20
Handlers, equipment cleaners, helpers, and laborers	11.45	7.54	14.23	9.66	11.09	13.06
Service	11.14	6.54	13.99	9.02	10.10	11.04
	Relative error ⁶ (percent)					
All occupations	1.8	7.6	2.7	2.3	1.9	8.8
All excluding sales	1.9	8.8	2.7	2.3	1.9	4.9
White collar	1.9	9.5	3.8	2.1	2.0	10.9
White-collar excluding sales	2.0	11.1	3.7	2.1	2.0	16.7
Professional specialty and technical	2.0	11.7	4.3	2.2	1.9	—
Professional specialty	2.0	12.6	3.7	2.3	2.0	—
Technical	6.6	7.5	21.4	3.4	6.2	—
Executive, administrative, and managerial	3.1	23.3	12.6	3.1	3.1	—
Sales	9.3	10.7	10.0	10.0	11.0	10.9
Administrative support, including clerical	2.1	3.8	5.0	2.1	2.0	19.3
Blue collar	2.6	7.4	3.1	2.5	2.9	3.9
Precision production, craft, and repair	3.2	—	2.6	3.1	3.4	5.0
Machine operators, assemblers, and inspectors	3.9	—	6.2	4.3	4.2	9.1
Transportation and material moving	4.2	13.1	5.0	5.2	5.7	4.6
Handlers, equipment cleaners, helpers, and laborers	4.5	5.5	5.4	4.3	4.5	14.5
Service	3.0	3.6	4.9	3.1	2.9	10.0

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.06	\$17.47	–	\$18.37	\$17.06	\$16.98	\$20.46	–	–	\$18.04
All excluding sales	17.17	17.17	–	17.71	16.93	17.17	20.46	–	–	18.12
White collar	20.63	21.58	–	21.94	21.51	20.53	24.05	–	–	21.77
White-collar excluding sales	21.44	21.21	–	18.61	21.60	21.46	24.12	–	–	22.00
Professional specialty and technical	25.83	25.32	–	–	25.47	25.89	44.20	–	–	25.12
Professional specialty	27.13	27.22	–	–	27.48	27.12	30.96	–	–	26.91
Technical	20.03	19.07	–	–	19.07	20.18	65.85	–	–	16.18
Executive, administrative, and managerial	28.05	24.57	–	24.10	24.70	28.46	30.19	–	–	28.06
Sales	15.93	24.25	–	29.20	20.59	15.20	–	–	–	14.41
Administrative support, including clerical	13.01	13.25	–	14.74	12.85	12.99	15.06	–	–	13.10
Blue collar	14.49	15.26	–	17.65	13.68	13.81	16.69	–	–	10.76
Precision production, craft, and repair	17.97	18.16	–	18.59	16.77	17.72	22.33	–	–	15.06
Machine operators, assemblers, and inspectors	12.68	13.20	–	–	13.20	10.98	–	–	–	9.25
Transportation and material moving	14.00	13.75	–	–	13.65	14.06	14.53	–	–	9.01
Handlers, equipment cleaners, helpers, and laborers	11.10	12.17	–	11.62	12.33	10.53	12.71	–	–	8.77
Service	8.36	15.82	–	–	17.25	8.26	18.83	–	–	8.29
	Relative error ⁵ (percent)									
All occupations	2.4	3.8	–	5.4	4.9	2.7	6.6	–	–	3.7
All excluding sales	2.4	3.9	–	5.8	5.0	2.8	6.7	–	–	3.7
White collar	2.4	3.6	–	6.2	4.1	2.6	8.6	–	–	3.0
White-collar excluding sales	2.5	4.1	–	8.1	4.4	2.7	8.8	–	–	3.0
Professional specialty and technical	2.5	3.8	–	–	3.8	2.8	16.4	–	–	2.8
Professional specialty	2.6	4.3	–	–	4.3	2.9	12.8	–	–	3.1
Technical	7.4	8.5	–	–	8.5	8.4	26.6	–	–	3.7
Executive, administrative, and managerial	3.6	7.4	–	10.0	9.0	4.0	6.2	–	–	5.1
Sales	9.4	10.7	–	13.2	10.3	10.6	–	–	–	29.1
Administrative support, including clerical	2.4	5.9	–	9.7	7.1	2.5	6.4	–	–	3.3
Blue collar	2.9	4.3	–	6.2	4.3	4.0	6.3	–	–	6.0
Precision production, craft, and repair	3.3	5.1	–	6.1	5.9	3.5	3.2	–	–	2.5
Machine operators, assemblers, and inspectors	3.9	4.7	–	–	4.7	6.8	–	–	–	6.0
Transportation and material moving	5.9	6.5	–	–	7.5	7.0	6.0	–	–	12.8
Handlers, equipment cleaners, helpers, and laborers	4.6	7.6	–	7.5	9.6	5.3	8.3	–	–	8.0
Service	2.6	17.8	–	–	16.9	2.6	21.4	–	–	2.5

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

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

³ 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.

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Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, August 1998

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$17.06	\$14.07	\$17.70	\$15.81	\$19.94
All excluding sales	17.17	14.05	17.80	15.67	20.06
White collar	20.63	18.10	21.08	20.06	21.98
White-collar excluding sales	21.44	19.47	21.73	21.03	22.23
Professional specialty and technical	25.83	25.31	25.87	26.13	25.74
Professional specialty	27.13	27.74	27.08	27.89	26.65
Technical	20.03	13.70	20.51	17.10	21.98
Executive, administrative, and managerial	28.05	25.98	28.51	28.62	28.42
Sales	15.93	14.26	16.54	16.80	14.91
Administrative support, including clerical	13.01	12.44	13.12	13.26	12.98
Blue collar	14.49	12.59	14.99	13.33	17.78
Precision production, craft, and repair	17.97	16.18	18.45	16.37	20.56
Machine operators, assemblers, and inspectors	12.68	10.99	13.14	12.07	16.41
Transportation and material moving	14.00	13.03	14.22	12.97	16.27
Handlers, equipment cleaners, helpers, and laborers	11.10	8.52	11.86	11.41	13.06
Service	8.36	6.82	8.80	8.16	10.27
	Relative error ³ (percent)				
All occupations	2.4	5.7	2.6	4.1	3.0
All excluding sales	2.4	6.1	2.6	4.2	3.1
White collar	2.4	6.4	2.6	4.5	3.2
White-collar excluding sales	2.5	6.6	2.7	4.7	3.3
Professional specialty and technical	2.5	12.0	2.5	5.2	2.8
Professional specialty	2.6	11.7	2.7	5.5	2.7
Technical	7.4	13.6	7.6	7.3	9.8
Executive, administrative, and managerial	3.6	7.0	4.3	6.1	5.9
Sales	9.4	13.8	11.4	12.9	6.0
Administrative support, including clerical	2.4	5.9	2.6	4.0	3.3
Blue collar	2.9	6.4	3.2	3.3	4.4
Precision production, craft, and repair	3.3	7.4	3.4	4.2	2.8
Machine operators, assemblers, and inspectors	3.9	5.5	4.7	6.5	4.0
Transportation and material moving	5.9	13.5	6.4	3.9	10.6
Handlers, equipment cleaners, helpers, and laborers	4.6	8.1	4.8	5.7	8.8
Service	2.6	5.2	3.1	3.1	7.5

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

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

³ 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 Washington-Baltimore, DC-MD-VA-WV, Metropolitan Statistical Area includes the District of Columbia; Baltimore City and the counties of Anne Arundel, Baltimore, Calvert, Carroll, Charles, Frederick, Harford, Howard, Montgomery, Prince George's, Queen Anne's and Washington, MD; the cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park, and the counties of Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren, VA; and the counties of Berkeley and Jefferson, WV.

Sampling frame

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

frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. 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 multi-step 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where 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 es-

tablishment'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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

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 which written description 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. Appendix table 3 presents average work levels for published occupational groups and selected occupations. 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 new generic leveling method were evaluated by BLS researchers

using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level 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. Detailed research continues in the area and will be published by BLS in the future.

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 (e.g., Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

To calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also 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 be-

yond 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 and the example 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.

Straight-time. Time worked at the standard rate of pay for the job.

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 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 the nonrespondents equals the mean value of 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

	Establish- ments
Total in sample	694
Responding	464
Out of business or not in survey scope	38
Unable or refused to pro- vide data	192

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

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 number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

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 publishing 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 only to indicate the relative importance of the occupational groups studied.

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 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 was \$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 \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. 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, Washington-Baltimore, DC-MD-VA-WV, August 1998**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,717,400	1,359,400	358,000
All excluding sales	1,585,600	1,229,400	356,100
White collar	1,040,300	796,500	243,800
White-collar excluding sales	908,500	666,500	242,000
Professional specialty and technical	429,600	279,800	149,900
Professional specialty	363,700	226,300	137,400
Technical	66,000	53,500	12,500
Executive, administrative, and managerial	165,600	131,500	34,000
Sales	131,900	130,000	–
Administrative support, including clerical	313,200	255,200	58,100
Blue collar	318,500	287,000	31,500
Precision production, craft, and repair	111,800	100,400	11,400
Machine operators, assemblers, and inspectors	49,200	48,900	–
Transportation and material moving	80,000	64,400	15,600
Handlers, equipment cleaners, helpers, and laborers	77,500	73,400	4,100
Service	358,600	275,900	82,700

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Washington-Baltimore, DC-MD-VA-WV, August 1998**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	8,800	460	109	351	189	162
Private industry	8,600	398	107	291	176	115
Goods-producing industries	1,200	56	14	42	28	14
Mining	(²)	2	2	-	-	-
Construction	600	17	6	11	9	2
Manufacturing	600	37	6	31	19	12
Service-producing industries	7,500	342	93	249	148	101
Transportation and public utilities	500	32	9	23	9	14
Wholesale and retail trade	2,700	81	31	50	43	7
Finance, insurance and real estate	700	21	6	15	8	7
Services	3,500	208	47	161	88	73
State and local government	200	62	2	60	13	47

¹ Number of establishments represented by the survey rounded to the nearest 100.
² Number of establishments represented by the survey is fewer than 50.

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.