

# Columbus, OH

## National Compensation Survey

### August 1998

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U.S. Department of Labor  
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# Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or send e-mail to [ocltinfo@bls.gov](mailto: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 Columbus, OH, 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 earnings<sup>1</sup> and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998**

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>Total</b> .....	\$15.54	2.2	36.6	\$14.61	2.7	36.1	\$18.91	3.5	38.5
<b>Worker characteristics:<sup>4</sup></b>									
White-collar occupations <sup>5</sup> .....	17.73	2.6	36.9	16.85	3.3	36.4	20.30	4.0	38.5
Professional specialty and technical .....	22.08	3.7	37.6	21.12	5.1	37.0	23.44	5.3	38.6
Executive, administrative, and managerial .....	27.02	3.9	39.7	28.47	4.0	39.7	22.21	6.5	39.9
Sales .....	11.45	9.4	30.7	11.45	9.4	30.7	-	-	-
Administrative support .....	11.89	2.4	37.2	11.41	2.6	37.1	13.86	4.0	37.7
Blue-collar occupations <sup>5</sup> .....	13.05	2.4	37.8	12.93	2.6	37.8	14.56	2.3	37.9
Precision production, craft, and repair .....	15.83	2.3	39.8	15.88	2.7	39.7	15.50	3.5	40.0
Machine operators, assemblers, and inspectors .....	12.55	4.0	39.7	12.53	4.1	39.7	-	-	-
Transportation and material moving .....	13.79	6.3	38.2	13.64	7.8	39.1	14.43	2.2	34.8
Handlers, equipment cleaners, helpers, and laborers .....	10.13	3.2	33.1	10.14	3.3	33.1	9.95	16.5	35.4
Service occupations <sup>5</sup> .....	9.67	7.1	32.7	7.07	4.3	30.6	15.41	7.7	38.7
Full time .....	16.37	2.2	39.7	15.53	2.7	39.7	19.16	3.5	39.6
Part time .....	8.09	5.4	21.5	7.85	5.6	21.6	11.36	10.2	20.8
Union .....	17.15	3.3	37.5	14.57	4.5	35.8	19.04	3.7	38.9
Nonunion .....	15.09	2.8	36.3	14.61	3.0	36.1	18.71	6.3	37.8
Time .....	15.55	2.2	36.5	14.59	2.7	36.0	18.91	3.5	38.5
Incentive .....	15.12	15.1	39.7	15.12	15.1	39.7	-	-	-
<b>Establishment characteristics:</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	16.53	4.6	39.7	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
50-99 workers .....	13.35	5.8	35.4	13.34	5.9	35.4	14.08	4.3	36.9
100-499 workers .....	14.14	4.9	35.9	13.77	5.2	35.9	19.11	9.7	36.5
500 workers or more .....	17.24	2.6	37.4	16.18	3.5	36.6	18.93	3.8	38.8

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$15.54	2.2	\$14.61	2.7	\$18.91	3.5
All excluding sales .....	15.81	2.3	14.89	2.8	18.91	3.5
<b>White collar</b> .....	17.73	2.6	16.85	3.3	20.30	4.0
White collar excluding sales .....	18.43	2.6	17.70	3.3	20.30	4.0
<b>Professional specialty and technical</b> .....	22.08	3.7	21.12	5.1	23.44	5.3
Professional specialty .....	24.05	3.2	23.94	3.2	24.17	6.0
Engineers, architects, and surveyors .....	27.54	4.2	27.70	4.2	—	—
Civil engineers .....	23.63	8.4	22.44	4.4	—	—
Mechanical engineers .....	23.11	4.9	23.11	4.9	—	—
Engineers, n.e.c. ....	31.01	5.6	31.01	5.6	—	—
Mathematical and computer scientists .....	24.00	2.9	24.01	2.9	—	—
Computer systems analysts and scientists .....	25.00	3.2	25.04	3.3	—	—
Operations and systems researchers and analysts .....	21.89	6.5	21.89	6.5	—	—
Natural scientists .....	24.49	11.1	28.71	14.2	—	—
Chemists, except biochemists .....	27.79	16.2	27.79	16.2	—	—
Health related .....	19.80	8.3	21.36	5.8	16.06	15.0
Registered nurses .....	20.26	4.1	19.93	5.1	21.44	5.2
Pharmacists .....	27.37	2.0	27.37	2.0	—	—
Teachers, college and university .....	29.63	8.2	29.63	8.2	—	—
Teachers, except college and university .....	26.53	4.7	—	—	26.97	5.0
Elementary school teachers .....	27.94	3.3	—	—	28.42	3.6
Secondary school teachers .....	29.74	2.1	—	—	29.92	2.2
Teachers, special education .....	26.48	3.9	—	—	26.48	3.9
Teachers, n.e.c. ....	26.60	8.9	—	—	27.75	8.1
Librarians, archivists, and curators .....	21.50	12.5	—	—	21.77	12.8
Librarians .....	21.50	12.5	—	—	21.77	12.8
Social scientists and urban planners .....	22.24	13.4	20.93	15.1	—	—
Social, recreation, and religious workers .....	22.88	21.5	—	—	25.61	18.5
Social workers .....	22.94	21.5	—	—	25.61	18.5
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	21.30	4.4	21.30	4.4	—	—
Professional, n.e.c. ....	26.07	12.9	26.07	12.9	—	—
Technical .....	15.68	11.7	14.25	11.6	19.48	6.5
Licensed practical nurses .....	13.98	1.8	14.07	2.0	—	—
Health technologists and technicians, n.e.c. ....	19.74	29.3	20.11	30.2	—	—
Engineering technicians, n.e.c. ....	14.14	15.7	—	—	—	—
Technical and related, n.e.c. ....	19.29	6.3	15.89	8.0	—	—
<b>Executive, administrative, and managerial</b> .....	27.02	3.9	28.47	4.0	22.21	6.5
Executives, administrators, and managers .....	32.25	4.9	33.51	4.8	24.37	12.4
Administrators and officials, public administration .....	19.35	12.2	—	—	19.35	12.2
Financial managers .....	33.84	6.5	33.80	6.6	—	—
Managers, marketing, advertising, and public relations .....	36.44	8.5	36.44	8.5	—	—
Administrators, education and related fields .....	35.09	14.3	—	—	—	—
Managers, service organizations, n.e.c. ....	19.16	6.5	18.87	3.5	—	—
Managers and administrators, n.e.c. ....	34.64	6.8	34.82	6.8	—	—
Management related .....	21.43	4.7	21.51	5.8	21.28	8.0
Accountants and auditors .....	20.56	5.3	21.98	4.2	—	—
Other financial officers .....	23.95	20.8	23.50	25.1	—	—
Personnel, training, and labor relations specialists .....	20.15	3.5	19.14	6.1	—	—
Purchasing agents and buyers, n.e.c. ....	22.25	10.3	22.45	10.4	—	—
Management related, n.e.c. ....	25.36	6.8	—	—	—	—
<b>Sales</b> .....	11.45	9.4	11.45	9.4	—	—
Supervisors, sales .....	12.20	8.2	12.20	8.2	—	—
Advertising and related sales .....	26.21	30.9	26.21	30.9	—	—
Sales representatives, mining, manufacturing, and wholesale .....	23.66	15.4	23.66	15.4	—	—
Sales workers, apparel .....	7.35	2.4	7.35	2.4	—	—
Sales workers, other commodities .....	7.75	9.5	7.75	9.5	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> —Continued						
<b>Sales</b> —Continued						
Cashiers .....	\$6.72	2.9	\$6.72	2.9	—	—
Sales support, n.e.c. ....	11.36	2.1	11.36	2.1	—	—
<b>Administrative support, including clerical</b> .....	11.89	2.4	11.41	2.6	\$13.86	4.0
Supervisors, general office .....	13.78	4.5	14.12	5.7	—	—
Secretaries .....	13.89	3.9	13.26	3.9	15.40	6.1
Typists .....	12.28	2.9	—	—	—	—
Receptionists .....	8.35	4.7	8.35	4.7	—	—
Information clerks, n.e.c. ....	8.68	5.7	8.68	5.7	—	—
Order clerks .....	10.68	16.7	10.68	16.7	—	—
Library clerks .....	10.58	10.1	—	—	8.88	4.9
Records clerks, n.e.c. ....	12.75	7.3	12.79	7.8	—	—
Bookkeepers, accounting and auditing clerks .....	12.08	5.5	11.11	3.8	14.36	6.7
Traffic, shipping and receiving clerks .....	10.28	10.9	10.28	10.9	—	—
Stock and inventory clerks .....	10.21	7.0	9.58	7.0	—	—
Insurance adjusters, examiners, and investigators .....	13.50	6.8	13.50	6.8	—	—
Bill and account collectors .....	11.30	4.8	11.33	5.0	—	—
General office clerks .....	10.36	5.0	9.96	5.6	11.67	1.7
Data entry keyers .....	9.45	4.6	9.32	5.1	—	—
Teachers' aides .....	9.31	4.4	—	—	—	—
Administrative support, n.e.c. ....	11.85	8.7	11.99	9.6	—	—
<b>Blue collar</b> .....	13.05	2.4	12.93	2.6	14.56	2.3
<b>Precision production, craft, and repair</b> .....	15.83	2.3	15.88	2.7	15.50	3.5
Industrial machinery repairers .....	16.76	5.9	16.76	5.9	—	—
Electronic repairers, communications and industrial equipment .....	15.43	9.7	15.43	9.7	—	—
Mechanics and repairers, n.e.c. ....	17.12	5.8	17.32	5.9	—	—
Supervisors, construction trades, n.e.c. ....	16.67	3.6	—	—	—	—
Carpenters .....	14.30	7.2	14.22	7.5	—	—
Construction trades, n.e.c. ....	15.49	15.0	15.63	17.6	—	—
Supervisors, production .....	21.16	6.3	21.16	6.3	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	12.55	4.0	12.53	4.1	—	—
Punching and stamping press operators .....	12.78	6.5	12.78	6.5	—	—
Miscellaneous machine operators, n.e.c. ....	14.66	12.9	14.66	12.9	—	—
Welders and cutters .....	12.60	4.9	12.44	5.7	—	—
Assemblers .....	11.33	5.9	11.33	5.9	—	—
Production inspectors, checkers and examiners ..	11.19	9.2	11.19	9.2	—	—
<b>Transportation and material moving</b> .....	13.79	6.3	13.64	7.8	14.43	2.2
Truck drivers .....	13.21	13.2	13.19	13.5	—	—
Bus drivers .....	14.83	2.1	—	—	14.83	2.1
Industrial truck and tractor equipment operators ..	13.22	7.1	13.22	7.1	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	10.13	3.2	10.14	3.3	9.95	16.5
Construction laborers .....	11.76	10.1	—	—	—	—
Production helpers .....	11.66	5.6	11.66	5.6	—	—
Stock handlers and baggers .....	9.46	5.1	9.46	5.1	—	—
Freight, stock, and material handlers, n.e.c. ....	11.68	7.4	11.68	7.4	—	—
Laborers, except construction, n.e.c. ....	9.00	6.0	8.89	6.2	—	—
<b>Service</b> .....	9.67	7.1	7.07	4.3	15.41	7.7
Protective service .....	15.37	12.8	7.41	4.2	19.45	7.6
Guards and police, except public service .....	7.43	4.3	7.43	4.3	—	—
Food service .....	6.05	6.6	5.60	6.5	9.23	3.6
Bartenders .....	5.41	4.9	5.41	4.9	—	—
Waiters and waitresses .....	2.62	15.0	2.62	15.0	—	—
Cooks .....	8.63	2.7	8.55	3.6	8.87	2.4
Kitchen workers, food preparation .....	8.91	5.2	8.57	5.5	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Food service—Continued						
Waiters'/Waitresses' assistants .....	\$5.39	19.5	\$5.39	19.5	—	—
Food preparation, n.e.c. ....	7.46	4.5	6.93	1.6	—	—
Health service .....	8.50	2.6	8.45	2.7	\$9.22	3.0
Health aides, except nursing .....	9.84	13.6	9.84	13.6	—	—
Nursing aides, orderlies and attendants .....	8.36	2.3	8.30	2.5	9.22	3.0
Cleaning and building service .....	9.74	4.6	8.73	4.7	11.63	6.8
Janitors and cleaners .....	9.83	5.0	8.67	5.4	11.63	6.8
Personal service .....	8.48	6.2	7.64	7.5	10.34	7.6
Service, n.e.c. ....	7.28	9.1	6.83	9.4	—	—

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

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

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

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.



Table 2-2. Mean hourly earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$16.37	2.2	\$15.53	2.7	\$19.16	3.5
All excluding sales .....	16.52	2.2	15.67	2.7	19.16	3.5
<b>White collar</b> .....	18.46	2.6	17.70	3.2	20.50	4.0
White collar excluding sales .....	18.87	2.5	18.20	3.2	20.50	4.0
<b>Professional specialty and technical</b> .....	22.36	3.6	21.42	4.9	23.63	5.4
Professional specialty .....	24.23	3.3	24.13	3.4	24.33	6.0
Engineers, architects, and surveyors .....	27.58	4.2	27.73	4.2	—	—
Civil engineers .....	23.63	8.4	22.44	4.4	—	—
Mechanical engineers .....	23.11	4.9	23.11	4.9	—	—
Engineers, n.e.c. ....	31.01	5.6	31.01	5.6	—	—
Mathematical and computer scientists .....	24.00	2.9	24.01	2.9	—	—
Computer systems analysts and scientists .....	25.00	3.2	25.04	3.3	—	—
Operations and systems researchers and analysts .....	21.89	6.5	21.89	6.5	—	—
Natural scientists .....	24.49	11.1	28.71	14.2	—	—
Chemists, except biochemists .....	27.79	16.2	27.79	16.2	—	—
Health related .....	19.63	9.1	21.45	6.3	15.63	14.7
Registered nurses .....	20.12	3.4	19.62	4.6	21.44	5.2
Pharmacists .....	27.37	2.0	27.37	2.0	—	—
Teachers, college and university .....	30.65	7.8	30.65	7.8	—	—
Teachers, except college and university .....	26.95	4.7	—	—	27.31	4.9
Elementary school teachers .....	28.02	3.2	—	—	28.48	3.5
Secondary school teachers .....	29.76	2.1	—	—	29.92	2.2
Teachers, special education .....	26.48	3.9	—	—	26.48	3.9
Teachers, n.e.c. ....	28.70	5.2	—	—	29.72	3.3
Librarians, archivists, and curators .....	21.61	12.5	—	—	21.89	12.8
Librarians .....	21.61	12.5	—	—	21.89	12.8
Social scientists and urban planners .....	19.96	13.5	—	—	—	—
Social, recreation, and religious workers .....	22.96	21.5	—	—	25.61	18.5
Social workers .....	22.96	21.5	—	—	25.61	18.5
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	21.75	5.3	21.75	5.3	—	—
Professional, n.e.c. ....	26.07	12.9	26.07	12.9	—	—
Technical .....	16.02	11.7	14.49	11.9	19.78	5.3
Licensed practical nurses .....	14.01	2.1	14.06	2.5	—	—
Technical and related, n.e.c. ....	19.44	5.9	16.24	8.1	—	—
<b>Executive, administrative, and managerial</b> .....	27.02	3.9	28.47	4.0	22.21	6.5
Executives, administrators, and managers .....	32.25	4.9	33.51	4.8	24.37	12.4
Administrators and officials, public administration .....	19.35	12.2	—	—	19.35	12.2
Financial managers .....	33.84	6.5	33.80	6.6	—	—
Managers, marketing, advertising, and public relations .....	36.44	8.5	36.44	8.5	—	—
Administrators, education and related fields .....	35.09	14.3	—	—	—	—
Managers, service organizations, n.e.c. ....	19.16	6.5	18.87	3.5	—	—
Managers and administrators, n.e.c. ....	34.64	6.8	34.82	6.8	—	—
Management related .....	21.43	4.7	21.51	5.8	21.28	8.0
Accountants and auditors .....	20.56	5.3	21.98	4.2	—	—
Other financial officers .....	23.95	20.8	23.50	25.1	—	—
Personnel, training, and labor relations specialists .....	20.15	3.5	19.14	6.1	—	—
Purchasing agents and buyers, n.e.c. ....	22.25	10.3	22.45	10.4	—	—
Management related, n.e.c. ....	25.36	6.8	—	—	—	—
<b>Sales</b> .....	13.49	10.8	13.49	10.8	—	—
Supervisors, sales .....	12.20	8.2	12.20	8.2	—	—
Advertising and related sales .....	26.57	31.0	26.57	31.0	—	—
Sales representatives, mining, manufacturing, and wholesale .....	23.66	15.4	23.66	15.4	—	—
Cashiers .....	6.93	5.2	6.93	5.2	—	—
Sales support, n.e.c. ....	11.36	2.1	11.36	2.1	—	—
<b>Administrative support, including clerical</b> .....	12.16	2.3	11.71	2.5	13.95	4.1

See footnotes at end of table.

Table 2-2. Mean hourly earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> —Continued						
<b>Administrative support, including clerical</b> —Continued						
Supervisors, general office .....	\$13.78	4.5	\$14.12	5.7	—	—
Secretaries .....	13.93	4.1	13.26	3.9	\$15.89	5.7
Order clerks .....	14.61	12.1	14.61	12.1	—	—
Library clerks .....	11.51	7.8	—	—	9.75	4.6
Records clerks, n.e.c. ....	12.75	7.3	12.79	7.8	—	—
Bookkeepers, accounting and auditing clerks .....	12.11	5.5	11.14	3.8	—	—
Mail clerks, except postal service .....	8.48	7.1	8.48	7.1	—	—
Traffic, shipping and receiving clerks .....	10.39	11.3	10.39	11.3	—	—
Stock and inventory clerks .....	10.76	5.5	10.18	4.0	—	—
Insurance adjusters, examiners, and investigators .....	13.50	6.8	13.50	6.8	—	—
Bill and account collectors .....	11.40	5.4	11.43	5.6	—	—
General office clerks .....	10.40	5.4	9.96	6.2	11.67	1.7
Data entry keyers .....	9.46	4.6	9.33	5.2	—	—
Teachers' aides .....	9.52	3.4	—	—	—	—
Administrative support, n.e.c. ....	11.89	9.1	12.04	10.1	—	—
<b>Blue collar</b> .....	13.34	2.5	13.22	2.7	14.88	2.6
<b>Precision production, craft, and repair</b> .....	15.80	2.3	15.85	2.7	15.50	3.5
Industrial machinery repairers .....	16.76	5.9	16.76	5.9	—	—
Electronic repairers, communications and industrial equipment .....	15.43	9.7	15.43	9.7	—	—
Mechanics and repairers, n.e.c. ....	17.12	5.8	17.32	5.9	—	—
Supervisors, construction trades, n.e.c. ....	16.67	3.6	—	—	—	—
Carpenters .....	13.52	6.8	—	—	—	—
Construction trades, n.e.c. ....	15.49	15.0	15.63	17.6	—	—
Supervisors, production .....	21.21	6.9	21.21	6.9	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	12.59	4.0	12.57	4.1	—	—
Punching and stamping press operators .....	12.78	6.5	12.78	6.5	—	—
Miscellaneous machine operators, n.e.c. ....	14.66	12.9	14.66	12.9	—	—
Welders and cutters .....	12.60	4.9	12.44	5.7	—	—
Assemblers .....	11.38	6.0	11.38	6.0	—	—
Production inspectors, checkers and examiners ..	11.19	9.2	11.19	9.2	—	—
<b>Transportation and material moving</b> .....	14.01	6.3	13.90	7.7	14.53	2.5
Truck drivers .....	13.21	13.2	13.19	13.5	—	—
Industrial truck and tractor equipment operators ..	13.22	7.1	13.22	7.1	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	10.75	3.7	10.72	3.7	—	—
Construction laborers .....	11.76	10.1	—	—	—	—
Stock handlers and baggers .....	10.26	6.3	10.26	6.3	—	—
Freight, stock, and material handlers, n.e.c. ....	12.90	8.6	12.90	8.6	—	—
Laborers, except construction, n.e.c. ....	9.34	6.3	9.23	6.5	—	—
<b>Service</b> .....	11.23	6.9	8.08	3.5	15.68	7.6
Protective service .....	17.00	11.5	—	—	19.54	7.6
Food service .....	7.52	7.1	7.00	8.2	9.24	3.7
Cooks .....	8.86	3.0	8.86	4.3	—	—
Kitchen workers, food preparation .....	9.75	4.1	9.43	4.2	—	—
Food preparation, n.e.c. ....	8.03	5.7	—	—	—	—
Health service .....	8.54	2.7	8.48	2.9	—	—
Health aides, except nursing .....	9.85	13.7	9.85	13.7	—	—
Nursing aides, orderlies and attendants .....	8.37	2.2	8.30	2.3	—	—
Cleaning and building service .....	10.19	4.3	9.23	4.3	11.63	6.8
Janitors and cleaners .....	10.35	4.7	9.28	5.2	11.63	6.8

See footnotes at end of table.

**Table 2-2. Mean hourly earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Personal service .....	\$9.19	6.0	\$8.23	6.2	—	—
Service, n.e.c. ....	8.65	6.4	8.20	7.3	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings<sup>1</sup>, part-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$8.09	5.4	\$7.85	5.6	\$11.36	10.2
All excluding sales .....	8.40	6.5	8.12	6.9	11.36	10.2
<b>White collar</b> .....	9.71	6.5	9.42	6.9	12.92	10.2
White collar excluding sales .....	11.43	8.5	11.21	9.6	12.92	10.2
<b>Professional specialty and technical</b> .....	16.60	11.1	17.09	12.1	14.15	24.2
Professional specialty .....	19.61	12.3	20.70	12.3	15.56	28.9
Engineers, architects, and surveyors .....	-	-	-	-	-	-
Health related .....	21.15	12.5	20.78	15.0	-	-
Registered nurses .....	20.82	15.1	20.82	15.1	-	-
Teachers, college and university .....	-	-	-	-	-	-
Teachers, except college and university .....	11.09	24.6	-	-	-	-
Librarians, archivists, and curators .....	-	-	-	-	-	-
Social scientists and urban planners .....	-	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-	-
Technical .....	11.79	10.6	12.05	11.4	-	-
<b>Sales</b> .....	6.76	2.6	6.76	2.6	-	-
Sales workers, apparel .....	7.12	2.1	7.12	2.1	-	-
Cashiers .....	6.54	3.3	6.54	3.3	-	-
<b>Administrative support, including clerical</b> .....	9.15	7.6	8.77	7.1	12.13	7.0
Library clerks .....	7.67	4.6	-	-	7.72	5.1
<b>Blue collar</b> .....	8.41	7.5	8.22	8.5	-	-
<b>Precision production, craft, and repair</b> .....	-	-	-	-	-	-
<b>Machine operators, assemblers, and inspectors</b> .....	-	-	-	-	-	-
<b>Transportation and material moving</b> .....	-	-	-	-	-	-
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.56	6.8	7.59	7.1	-	-
Stock handlers and baggers .....	6.88	5.2	6.88	5.2	-	-
<b>Service</b> .....	5.48	5.7	5.41	5.9	7.21	6.3
Protective service .....	6.80	2.5	-	-	-	-
Food service .....	4.52	3.8	4.47	3.7	-	-
Waiters and waitresses .....	2.45	9.7	2.45	9.7	-	-
Cooks .....	7.93	4.6	-	-	-	-
Kitchen workers, food preparation .....	7.07	4.7	7.07	4.7	-	-
Food preparation, n.e.c. ....	6.92	2.3	6.92	2.3	-	-
Health service .....	8.31	5.0	8.33	5.2	-	-
Nursing aides, orderlies and attendants .....	8.31	5.0	8.33	5.2	-	-
Cleaning and building service .....	6.53	3.0	6.53	3.0	-	-
Janitors and cleaners .....	6.53	3.0	6.53	3.0	-	-
Personal service .....	6.02	6.6	5.85	8.3	-	-

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
All .....	\$650	2.2	39.7	\$616	2.7	39.7	\$759	3.4	39.6
All excluding sales .....	655	2.2	39.6	621	2.7	39.6	759	3.4	39.6
<b>White collar</b> .....	731	2.6	39.6	702	3.2	39.6	810	4.0	39.5
White collar excluding sales .....	746	2.5	39.6	720	3.2	39.6	810	4.0	39.5
<b>Professional specialty and technical</b> .....	882	3.6	39.5	847	4.9	39.6	929	5.2	39.3
Professional specialty .....	953	3.3	39.4	953	3.4	39.5	954	5.9	39.2
Engineers, architects, and surveyors .....	1,097	4.3	39.8	1,103	4.4	39.8	-	-	-
Civil engineers .....	945	8.4	40.0	898	4.4	40.0	-	-	-
Mechanical engineers .....	925	4.9	40.0	925	4.9	40.0	-	-	-
Engineers, n.e.c. ....	1,240	5.6	40.0	1,240	5.6	40.0	-	-	-
Mathematical and computer scientists .....	952	3.1	39.7	953	3.1	39.7	-	-	-
Computer systems analysts and scientists .....	994	3.5	39.8	996	3.6	39.8	-	-	-
Operations and systems researchers and analysts .....	864	6.9	39.5	864	6.9	39.5	-	-	-
Natural scientists .....	980	11.1	40.0	1,148	14.2	40.0	-	-	-
Chemists, except biochemists .....	1,112	16.2	40.0	1,112	16.2	40.0	-	-	-
Health related .....	778	9.1	39.7	849	6.4	39.6	623	14.5	39.9
Registered nurses .....	789	3.9	39.2	766	5.2	39.0	849	5.3	39.6
Pharmacists .....	1,095	2.0	40.0	1,095	2.0	40.0	-	-	-
Teachers, college and university .....	1,115	5.2	36.4	1,115	5.2	36.4	-	-	-
Teachers, except college and university .....	1,040	4.4	38.6	-	-	-	1,056	4.6	38.7
Elementary school teachers .....	1,063	3.2	37.9	-	-	-	1,081	3.5	38.0
Secondary school teachers .....	1,153	2.0	38.7	-	-	-	1,164	1.9	38.9
Teachers, special education .....	1,026	3.5	38.7	-	-	-	1,026	3.5	38.7
Teachers, n.e.c. ....	1,113	5.0	38.8	-	-	-	1,150	3.4	38.7
Librarians, archivists, and curators .....	824	12.0	38.1	-	-	-	842	12.1	38.5
Librarians .....	824	12.0	38.1	-	-	-	842	12.1	38.5
Social scientists and urban planners .....	790	12.2	39.6	-	-	-	-	-	-
Social, recreation, and religious workers .....	917	21.6	39.9	-	-	-	1,022	18.6	39.9
Social workers .....	917	21.6	39.9	-	-	-	1,022	18.6	39.9
Lawyers and judges .....	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	843	6.2	38.7	843	6.2	38.7	-	-	-
Professional, n.e.c. ....	989	15.6	37.9	989	15.6	37.9	-	-	-
Technical .....	638	11.7	39.8	576	11.8	39.7	791	5.3	40.0
Licensed practical nurses .....	545	2.5	38.9	544	3.1	38.7	-	-	-
Technical and related, n.e.c. ..	777	6.0	39.9	646	8.1	39.8	-	-	-
<b>Executive, administrative, and managerial</b> .....	1,074	4.0	39.7	1,130	4.2	39.7	887	6.5	39.9
Executives, administrators, and managers .....	1,287	4.9	39.9	1,337	4.7	39.9	971	12.3	39.8
Administrators and officials, public administration .....	772	12.1	39.9	-	-	-	772	12.1	39.9
Financial managers .....	1,394	5.8	41.2	1,393	5.8	41.2	-	-	-
Managers, marketing, advertising, and public relations .....	1,437	8.7	39.4	1,437	8.7	39.4	-	-	-
Administrators, education and related fields .....	1,384	14.0	39.4	-	-	-	-	-	-
Managers, service organizations, n.e.c. ....	766	6.5	40.0	755	3.5	40.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>White collar</b> —Continued									
<b>Executive, administrative, and managerial</b> —Continued									
Executives, administrators, and managers —Continued									
Managers and administrators, n.e.c. ....	\$1,381	6.7	39.9	\$1,388	6.8	39.9	—	—	—
Management related .....	848	4.8	39.6	847	6.0	39.4	\$851	8.0	40.0
Accountants and auditors .....	821	5.3	39.9	877	4.3	39.9	—	—	—
Other financial officers .....	931	21.9	38.9	909	26.4	38.7	—	—	—
Personnel, training, and labor relations specialists .....	800	3.7	39.7	754	6.2	39.4	—	—	—
Purchasing agents and buyers, n.e.c. ....	888	10.0	39.9	898	10.0	40.0	—	—	—
Management related, n.e.c. ....	1,014	6.8	40.0	—	—	—	—	—	—
<b>Sales</b> .....	544	10.9	40.3	544	10.9	40.3	—	—	—
Supervisors, sales .....	509	9.7	41.7	509	9.7	41.7	—	—	—
Advertising and related sales	1,055	31.1	39.7	1,055	31.1	39.7	—	—	—
Sales representatives, mining, manufacturing, and wholesale .....	946	15.4	40.0	946	15.4	40.0	—	—	—
Cashiers .....	272	5.2	39.3	272	5.2	39.3	—	—	—
Sales support, n.e.c. ....	454	2.1	40.0	454	2.1	40.0	—	—	—
<b>Administrative support, including clerical</b> .....	481	2.3	39.6	463	2.5	39.5	553	4.2	39.6
Supervisors, general office .....	556	5.1	40.4	572	6.6	40.5	—	—	—
Secretaries .....	546	4.2	39.2	520	3.8	39.2	621	6.1	39.1
Order clerks .....	585	12.1	40.0	585	12.1	40.0	—	—	—
Library clerks .....	445	9.9	38.6	—	—	—	359	6.1	36.8
Records clerks, n.e.c. ....	500	7.1	39.2	502	7.6	39.3	—	—	—
Bookkeepers, accounting and auditing clerks .....	477	5.8	39.4	435	3.8	39.1	—	—	—
Mail clerks, except postal service .....	323	8.1	38.1	323	8.1	38.1	—	—	—
Traffic, shipping and receiving clerks .....	416	11.3	40.0	416	11.3	40.0	—	—	—
Stock and inventory clerks .....	430	5.5	40.0	407	4.0	40.0	—	—	—
Insurance adjusters, examiners, and investigators .....	525	7.1	38.9	525	7.1	38.9	—	—	—
Bill and account collectors .....	456	5.4	40.0	457	5.6	40.0	—	—	—
General office clerks .....	413	5.5	39.8	395	6.2	39.7	467	1.7	40.0
Data entry keyers .....	375	4.9	39.6	369	5.5	39.6	—	—	—
Teachers' aides .....	357	8.4	37.5	—	—	—	—	—	—
Administrative support, n.e.c. ....	472	9.1	39.7	478	10.1	39.7	—	—	—
<b>Blue collar</b> .....	532	2.5	39.9	528	2.7	39.9	584	3.0	39.2
<b>Precision production, craft, and repair</b> .....	631	2.4	39.9	633	2.7	39.9	620	3.5	40.0
Industrial machinery repairers	671	5.9	40.0	671	5.9	40.0	—	—	—
Electronic repairers, communications and industrial equipment .....	617	9.7	40.0	617	9.7	40.0	—	—	—
Mechanics and repairers, n.e.c. ....	685	5.8	40.0	693	5.9	40.0	—	—	—
Supervisors, construction trades, n.e.c. ....	691	3.1	41.5	—	—	—	—	—	—
Carpenters .....	541	6.8	40.0	—	—	—	—	—	—
Construction trades, n.e.c. ....	620	15.0	40.0	625	17.6	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> —Continued									
<b>Precision production, craft, and repair</b> —Continued									
Supervisors, production .....	\$848	6.9	40.0	\$848	6.9	40.0	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	503	4.0	40.0	502	4.1	40.0	—	—	—
Punching and stamping press operators .....	511	6.5	40.0	511	6.5	40.0	—	—	—
Miscellaneous machine operators, n.e.c. ....	586	12.9	40.0	586	12.9	40.0	—	—	—
Welders and cutters .....	504	4.9	40.0	498	5.7	40.0	—	—	—
Assemblers .....	455	6.0	40.0	455	6.0	40.0	—	—	—
Production inspectors, checkers and examiners ...	448	9.2	40.0	448	9.2	40.0	—	—	—
<b>Transportation and material moving</b> .....	555	6.3	39.6	557	7.7	40.1	\$544	4.6	37.5
Truck drivers .....	530	13.1	40.1	530	13.4	40.1	—	—	—
Industrial truck and tractor equipment operators .....	529	7.1	40.0	529	7.1	40.0	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	428	3.6	39.9	427	3.7	39.9	—	—	—
Construction laborers .....	470	10.1	40.0	—	—	—	—	—	—
Stock handlers and baggers ...	408	6.1	39.7	408	6.1	39.7	—	—	—
Freight, stock, and material handlers, n.e.c. ....	516	8.6	40.0	516	8.6	40.0	—	—	—
Laborers, except construction, n.e.c. ....	373	6.3	39.9	368	6.5	39.9	—	—	—
<b>Service</b> .....	443	7.2	39.5	315	3.9	39.0	629	8.2	40.1
Protective service .....	705	12.1	41.5	—	—	—	822	7.8	42.0
Food service .....	283	7.7	37.7	268	9.5	38.3	329	5.3	35.5
Cooks .....	335	4.6	37.8	339	6.6	38.2	—	—	—
Kitchen workers, food preparation .....	372	3.6	38.2	377	4.2	40.0	—	—	—
Food preparation, n.e.c. ....	285	5.4	35.5	—	—	—	—	—	—
Health service .....	329	2.9	38.5	326	3.0	38.4	—	—	—
Health aides, except nursing ..	393	13.7	39.8	393	13.7	39.8	—	—	—
Nursing aides, orderlies and attendants .....	321	2.3	38.3	317	2.4	38.2	—	—	—
Cleaning and building service .....	405	4.3	39.8	367	4.3	39.8	463	6.9	39.8
Janitors and cleaners .....	412	4.7	39.8	369	5.2	39.8	463	6.9	39.8
Personal service .....	359	5.6	39.0	329	6.2	40.0	—	—	—
Service, n.e.c. ....	346	6.4	40.0	328	7.3	40.0	—	—	—

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

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

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

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
All .....	\$32,937	2.2	2,012	\$31,848	2.7	2,051	\$36,254	3.4	1,892
All excluding sales .....	33,167	2.2	2,007	32,086	2.7	2,048	36,254	3.4	1,892
<b>White collar</b> .....	36,891	2.6	1,999	36,309	3.2	2,051	38,331	4.0	1,869
White collar excluding sales .....	37,574	2.5	1,991	37,234	3.2	2,046	38,331	4.0	1,869
<b>Professional specialty and technical</b> .....	42,679	3.6	1,909	43,478	4.9	2,030	41,734	5.2	1,766
Professional specialty .....	45,338	3.3	1,871	48,930	3.4	2,027	41,822	5.9	1,719
Engineers, architects, and surveyors .....	57,055	4.3	2,069	57,354	4.4	2,068	-	-	-
Civil engineers .....	49,154	8.4	2,080	46,674	4.4	2,080	-	-	-
Mechanical engineers .....	48,078	4.9	2,080	48,078	4.9	2,080	-	-	-
Engineers, n.e.c. ....	64,494	5.6	2,080	64,494	5.6	2,080	-	-	-
Mathematical and computer scientists .....	49,528	3.1	2,064	49,542	3.1	2,063	-	-	-
Computer systems analysts and scientists .....	51,695	3.5	2,068	51,771	3.6	2,068	-	-	-
Operations and systems researchers and analysts .....	44,947	6.9	2,054	44,947	6.9	2,054	-	-	-
Natural scientists .....	50,935	11.1	2,080	59,720	14.2	2,080	-	-	-
Chemists, except biochemists .....	57,813	16.2	2,080	57,813	16.2	2,080	-	-	-
Health related .....	40,370	9.1	2,057	44,139	6.4	2,058	32,121	14.5	2,055
Registered nurses .....	40,764	3.9	2,026	39,828	5.2	2,030	43,194	5.3	2,014
Pharmacists .....	56,939	2.0	2,080	56,939	2.0	2,080	-	-	-
Teachers, college and university .....	47,189	5.2	1,539	47,189	5.2	1,539	-	-	-
Teachers, except college and university .....	40,340	4.4	1,497	-	-	-	40,870	4.6	1,496
Elementary school teachers .....	39,636	3.2	1,414	-	-	-	40,288	3.5	1,415
Secondary school teachers .....	43,371	2.0	1,457	-	-	-	43,800	1.9	1,464
Teachers, special education .....	39,093	3.5	1,476	-	-	-	39,093	3.5	1,476
Teachers, n.e.c. ....	43,645	5.0	1,521	-	-	-	44,317	3.4	1,491
Librarians, archivists, and curators .....	37,626	12.0	1,741	-	-	-	38,604	12.1	1,763
Librarians .....	37,626	12.0	1,741	-	-	-	38,604	12.1	1,763
Social scientists and urban planners .....	39,700	12.2	1,989	-	-	-	-	-	-
Social, recreation, and religious workers .....	47,429	21.6	2,066	-	-	-	52,779	18.6	2,061
Social workers .....	47,429	21.6	2,066	-	-	-	52,779	18.6	2,061
Lawyers and judges .....	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	43,814	6.2	2,015	43,814	6.2	2,015	-	-	-
Professional, n.e.c. ....	51,429	15.6	1,973	51,429	15.6	1,973	-	-	-
Technical .....	32,809	11.7	2,048	29,495	11.8	2,035	41,151	5.3	2,080
Licensed practical nurses .....	28,342	2.5	2,023	28,270	3.1	2,011	-	-	-
Technical and related, n.e.c. ..	40,390	6.0	2,077	33,615	8.1	2,070	-	-	-
<b>Executive, administrative, and managerial</b> .....	55,540	4.0	2,056	58,550	4.2	2,056	45,631	6.5	2,054
Executives, administrators, and managers .....	66,257	4.9	2,054	69,141	4.7	2,064	48,680	12.3	1,998
Administrators and officials, public administration .....	40,128	12.1	2,073	-	-	-	40,128	12.1	2,073
Financial managers .....	72,486	5.8	2,142	72,418	5.8	2,143	-	-	-
Managers, marketing, advertising, and public relations .....	74,721	8.7	2,051	74,721	8.7	2,051	-	-	-
Administrators, education and related fields .....	63,886	14.0	1,821	-	-	-	-	-	-
Managers, service organizations, n.e.c. ....	39,857	6.5	2,080	39,258	3.5	2,080	-	-	-

See footnotes at end of table.



Table 3-2. Mean annual earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>White collar</b> —Continued									
<b>Executive, administrative, and managerial</b> —Continued									
Executives, administrators, and managers —Continued									
Managers and administrators, n.e.c. ....	\$71,094	6.7	2,052	\$71,448	6.8	2,052	—	—	—
Management related .....	44,098	4.8	2,057	44,024	6.0	2,046	\$44,246	8.0	2,080
Accountants and auditors .....	42,703	5.3	2,077	45,618	4.3	2,075	—	—	—
Other financial officers .....	48,426	21.9	2,022	47,285	26.4	2,012	—	—	—
Personnel, training, and labor relations specialists .....	41,601	3.7	2,064	39,210	6.2	2,049	—	—	—
Purchasing agents and buyers, n.e.c. ....	46,190	10.0	2,076	46,681	10.0	2,080	—	—	—
Management related, n.e.c. ....	52,749	6.8	2,080	—	—	—	—	—	—
<b>Sales</b> .....	28,263	10.9	2,096	28,263	10.9	2,096	—	—	—
Supervisors, sales .....	26,445	9.7	2,167	26,445	9.7	2,167	—	—	—
Advertising and related sales	54,842	31.1	2,064	54,842	31.1	2,064	—	—	—
Sales representatives, mining, manufacturing, and wholesale .....	49,209	15.4	2,080	49,209	15.4	2,080	—	—	—
Cashiers .....	14,162	5.2	2,043	14,162	5.2	2,043	—	—	—
Sales support, n.e.c. ....	23,619	2.1	2,080	23,619	2.1	2,080	—	—	—
<b>Administrative support, including clerical</b> .....									
Supervisors, general office ....	24,791	2.3	2,038	24,018	2.5	2,052	27,729	4.2	1,987
Secretaries .....	28,917	5.1	2,099	29,740	6.6	2,107	—	—	—
Order clerks .....	27,543	4.2	1,977	27,002	3.8	2,036	28,965	6.1	1,823
Library clerks .....	30,395	12.1	2,080	30,395	12.1	2,080	—	—	—
Records clerks, n.e.c. ....	22,392	9.9	1,945	—	—	—	17,238	6.1	1,768
Bookkeepers, accounting and auditing clerks .....	25,426	7.1	1,995	26,113	7.6	2,042	—	—	—
Mail clerks, except postal service .....	24,738	5.8	2,043	22,638	3.8	2,033	—	—	—
Traffic, shipping and receiving clerks .....	16,785	8.1	1,979	16,785	8.1	1,979	—	—	—
Stock and inventory clerks .....	20,811	11.3	2,002	20,811	11.3	2,002	—	—	—
Insurance adjusters, examiners, and investigators .....	22,373	5.5	2,080	21,169	4.0	2,080	—	—	—
Bill and account collectors .....	27,299	7.1	2,022	27,299	7.1	2,022	—	—	—
General office clerks .....	23,704	5.4	2,080	23,775	5.6	2,080	—	—	—
Data entry keyers .....	21,491	5.5	2,067	20,544	6.2	2,063	24,278	1.7	2,080
Teachers' aides .....	19,497	4.9	2,060	19,209	5.5	2,058	—	—	—
Administrative support, n.e.c. ....	15,471	8.4	1,625	—	—	—	—	—	—
	24,561	9.1	2,065	24,880	10.1	2,067	—	—	—
<b>Blue collar</b> .....	27,327	2.5	2,049	27,188	2.7	2,057	28,977	3.0	1,947
<b>Precision production, craft, and repair</b> .....									
Industrial machinery repairers	32,682	2.4	2,069	32,755	2.7	2,067	32,238	3.5	2,080
Electronic repairers, communications and industrial equipment .....	34,866	5.9	2,080	34,866	5.9	2,080	—	—	—
Mechanics and repairers, n.e.c. ....	32,101	9.7	2,080	32,101	9.7	2,080	—	—	—
Supervisors, construction trades, n.e.c. ....	34,494	5.8	2,015	34,847	5.9	2,012	—	—	—
Carpenters .....	35,922	3.1	2,155	—	—	—	—	—	—
Construction trades, n.e.c. ....	28,119	6.8	2,080	—	—	—	—	—	—
	32,216	15.0	2,080	32,513	17.6	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings<sup>1</sup>, full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> —Continued									
<b>Precision production, craft, and repair</b> —Continued									
Supervisors, production .....	\$44,116	6.9	2,080	\$44,116	6.9	2,080	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	25,631	4.0	2,036	25,589	4.1	2,036	—	—	—
Punching and stamping press operators .....	23,250	6.5	1,819	23,250	6.5	1,819	—	—	—
Miscellaneous machine operators, n.e.c. ....	30,496	12.9	2,080	30,496	12.9	2,080	—	—	—
Welders and cutters .....	26,205	4.9	2,080	25,870	5.7	2,080	—	—	—
Assemblers .....	23,678	6.0	2,080	23,678	6.0	2,080	—	—	—
Production inspectors, checkers and examiners ...	23,271	9.2	2,080	23,271	9.2	2,080	—	—	—
<b>Transportation and material moving</b> .....	28,026	6.3	2,000	28,974	7.7	2,084	\$24,482	4.6	1,685
Truck drivers .....	27,570	13.1	2,087	27,535	13.4	2,087	—	—	—
Industrial truck and tractor equipment operators .....	27,489	7.1	2,080	27,489	7.1	2,080	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	22,282	3.6	2,073	22,221	3.7	2,073	—	—	—
Construction laborers .....	24,456	10.1	2,080	—	—	—	—	—	—
Stock handlers and baggers ...	21,191	6.1	2,066	21,191	6.1	2,066	—	—	—
Freight, stock, and material handlers, n.e.c. ....	26,835	8.6	2,080	26,835	8.6	2,080	—	—	—
Laborers, except construction, n.e.c. ....	19,390	6.3	2,076	19,151	6.5	2,076	—	—	—
<b>Service</b> .....	22,437	7.2	1,997	16,344	3.9	2,022	30,804	8.2	1,964
Protective service .....	36,643	12.1	2,156	—	—	—	42,729	7.8	2,186
Food service .....	13,944	7.7	1,855	13,925	9.5	1,990	13,991	5.3	1,514
Cooks .....	16,428	4.6	1,854	17,602	6.6	1,986	—	—	—
Kitchen workers, food preparation .....	17,439	3.6	1,789	19,613	4.2	2,080	—	—	—
Food preparation, n.e.c. ....	12,993	5.4	1,619	—	—	—	—	—	—
Health service .....	17,085	2.9	2,001	16,930	3.0	1,996	—	—	—
Health aides, except nursing ..	20,411	13.7	2,071	20,411	13.7	2,071	—	—	—
Nursing aides, orderlies and attendants .....	16,686	2.3	1,993	16,483	2.4	1,986	—	—	—
Cleaning and building service ....	21,073	4.3	2,069	19,100	4.3	2,069	24,062	6.9	2,069
Janitors and cleaners .....	21,407	4.7	2,069	19,191	5.2	2,069	24,062	6.9	2,069
Personal service .....	16,833	5.6	1,832	16,809	6.2	2,042	—	—	—
Service, n.e.c. ....	17,012	6.4	1,967	15,795	7.3	1,927	—	—	—

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

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

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

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$15.54	2.2	\$14.61	2.7	\$18.91	3.5
All excluding sales .....	15.81	2.3	14.89	2.8	18.91	3.5
<b>White collar</b> .....	17.73	2.6	16.85	3.3	20.30	4.0
1 .....	7.16	3.3	7.14	3.4	—	—
2 .....	7.95	4.2	7.81	4.2	10.76	4.9
3 .....	8.92	3.4	8.85	3.6	9.91	6.1
4 .....	11.33	3.8	11.23	4.3	12.09	3.1
5 .....	12.68	1.7	12.71	2.0	12.60	2.6
6 .....	14.52	2.1	14.77	2.4	14.03	3.9
7 .....	16.82	1.7	16.77	2.0	16.97	2.7
8 .....	19.04	2.9	19.46	2.8	17.25	8.2
9 .....	23.65	2.6	21.79	4.0	25.01	3.9
10 .....	24.58	4.3	24.08	4.2	—	—
11 .....	26.63	4.1	27.62	3.6	24.34	8.9
12 .....	35.66	4.5	36.83	5.0	—	—
13 .....	43.12	2.6	43.76	2.2	—	—
14 .....	50.84	4.9	50.84	4.9	—	—
Not able to be leveled .....	24.45	10.5	24.81	10.4	—	—
White collar excluding sales .....	18.43	2.6	17.70	3.3	20.30	4.0
1 .....	7.50	5.2	7.48	5.5	—	—
2 .....	8.08	4.9	7.92	4.9	10.76	4.9
3 .....	9.55	2.3	9.51	2.5	9.91	6.1
4 .....	11.66	4.0	11.60	4.6	12.09	3.1
5 .....	12.68	1.6	12.71	2.0	12.60	2.6
6 .....	14.59	2.2	14.92	2.6	14.03	3.9
7 .....	16.85	1.7	16.80	2.0	16.97	2.7
8 .....	19.22	3.1	19.76	2.8	17.25	8.2
9 .....	23.60	2.6	21.64	4.0	25.01	3.9
10 .....	25.09	3.8	24.58	3.6	—	—
11 .....	26.47	4.2	27.45	3.7	24.34	8.9
12 .....	34.43	2.6	35.17	2.7	—	—
13 .....	43.12	2.6	43.76	2.2	—	—
14 .....	50.84	4.9	50.84	4.9	—	—
Not able to be leveled .....	25.30	10.2	25.71	10.0	—	—
<b>Professional specialty and technical</b> .....	22.08	3.7	21.12	5.1	23.44	5.3
Professional specialty .....	24.05	3.2	23.94	3.2	24.17	6.0
5 .....	12.32	2.3	—	—	—	—
6 .....	13.29	5.8	15.32	4.6	—	—
7 .....	18.03	3.0	18.52	3.1	15.32	8.0
8 .....	20.17	3.9	20.30	4.6	19.51	4.8
9 .....	24.64	3.3	21.16	5.5	27.22	3.7
10 .....	27.18	3.2	26.49	2.1	—	—
11 .....	25.58	7.9	27.85	4.8	—	—
12 .....	34.42	3.2	35.89	2.4	—	—
Not able to be leveled .....	26.88	10.8	26.88	10.8	—	—
Engineers, architects, and surveyors .....	27.54	4.2	27.70	4.2	—	—
9 .....	23.83	5.4	23.83	5.4	—	—
11 .....	32.16	6.7	31.38	7.5	—	—
12 .....	34.51	2.7	34.51	2.7	—	—
Civil engineers .....	23.63	8.4	22.44	4.4	—	—
Mechanical engineers .....	23.11	4.9	23.11	4.9	—	—
Engineers, n.e.c. ....	31.01	5.6	31.01	5.6	—	—
Mathematical and computer scientists .....	24.00	2.9	24.01	2.9	—	—
Computer systems analysts and scientists .....	25.00	3.2	25.04	3.3	—	—
Operations and systems researchers and analysts .....	21.89	6.5	21.89	6.5	—	—
Natural scientists .....	24.49	11.1	28.71	14.2	—	—
Chemists, except biochemists .....	27.79	16.2	27.79	16.2	—	—
Health related .....	19.80	8.3	21.36	5.8	16.06	15.0
8 .....	20.10	8.9	20.20	9.1	—	—
9 .....	19.85	7.2	19.39	9.3	21.50	4.3
Registered nurses .....	20.26	4.1	19.93	5.1	21.44	5.2
8 .....	20.36	9.9	20.49	10.2	—	—
9 .....	19.65	4.4	19.14	6.2	—	—

See footnotes at end of table.

Table 4-1. Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar —Continued</b>						
<b>Professional specialty and technical —Continued</b>						
Professional specialty —Continued						
Health related —Continued						
Pharmacists .....	\$27.37	2.0	\$27.37	2.0	—	—
Teachers, college and university .....	29.63	8.2	29.63	8.2	—	—
Teachers, except college and university .....	26.53	4.7	—	—	\$26.97	5.0
9 .....	28.77	2.1	—	—	29.11	2.2
Elementary school teachers .....	27.94	3.3	—	—	28.42	3.6
9 .....	28.00	3.2	—	—	28.48	3.5
Secondary school teachers .....	29.74	2.1	—	—	29.92	2.2
9 .....	29.74	2.1	—	—	29.92	2.2
Teachers, special education .....	26.48	3.9	—	—	26.48	3.9
9 .....	27.35	4.0	—	—	27.35	4.0
Teachers, n.e.c. ....	26.60	8.9	—	—	27.75	8.1
9 .....	30.44	1.7	—	—	30.44	1.7
Librarians, archivists, and curators .....	21.50	12.5	—	—	21.77	12.8
9 .....	25.79	10.3	—	—	—	—
Librarians .....	21.50	12.5	—	—	21.77	12.8
9 .....	25.79	10.3	—	—	—	—
Social scientists and urban planners .....	22.24	13.4	20.93	15.1	—	—
Social, recreation, and religious workers .....	22.88	21.5	—	—	25.61	18.5
Social workers .....	22.94	21.5	—	—	25.61	18.5
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	21.30	4.4	21.30	4.4	—	—
Not able to be leveled .....	24.42	21.0	24.42	21.0	—	—
Professional, n.e.c. ....	26.07	12.9	26.07	12.9	—	—
Technical .....	15.68	11.7	14.25	11.6	19.48	6.5
4 .....	9.23	11.0	9.14	11.5	—	—
5 .....	13.31	4.3	13.52	4.2	—	—
6 .....	14.67	5.6	14.67	5.7	—	—
7 .....	16.76	3.3	17.26	2.8	—	—
8 .....	19.04	2.7	19.18	2.8	—	—
9 .....	21.90	6.1	27.84	17.2	—	—
Licensed practical nurses .....	13.98	1.8	14.07	2.0	—	—
Health technologists and technicians, n.e.c. ....	19.74	29.3	20.11	30.2	—	—
Engineering technicians, n.e.c. ....	14.14	15.7	—	—	—	—
Technical and related, n.e.c. ....	19.29	6.3	15.89	8.0	—	—
<b>Executive, administrative, and managerial .....</b>	<b>27.02</b>	<b>3.9</b>	<b>28.47</b>	<b>4.0</b>	<b>22.21</b>	<b>6.5</b>
6 .....	14.79	5.3	14.46	8.2	—	—
7 .....	16.27	3.1	16.25	3.2	—	—
8 .....	19.08	3.0	19.12	3.1	—	—
9 .....	21.31	2.7	21.82	2.9	20.70	4.2
10 .....	22.94	7.0	22.94	7.0	—	—
11 .....	27.12	3.9	27.28	4.8	26.67	6.7
12 .....	34.44	4.5	34.45	5.0	—	—
13 .....	44.01	2.3	44.02	2.3	—	—
14 .....	52.14	4.6	52.14	4.6	—	—
Executives, administrators, and managers .....	32.25	4.9	33.51	4.8	24.37	12.4
8 .....	21.67	2.5	—	—	—	—
9 .....	21.26	5.1	21.96	4.5	—	—
11 .....	29.01	6.2	30.05	6.2	26.14	13.8
12 .....	34.60	4.8	34.63	5.3	—	—
13 .....	44.27	2.6	44.28	2.6	—	—
14 .....	52.14	4.6	52.14	4.6	—	—
Administrators and officials, public administration .....	19.35	12.2	—	—	19.35	12.2
Financial managers .....	33.84	6.5	33.80	6.6	—	—
Managers, marketing, advertising, and public relations .....	36.44	8.5	36.44	8.5	—	—
Administrators, education and related fields .....	35.09	14.3	—	—	—	—
Managers, service organizations, n.e.c. ....	19.16	6.5	18.87	3.5	—	—
Managers and administrators, n.e.c. ....	34.64	6.8	34.82	6.8	—	—

See footnotes at end of table.

Table 4-1. Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar —Continued</b>						
<b>Executive, administrative, and managerial —Continued</b>						
Executives, administrators, and managers —Continued						
Managers and administrators, n.e.c. —Continued						
9 .....	\$24.11	7.7	\$24.11	7.7	—	—
11 .....	29.36	6.3	29.73	6.7	—	—
12 .....	31.85	6.9	31.85	6.9	—	—
13 .....	44.88	3.0	44.88	3.0	—	—
14 .....	54.12	3.6	54.12	3.6	—	—
Management related .....	21.43	4.7	21.51	5.8	\$21.28	8.0
6 .....	14.55	5.8	14.46	8.2	—	—
7 .....	16.83	2.5	16.83	2.5	—	—
8 .....	18.27	3.0	—	—	—	—
9 .....	21.34	3.1	21.64	3.3	21.17	4.2
11 .....	25.29	3.0	24.58	2.5	—	—
Accountants and auditors .....	20.56	5.3	21.98	4.2	—	—
9 .....	20.70	5.3	22.12	7.4	—	—
Other financial officers .....	23.95	20.8	23.50	25.1	—	—
Personnel, training, and labor relations specialists .....	20.15	3.5	19.14	6.1	—	—
9 .....	20.93	1.8	—	—	—	—
Purchasing agents and buyers, n.e.c. ....	22.25	10.3	22.45	10.4	—	—
Management related, n.e.c. ....	25.36	6.8	—	—	—	—
<b>Sales .....</b>	<b>11.45</b>	<b>9.4</b>	<b>11.45</b>	<b>9.4</b>	—	—
1 .....	6.74	3.5	6.74	3.5	—	—
2 .....	7.13	2.4	7.13	2.4	—	—
3 .....	7.15	5.5	7.15	5.5	—	—
4 .....	9.06	8.9	9.06	8.9	—	—
5 .....	12.70	9.0	12.70	9.0	—	—
7 .....	16.53	7.9	16.53	7.9	—	—
8 .....	17.65	7.2	17.65	7.2	—	—
Supervisors, sales .....	12.20	8.2	12.20	8.2	—	—
Advertising and related sales .....	26.21	30.9	26.21	30.9	—	—
Sales representatives, mining, manufacturing, and wholesale .....	23.66	15.4	23.66	15.4	—	—
Sales workers, apparel .....	7.35	2.4	7.35	2.4	—	—
Sales workers, other commodities .....	7.75	9.5	7.75	9.5	—	—
Cashiers .....	6.72	2.9	6.72	2.9	—	—
1 .....	6.61	3.8	6.61	3.8	—	—
3 .....	6.73	4.5	6.73	4.5	—	—
Sales support, n.e.c. ....	11.36	2.1	11.36	2.1	—	—
<b>Administrative support, including clerical .....</b>	<b>11.89</b>	<b>2.4</b>	<b>11.41</b>	<b>2.6</b>	<b>13.86</b>	<b>4.0</b>
1 .....	7.50	5.2	7.48	5.5	—	—
2 .....	8.30	4.9	8.14	5.0	10.76	4.9
3 .....	9.59	2.3	9.51	2.5	10.48	5.4
4 .....	11.96	3.6	11.92	4.1	12.18	3.3
5 .....	12.64	2.0	12.54	2.3	12.93	3.8
6 .....	14.81	2.6	15.05	3.2	—	—
7 .....	16.57	2.8	15.92	3.6	17.52	1.7
Supervisors, general office .....	13.78	4.5	14.12	5.7	—	—
Secretaries .....	13.89	3.9	13.26	3.9	15.40	6.1
4 .....	11.56	5.0	11.48	5.4	—	—
5 .....	13.24	3.1	12.87	4.1	—	—
7 .....	17.32	2.5	16.91	6.0	—	—
Typists .....	12.28	2.9	—	—	—	—
Receptionists .....	8.35	4.7	8.35	4.7	—	—
3 .....	8.35	4.7	8.35	4.7	—	—
Information clerks, n.e.c. ....	8.68	5.7	8.68	5.7	—	—
Order clerks .....	10.68	16.7	10.68	16.7	—	—
Library clerks .....	10.58	10.1	—	—	8.88	4.9
Records clerks, n.e.c. ....	12.75	7.3	12.79	7.8	—	—

See footnotes at end of table.

Table 4-1. Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar —Continued</b>						
<b>Administrative support, including clerical —Continued</b>						
Bookkeepers, accounting and auditing clerks .....	\$12.08	5.5	\$11.11	3.8	\$14.36	6.7
3 .....	10.39	3.7	—	—	—	—
4 .....	10.60	2.5	10.61	2.5	—	—
5 .....	13.20	5.4	13.32	5.2	—	—
Traffic, shipping and receiving clerks .....	10.28	10.9	10.28	10.9	—	—
Stock and inventory clerks .....	10.21	7.0	9.58	7.0	—	—
Insurance adjusters, examiners, and investigators .....	13.50	6.8	13.50	6.8	—	—
Bill and account collectors .....	11.30	4.8	11.33	5.0	—	—
General office clerks .....	10.36	5.0	9.96	5.6	11.67	1.7
2 .....	8.34	6.8	8.34	6.8	—	—
3 .....	9.51	5.8	9.52	5.9	—	—
4 .....	11.77	1.5	—	—	—	—
5 .....	12.86	4.6	13.12	4.9	—	—
Data entry keyers .....	9.45	4.6	9.32	5.1	—	—
3 .....	9.56	4.2	9.36	5.0	—	—
Teachers' aides .....	9.31	4.4	—	—	—	—
Administrative support, n.e.c. ....	11.85	8.7	11.99	9.6	—	—
5 .....	12.20	4.7	12.72	4.5	—	—
<b>Blue collar</b> .....	13.05	2.4	12.93	2.6	14.56	2.3
1 .....	8.15	3.3	8.18	3.3	—	—
2 .....	11.16	5.2	11.09	5.4	—	—
3 .....	10.85	3.7	10.83	3.8	—	—
4 .....	12.85	2.4	12.70	2.5	14.99	2.3
5 .....	14.96	5.2	15.08	5.5	13.71	2.4
6 .....	14.71	3.9	14.54	4.1	—	—
7 .....	17.15	2.7	17.80	2.5	14.80	3.0
<b>Precision production, craft, and repair</b> .....	15.83	2.3	15.88	2.7	15.50	3.5
3 .....	12.34	8.1	12.34	8.1	—	—
4 .....	13.93	8.4	14.02	8.7	—	—
5 .....	15.80	3.3	16.16	3.9	14.11	3.9
6 .....	15.22	5.6	14.96	6.1	—	—
7 .....	17.54	3.1	18.08	3.0	—	—
Industrial machinery repairers .....	16.76	5.9	16.76	5.9	—	—
7 .....	16.21	5.0	16.21	5.0	—	—
Electronic repairers, communications and industrial equipment .....	15.43	9.7	15.43	9.7	—	—
Mechanics and repairers, n.e.c. ....	17.12	5.8	17.32	5.9	—	—
7 .....	18.78	6.5	18.78	6.5	—	—
Supervisors, construction trades, n.e.c. ....	16.67	3.6	—	—	—	—
Carpenters .....	14.30	7.2	14.22	7.5	—	—
Construction trades, n.e.c. ....	15.49	15.0	15.63	17.6	—	—
Supervisors, production .....	21.16	6.3	21.16	6.3	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	12.55	4.0	12.53	4.1	—	—
3 .....	10.80	4.3	10.80	4.3	—	—
4 .....	12.13	3.7	12.13	3.7	—	—
5 .....	14.25	8.7	14.25	8.7	—	—
6 .....	13.27	5.5	13.27	5.5	—	—
7 .....	14.60	5.5	15.33	5.9	—	—
Punching and stamping press operators .....	12.78	6.5	12.78	6.5	—	—
Miscellaneous machine operators, n.e.c. ....	14.66	12.9	14.66	12.9	—	—
5 .....	17.91	10.0	17.91	10.0	—	—
Welders and cutters .....	12.60	4.9	12.44	5.7	—	—
Assemblers .....	11.33	5.9	11.33	5.9	—	—
4 .....	10.92	3.7	10.92	3.7	—	—
Production inspectors, checkers and examiners ..	11.19	9.2	11.19	9.2	—	—
5 .....	10.65	11.5	10.65	11.5	—	—
<b>Transportation and material moving</b> .....	13.79	6.3	13.64	7.8	14.43	2.2

See footnotes at end of table.

Table 4-1. Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Blue collar —Continued</b>						
<b>Transportation and material moving —Continued</b>						
2 .....	\$10.14	6.7	—	—	—	—
3 .....	10.95	8.6	\$10.46	10.3	—	—
4 .....	13.71	5.5	13.15	7.0	—	—
5 .....	16.60	12.8	17.35	13.7	—	—
Truck drivers .....	13.21	13.2	13.19	13.5	—	—
Bus drivers .....	14.83	2.1	—	—	\$14.83	2.1
Industrial truck and tractor equipment operators ..	13.22	7.1	13.22	7.1	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b>						
1 .....	10.13	3.2	10.14	3.3	9.95	16.5
2 .....	8.29	4.2	8.34	4.3	—	—
3 .....	10.12	7.0	10.06	7.1	—	—
4 .....	10.37	6.0	10.37	6.0	—	—
4 .....	12.91	3.9	12.94	4.0	—	—
Construction laborers .....	11.76	10.1	—	—	—	—
Production helpers .....	11.66	5.6	11.66	5.6	—	—
Stock handlers and baggers .....	9.46	5.1	9.46	5.1	—	—
1 .....	7.27	4.9	7.27	4.9	—	—
2 .....	9.42	9.0	9.42	9.0	—	—
3 .....	9.58	8.9	9.58	8.9	—	—
4 .....	13.70	4.5	13.70	4.5	—	—
Freight, stock, and material handlers, n.e.c. ....	11.68	7.4	11.68	7.4	—	—
Laborers, except construction, n.e.c. ....	9.00	6.0	8.89	6.2	—	—
1 .....	9.08	7.8	9.08	7.8	—	—
<b>Service</b>						
.....	9.67	7.1	7.07	4.3	15.41	7.7
1 .....	6.62	8.2	6.27	7.6	11.25	7.4
2 .....	7.32	7.7	6.92	8.4	10.08	3.7
3 .....	7.58	7.5	6.79	9.6	9.63	4.6
4 .....	9.52	7.7	8.98	6.5	—	—
5 .....	10.13	12.8	—	—	—	—
7 .....	15.80	7.8	—	—	—	—
Protective service .....	15.37	12.8	7.41	4.2	19.45	7.6
Guards and police, except public service .....	7.43	4.3	7.43	4.3	—	—
Food service .....	6.05	6.6	5.60	6.5	9.23	3.6
1 .....	5.05	11.7	4.93	11.5	—	—
2 .....	5.37	16.2	5.11	17.5	—	—
3 .....	6.03	16.1	4.81	17.3	—	—
4 .....	9.61	3.3	—	—	—	—
Bartenders .....	5.41	4.9	5.41	4.9	—	—
Waiters and waitresses .....	2.62	15.0	2.62	15.0	—	—
2 .....	2.36	7.7	2.36	7.7	—	—
Cooks .....	8.63	2.7	8.55	3.6	8.87	2.4
2 .....	8.53	3.4	—	—	—	—
Kitchen workers, food preparation .....	8.91	5.2	8.57	5.5	—	—
Waiters'/Waitresses' assistants .....	5.39	19.5	5.39	19.5	—	—
1 .....	5.39	19.5	5.39	19.5	—	—
Food preparation, n.e.c. ....	7.46	4.5	6.93	1.6	—	—
1 .....	6.95	1.8	6.95	1.8	—	—
Health service .....	8.50	2.6	8.45	2.7	9.22	3.0
1 .....	7.87	1.6	7.87	1.6	—	—
2 .....	8.75	3.1	8.61	2.9	—	—
3 .....	8.55	5.0	8.49	5.7	—	—
Health aides, except nursing .....	9.84	13.6	9.84	13.6	—	—
Nursing aides, orderlies and attendants .....	8.36	2.3	8.30	2.5	9.22	3.0
1 .....	7.91	1.6	7.91	1.6	—	—
2 .....	8.73	4.3	—	—	—	—
3 .....	8.57	5.1	8.51	5.8	—	—
Cleaning and building service .....	9.74	4.6	8.73	4.7	11.63	6.8
1 .....	8.66	9.1	7.50	4.8	—	—
2 .....	8.53	5.8	8.53	5.8	—	—
3 .....	10.60	6.4	10.25	14.5	10.72	7.4

See footnotes at end of table.

Table 4-1. Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service</b> —Continued						
Cleaning and building service—Continued						
Janitors and cleaners .....	\$9.83	5.0	\$8.67	5.4	\$11.63	6.8
1 .....	8.96	10.3	7.60	6.0	—	—
2 .....	8.53	5.8	8.53	5.8	—	—
3 .....	10.80	7.5	—	—	10.72	7.4
Personal service .....	8.48	6.2	7.64	7.5	10.34	7.6
1 .....	6.03	8.7	5.92	9.3	—	—
3 .....	7.77	7.9	7.98	7.8	—	—
Service, n.e.c. ....	7.28	9.1	6.83	9.4	—	—
1 .....	6.07	9.1	5.97	9.8	—	—

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

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

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

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

of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.



Table 4-2. Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$16.37	2.2	\$15.53	2.7	\$19.16	3.5
All excluding sales .....	16.52	2.2	15.67	2.7	19.16	3.5
<b>White collar</b> .....	18.46	2.6	17.70	3.2	20.50	4.0
1 .....	7.96	4.9	7.93	5.1	—	—
2 .....	8.27	3.8	8.12	3.8	10.95	4.6
3 .....	9.08	3.9	8.98	4.2	10.46	5.4
4 .....	11.50	3.7	11.42	4.1	12.09	3.2
5 .....	12.69	1.8	12.73	2.1	12.59	3.1
6 .....	14.55	2.1	14.81	2.4	14.02	3.9
7 .....	16.84	1.7	16.80	2.0	16.98	2.7
8 .....	18.79	2.6	19.19	2.3	17.25	8.2
9 .....	23.71	2.6	21.89	4.1	25.03	3.9
10 .....	24.58	4.3	24.08	4.2	—	—
11 .....	26.56	4.2	27.56	3.7	24.34	8.9
12 .....	35.66	4.5	36.83	5.0	—	—
13 .....	43.12	2.6	43.76	2.2	—	—
14 .....	50.84	4.9	50.84	4.9	—	—
Not able to be leveled .....	25.42	10.1	25.83	10.1	—	—
White collar excluding sales .....	18.87	2.5	18.20	3.2	20.50	4.0
1 .....	8.17	6.6	8.15	7.0	—	—
2 .....	8.36	4.1	8.19	4.1	10.95	4.6
3 .....	9.55	2.7	9.46	3.0	10.46	5.4
4 .....	11.65	4.0	11.58	4.6	12.09	3.2
5 .....	12.69	1.7	12.73	2.1	12.59	3.1
6 .....	14.62	2.2	14.96	2.6	14.02	3.9
7 .....	16.88	1.7	16.84	2.0	16.98	2.7
8 .....	18.95	2.8	19.46	2.1	17.25	8.2
9 .....	23.66	2.6	21.73	4.1	25.03	3.9
10 .....	25.09	3.8	24.58	3.6	—	—
11 .....	26.40	4.3	27.37	3.8	24.34	8.9
12 .....	34.43	2.6	35.17	2.7	—	—
13 .....	43.12	2.6	43.76	2.2	—	—
14 .....	50.84	4.9	50.84	4.9	—	—
Not able to be leveled .....	26.41	9.7	26.89	9.6	—	—
<b>Professional specialty and technical</b> .....	22.36	3.6	21.42	4.9	23.63	5.4
Professional specialty .....	24.23	3.3	24.13	3.4	24.33	6.0
5 .....	12.34	2.4	—	—	—	—
6 .....	13.37	6.4	15.86	5.3	—	—
7 .....	18.14	3.0	18.64	3.1	15.36	8.1
8 .....	19.76	3.0	19.82	3.5	19.51	4.8
9 .....	24.76	3.3	21.29	5.6	27.28	3.7
10 .....	27.18	3.2	26.49	2.1	—	—
11 .....	25.36	8.1	27.67	5.2	—	—
12 .....	34.42	3.2	35.89	2.4	—	—
Not able to be leveled .....	27.59	10.6	27.59	10.6	—	—
Engineers, architects, and surveyors .....	27.58	4.2	27.73	4.2	—	—
9 .....	23.83	5.4	23.83	5.4	—	—
11 .....	32.16	6.7	31.38	7.5	—	—
12 .....	34.51	2.7	34.51	2.7	—	—
Civil engineers .....	23.63	8.4	22.44	4.4	—	—
Mechanical engineers .....	23.11	4.9	23.11	4.9	—	—
Engineers, n.e.c. ....	31.01	5.6	31.01	5.6	—	—
Mathematical and computer scientists .....	24.00	2.9	24.01	2.9	—	—
Computer systems analysts and scientists .....	25.00	3.2	25.04	3.3	—	—
Operations and systems researchers and analysts .....	21.89	6.5	21.89	6.5	—	—
Natural scientists .....	24.49	11.1	28.71	14.2	—	—
Chemists, except biochemists .....	27.79	16.2	27.79	16.2	—	—
Health related .....	19.63	9.1	21.45	6.3	15.63	14.7
8 .....	18.50	2.2	18.58	2.3	—	—
9 .....	19.92	7.9	19.63	10.0	—	—
Registered nurses .....	20.12	3.4	19.62	4.6	21.44	5.2
9 .....	19.96	4.4	19.50	6.4	—	—
Pharmacists .....	27.37	2.0	27.37	2.0	—	—

See footnotes at end of table.

Table 4-2. Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar —Continued</b>						
<b>Professional specialty and technical —Continued</b>						
Professional specialty —Continued						
Teachers, college and university .....	\$30.65	7.8	\$30.65	7.8	—	—
Teachers, except college and university .....	26.95	4.7	—	—	\$27.31	4.9
9 .....	28.80	2.1	—	—	29.12	2.2
Elementary school teachers .....	28.02	3.2	—	—	28.48	3.5
9 .....	28.02	3.2	—	—	28.48	3.5
Secondary school teachers .....	29.76	2.1	—	—	29.92	2.2
9 .....	29.76	2.1	—	—	29.92	2.2
Teachers, special education .....	26.48	3.9	—	—	26.48	3.9
9 .....	27.35	4.0	—	—	27.35	4.0
Teachers, n.e.c. ....	28.70	5.2	—	—	29.72	3.3
9 .....	21.61	12.5	—	—	21.89	12.8
Librarians, archivists, and curators .....	25.79	10.3	—	—	—	—
9 .....	21.61	12.5	—	—	21.89	12.8
9 .....	25.79	10.3	—	—	—	—
Social scientists and urban planners .....	19.96	13.5	—	—	—	—
Social, recreation, and religious workers .....	22.96	21.5	—	—	25.61	18.5
Social workers .....	22.96	21.5	—	—	25.61	18.5
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	21.75	5.3	21.75	5.3	—	—
Not able to be leveled .....	25.70	21.6	25.70	21.6	—	—
Professional, n.e.c. ....	26.07	12.9	26.07	12.9	—	—
Technical .....	16.02	11.7	14.49	11.9	19.78	5.3
4 .....	9.16	11.3	—	—	—	—
5 .....	13.39	5.2	13.39	5.2	—	—
6 .....	14.74	5.9	14.74	5.9	—	—
7 .....	16.85	3.5	17.42	3.0	—	—
8 .....	19.04	2.7	19.18	2.8	—	—
9 .....	21.90	6.1	27.84	17.2	—	—
Licensed practical nurses .....	14.01	2.1	14.06	2.5	—	—
Technical and related, n.e.c. ....	19.44	5.9	16.24	8.1	—	—
<b>Executive, administrative, and managerial .....</b>	<b>27.02</b>	<b>3.9</b>	<b>28.47</b>	<b>4.0</b>	<b>22.21</b>	<b>6.5</b>
6 .....	14.79	5.3	14.46	8.2	—	—
7 .....	16.27	3.1	16.25	3.2	—	—
8 .....	19.08	3.0	19.12	3.1	—	—
9 .....	21.31	2.7	21.82	2.9	20.70	4.2
10 .....	22.94	7.0	22.94	7.0	—	—
11 .....	27.12	3.9	27.28	4.8	26.67	6.7
12 .....	34.44	4.5	34.45	5.0	—	—
13 .....	44.01	2.3	44.02	2.3	—	—
14 .....	52.14	4.6	52.14	4.6	—	—
Executives, administrators, and managers .....	32.25	4.9	33.51	4.8	24.37	12.4
8 .....	21.67	2.5	—	—	—	—
9 .....	21.26	5.1	21.96	4.5	—	—
11 .....	29.01	6.2	30.05	6.2	26.14	13.8
12 .....	34.60	4.8	34.63	5.3	—	—
13 .....	44.27	2.6	44.28	2.6	—	—
14 .....	52.14	4.6	52.14	4.6	—	—
Administrators and officials, public administration financial managers .....	19.35	12.2	—	—	19.35	12.2
Managers, marketing, advertising, and public relations .....	33.84	6.5	33.80	6.6	—	—
Administrators, education and related fields .....	36.44	8.5	36.44	8.5	—	—
Managers, service organizations, n.e.c. ....	35.09	14.3	—	—	—	—
Managers and administrators, n.e.c. ....	19.16	6.5	18.87	3.5	—	—
9 .....	34.64	6.8	34.82	6.8	—	—
11 .....	24.11	7.7	24.11	7.7	—	—
12 .....	29.36	6.3	29.73	6.7	—	—
13 .....	31.85	6.9	31.85	6.9	—	—
14 .....	44.88	3.0	44.88	3.0	—	—
14 .....	54.12	3.6	54.12	3.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar</b> —Continued						
<b>Executive, administrative, and managerial</b> —Continued						
Management related .....	\$21.43	4.7	\$21.51	5.8	\$21.28	8.0
6 .....	14.55	5.8	14.46	8.2	—	—
7 .....	16.83	2.5	16.83	2.5	—	—
8 .....	18.27	3.0	—	—	—	—
9 .....	21.34	3.1	21.64	3.3	21.17	4.2
11 .....	25.29	3.0	24.58	2.5	—	—
Accountants and auditors .....	20.56	5.3	21.98	4.2	—	—
9 .....	20.70	5.3	22.12	7.4	—	—
Other financial officers .....	23.95	20.8	23.50	25.1	—	—
Personnel, training, and labor relations specialists .....	20.15	3.5	19.14	6.1	—	—
9 .....	20.93	1.8	—	—	—	—
Purchasing agents and buyers, n.e.c. ....	22.25	10.3	22.45	10.4	—	—
Management related, n.e.c. ....	25.36	6.8	—	—	—	—
<b>Sales</b> .....	13.49	10.8	13.49	10.8	—	—
1 .....	7.43	5.5	7.43	5.5	—	—
3 .....	7.23	8.1	7.23	8.1	—	—
4 .....	10.14	3.9	10.14	3.9	—	—
5 .....	12.78	9.2	12.78	9.2	—	—
7 .....	16.53	7.9	16.53	7.9	—	—
8 .....	17.65	7.2	17.65	7.2	—	—
Supervisors, sales .....	12.20	8.2	12.20	8.2	—	—
Advertising and related sales .....	26.57	31.0	26.57	31.0	—	—
Sales representatives, mining, manufacturing, and wholesale .....	23.66	15.4	23.66	15.4	—	—
Cashiers .....	6.93	5.2	6.93	5.2	—	—
Sales support, n.e.c. ....	11.36	2.1	11.36	2.1	—	—
<b>Administrative support, including clerical</b> .....	12.16	2.3	11.71	2.5	13.95	4.1
1 .....	8.17	6.6	8.15	7.0	—	—
2 .....	8.61	3.5	8.44	3.5	10.95	4.6
3 .....	9.55	2.8	9.45	3.0	10.51	5.5
4 .....	11.94	3.5	11.90	4.1	12.18	3.4
5 .....	12.66	2.1	12.60	2.3	12.87	4.5
6 .....	14.81	2.6	15.05	3.2	—	—
7 .....	16.57	2.8	15.92	3.6	17.52	1.7
Supervisors, general office .....	13.78	4.5	14.12	5.7	—	—
Secretaries .....	13.93	4.1	13.26	3.9	15.89	5.7
4 .....	11.53	5.1	11.48	5.4	—	—
5 .....	13.24	3.8	12.87	4.1	—	—
7 .....	17.32	2.5	16.91	6.0	—	—
Order clerks .....	14.61	12.1	14.61	12.1	—	—
Library clerks .....	11.51	7.8	—	—	9.75	4.6
Records clerks, n.e.c. ....	12.75	7.3	12.79	7.8	—	—
Bookkeepers, accounting and auditing clerks .....	12.11	5.5	11.14	3.8	—	—
3 .....	10.39	3.7	—	—	—	—
4 .....	10.61	2.5	10.61	2.5	—	—
5 .....	13.20	5.4	13.32	5.2	—	—
Mail clerks, except postal service .....	8.48	7.1	8.48	7.1	—	—
Traffic, shipping and receiving clerks .....	10.39	11.3	10.39	11.3	—	—
Stock and inventory clerks .....	10.76	5.5	10.18	4.0	—	—
Insurance adjusters, examiners, and investigators .....	13.50	6.8	13.50	6.8	—	—
Bill and account collectors .....	11.40	5.4	11.43	5.6	—	—
General office clerks .....	10.40	5.4	9.96	6.2	11.67	1.7
2 .....	8.10	6.2	8.10	6.2	—	—
3 .....	9.40	6.7	9.42	6.8	—	—
4 .....	11.77	1.5	—	—	—	—
5 .....	12.88	4.8	—	—	—	—
Data entry keyers .....	9.46	4.6	9.33	5.2	—	—
3 .....	9.58	4.2	9.38	5.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar</b> —Continued						
<b>Administrative support, including clerical</b> —Continued						
Teachers' aides .....	\$9.52	3.4	—	—	—	—
Administrative support, n.e.c. ....	11.89	9.1	\$12.04	10.1	—	—
5 .....	12.20	4.7	12.72	4.5	—	—
<b>Blue collar</b> .....	13.34	2.5	13.22	2.7	\$14.88	2.6
1 .....	8.85	3.8	8.85	3.8	—	—
2 .....	11.42	5.2	11.36	5.4	—	—
3 .....	10.86	3.8	10.84	3.8	—	—
4 .....	12.83	2.4	12.68	2.6	14.98	2.4
5 .....	14.96	5.2	15.08	5.5	13.67	2.4
6 .....	14.62	4.0	14.44	4.2	—	—
7 .....	17.14	2.7	17.78	2.6	14.80	3.0
<b>Precision production, craft, and repair</b> .....	15.80	2.3	15.85	2.7	15.50	3.5
3 .....	12.34	8.1	12.34	8.1	—	—
4 .....	13.93	8.4	14.02	8.7	—	—
5 .....	15.80	3.3	16.16	3.9	14.11	3.9
6 .....	15.06	5.7	14.77	6.2	—	—
7 .....	17.52	3.1	18.06	3.0	—	—
Industrial machinery repairers .....	16.76	5.9	16.76	5.9	—	—
7 .....	16.21	5.0	16.21	5.0	—	—
Electronic repairers, communications and industrial equipment .....	15.43	9.7	15.43	9.7	—	—
Mechanics and repairers, n.e.c. ....	17.12	5.8	17.32	5.9	—	—
7 .....	18.78	6.5	18.78	6.5	—	—
Supervisors, construction trades, n.e.c. ....	16.67	3.6	—	—	—	—
Carpenters .....	13.52	6.8	—	—	—	—
Construction trades, n.e.c. ....	15.49	15.0	15.63	17.6	—	—
Supervisors, production .....	21.21	6.9	21.21	6.9	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	12.59	4.0	12.57	4.1	—	—
3 .....	10.80	4.3	10.80	4.3	—	—
4 .....	12.13	3.7	12.13	3.7	—	—
5 .....	14.25	8.7	14.25	8.7	—	—
6 .....	13.27	5.5	13.27	5.5	—	—
7 .....	14.60	5.5	15.33	5.9	—	—
Punching and stamping press operators .....	12.78	6.5	12.78	6.5	—	—
Miscellaneous machine operators, n.e.c. ....	14.66	12.9	14.66	12.9	—	—
5 .....	17.91	10.0	17.91	10.0	—	—
Welders and cutters .....	12.60	4.9	12.44	5.7	—	—
Assemblers .....	11.38	6.0	11.38	6.0	—	—
4 .....	10.92	3.7	10.92	3.7	—	—
Production inspectors, checkers and examiners ..	11.19	9.2	11.19	9.2	—	—
5 .....	10.65	11.5	10.65	11.5	—	—
<b>Transportation and material moving</b> .....	14.01	6.3	13.90	7.7	14.53	2.5
2 .....	10.14	6.7	—	—	—	—
3 .....	10.76	9.5	10.46	10.3	—	—
4 .....	13.69	5.9	13.12	7.5	—	—
5 .....	16.63	12.9	17.35	13.7	—	—
Truck drivers .....	13.21	13.2	13.19	13.5	—	—
Industrial truck and tractor equipment operators ..	13.22	7.1	13.22	7.1	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	10.75	3.7	10.72	3.7	—	—
1 .....	9.09	4.9	9.09	4.9	—	—
2 .....	10.52	7.9	10.46	8.0	—	—
3 .....	10.39	6.3	10.39	6.3	—	—
4 .....	12.91	3.9	12.94	4.0	—	—
Construction laborers .....	11.76	10.1	—	—	—	—
Stock handlers and baggers .....	10.26	6.3	10.26	6.3	—	—
1 .....	8.12	7.8	8.12	7.8	—	—
3 .....	9.64	9.4	9.64	9.4	—	—

See footnotes at end of table.

Table 4-2. Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Handlers, equipment cleaners, helpers, and laborers</b>						
—Continued						
Stock handlers and baggers —Continued						
4 .....	\$13.70	4.5	\$13.70	4.5	—	—
Freight, stock, and material handlers, n.e.c. ....	12.90	8.6	12.90	8.6	—	—
Laborers, except construction, n.e.c. ....	9.34	6.3	9.23	6.5	—	—
1 .....	9.71	7.6	9.71	7.6	—	—
<b>Service</b> .....	11.23	6.9	8.08	3.5	\$15.68	7.6
1 .....	8.20	4.6	7.72	2.4	11.80	4.8
2 .....	7.90	7.4	7.45	8.2	10.27	3.3
3 .....	8.69	6.5	7.80	10.7	9.89	4.5
4 .....	9.67	7.1	9.14	5.9	—	—
5 .....	10.13	12.8	—	—	—	—
7 .....	15.80	7.8	—	—	—	—
Protective service .....	17.00	11.5	—	—	19.54	7.6
Food service .....	7.52	7.1	7.00	8.2	9.24	3.7
1 .....	7.47	6.2	7.25	6.5	—	—
2 .....	5.47	27.0	—	—	—	—
3 .....	7.26	14.8	—	—	—	—
4 .....	9.61	3.3	—	—	—	—
Cooks .....	8.86	3.0	8.86	4.3	—	—
Kitchen workers, food preparation .....	9.75	4.1	9.43	4.2	—	—
Food preparation, n.e.c. ....	8.03	5.7	—	—	—	—
Health service .....	8.54	2.7	8.48	2.9	—	—
1 .....	7.90	1.6	7.90	1.6	—	—
2 .....	8.62	3.6	—	—	—	—
3 .....	8.71	4.5	8.62	5.4	—	—
Health aides, except nursing .....	9.85	13.7	9.85	13.7	—	—
Nursing aides, orderlies and attendants .....	8.37	2.2	8.30	2.3	—	—
1 .....	7.94	1.6	7.94	1.6	—	—
3 .....	8.75	4.5	—	—	—	—
Cleaning and building service .....	10.19	4.3	9.23	4.3	11.63	6.8
1 .....	9.29	9.5	7.90	5.1	—	—
2 .....	8.89	4.3	8.89	4.3	—	—
3 .....	10.74	6.7	10.82	15.0	10.72	7.4
Janitors and cleaners .....	10.35	4.7	9.28	5.2	11.63	6.8
1 .....	9.85	10.5	8.19	6.7	—	—
2 .....	8.89	4.3	8.89	4.3	—	—
3 .....	10.98	7.9	—	—	10.72	7.4
Personal service .....	9.19	6.0	8.23	6.2	—	—
Service, n.e.c. ....	8.65	6.4	8.20	7.3	—	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. Selected occupations<sup>1</sup> and levels,<sup>2</sup> part-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$8.09	5.4	\$7.85	5.6	\$11.36	10.2
All excluding sales .....	8.40	6.5	8.12	6.9	11.36	10.2
<b>White collar</b> .....	9.71	6.5	9.42	6.9	12.92	10.2
1 .....	6.46	2.4	6.45	2.5	—	—
2 .....	6.85	7.4	6.82	7.5	—	—
3 .....	8.44	4.0	8.49	4.2	—	—
4 .....	9.11	15.1	8.93	15.7	—	—
5 .....	12.48	3.6	12.37	4.1	—	—
8 .....	22.48	17.1	22.48	17.1	—	—
9 .....	19.83	9.2	—	—	—	—
White collar excluding sales .....	11.43	8.5	11.21	9.6	12.92	10.2
1 .....	6.50	2.3	6.48	2.6	—	—
2 .....	6.75	10.4	6.71	10.5	—	—
4 .....	12.11	9.6	12.13	10.9	—	—
5 .....	12.55	3.5	12.49	4.1	—	—
8 .....	22.48	17.1	22.48	17.1	—	—
9 .....	19.83	9.2	—	—	—	—
<b>Professional specialty and technical</b> .....	16.60	11.1	17.09	12.1	14.15	24.2
Professional specialty .....	19.61	12.3	20.70	12.3	15.56	28.9
8 .....	22.48	17.1	22.48	17.1	—	—
9 .....	19.83	9.2	—	—	—	—
Engineers, architects, and surveyors .....	—	—	—	—	—	—
Health related .....	21.15	12.5	20.78	15.0	—	—
Registered nurses .....	20.82	15.1	20.82	15.1	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	11.09	24.6	—	—	—	—
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	11.79	10.6	12.05	11.4	—	—
5 .....	13.04	6.7	—	—	—	—
<b>Sales</b> .....	6.76	2.6	6.76	2.6	—	—
1 .....	6.43	3.8	6.43	3.8	—	—
2 .....	7.04	2.8	7.04	2.8	—	—
3 .....	7.04	4.4	7.04	4.4	—	—
Sales workers, apparel .....	7.12	2.1	7.12	2.1	—	—
Cashiers .....	6.54	3.3	6.54	3.3	—	—
1 .....	6.21	3.0	6.21	3.0	—	—
3 .....	6.93	5.5	6.93	5.5	—	—
<b>Administrative support, including clerical</b> .....	9.15	7.6	8.77	7.1	12.13	7.0
1 .....	6.50	2.3	6.48	2.6	—	—
4 .....	12.38	10.7	12.41	12.2	—	—
5 .....	12.37	4.5	—	—	—	—
Library clerks .....	7.67	4.6	—	—	7.72	5.1
<b>Blue collar</b> .....	8.41	7.5	8.22	8.5	—	—
1 .....	7.12	6.9	7.13	7.4	—	—
<b>Precision production, craft, and repair</b> .....	—	—	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—	—
<b>Transportation and material moving</b> .....	—	—	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.56	6.8	7.59	7.1	—	—
1 .....	7.31	7.2	7.33	7.7	—	—
Stock handlers and baggers .....	6.88	5.2	6.88	5.2	—	—
1 .....	6.59	6.3	6.59	6.3	—	—
<b>Service</b> .....	5.48	5.7	5.41	5.9	7.21	6.3

See footnotes at end of table.

Table 4-3. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> part-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Columbus, OH, August 1998** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service</b> —Continued						
1 .....	\$4.88	10.0	\$4.84	10.0	—	—
2 .....	5.80	13.6	5.67	14.2	—	—
3 .....	5.89	10.8	5.85	11.5	—	—
Protective service .....	6.80	2.5	—	—	—	—
Food service .....	4.52	3.8	4.47	3.7	—	—
1 .....	4.34	11.3	4.34	11.3	—	—
2 .....	5.29	16.7	5.20	17.1	—	—
3 .....	4.02	9.0	3.95	8.5	—	—
Waiters and waitresses .....	2.45	9.7	2.45	9.7	—	—
2 .....	2.48	13.5	2.48	13.5	—	—
Cooks .....	7.93	4.6	—	—	—	—
Kitchen workers, food preparation .....	7.07	4.7	7.07	4.7	—	—
Food preparation, n.e.c. ....	6.92	2.3	6.92	2.3	—	—
1 .....	6.94	2.7	6.94	2.7	—	—
Health service .....	8.31	5.0	8.33	5.2	—	—
3 .....	8.29	6.6	8.30	6.7	—	—
Nursing aides, orderlies and attendants .....	8.31	5.0	8.33	5.2	—	—
3 .....	8.29	6.6	8.30	6.7	—	—
Cleaning and building service .....	6.53	3.0	6.53	3.0	—	—
1 .....	6.61	3.9	6.61	3.9	—	—
Janitors and cleaners .....	6.53	3.0	6.53	3.0	—	—
Personal service .....	6.02	6.6	5.85	8.3	—	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND 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 earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Columbus, OH, August 1998**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$16.37	\$8.09	\$17.15	\$15.09	\$15.55	\$15.12
All excluding sales .....	16.52	8.40	17.31	15.37	15.87	12.27
<b>White collar</b> .....	18.46	9.71	19.88	17.34	17.78	15.68
White-collar excluding sales .....	18.87	11.43	20.38	18.06	18.55	—
Professional specialty and technical .....	22.36	16.60	24.88	21.20	22.08	—
Professional specialty .....	24.23	19.61	25.37	23.49	24.05	—
Technical .....	16.02	11.79	—	15.77	15.68	—
Executive, administrative, and managerial .....	27.02	—	—	27.40	27.02	—
Sales .....	13.49	6.76	—	11.68	10.31	21.48
Administrative support, including clerical .....	12.16	9.15	14.32	11.48	11.90	—
<b>Blue collar</b> .....	13.34	8.41	14.75	12.08	13.04	—
Precision production, craft, and repair .....	15.80	—	16.50	15.40	16.03	—
Machine operators, assemblers, and inspectors .....	12.59	—	14.31	11.36	12.55	—
Transportation and material moving .....	14.01	—	16.62	12.24	13.64	—
Handlers, equipment cleaners, helpers, and laborers .....	10.75	7.56	11.45	9.65	10.13	—
<b>Service</b> .....	11.23	5.48	16.02	7.29	9.67	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	2.2	5.4	3.3	2.8	2.2	15.1
All excluding sales .....	2.2	6.5	3.2	2.9	2.3	5.1
<b>White collar</b> .....	2.6	6.5	4.4	3.0	2.6	19.3
White-collar excluding sales .....	2.5	8.5	4.4	3.0	2.6	—
Professional specialty and technical .....	3.6	11.1	6.5	4.5	3.7	—
Professional specialty .....	3.3	12.3	6.8	3.7	3.2	—
Technical .....	11.7	10.6	—	12.1	11.7	—
Executive, administrative, and managerial .....	3.9	—	—	3.9	3.9	—
Sales .....	10.8	2.6	—	9.8	7.1	35.0
Administrative support, including clerical .....	2.3	7.6	4.2	2.5	2.4	—
<b>Blue collar</b> .....	2.5	7.5	4.2	2.7	2.5	—
Precision production, craft, and repair .....	2.3	—	4.2	2.9	2.4	—
Machine operators, assemblers, and inspectors .....	4.0	—	7.9	4.4	4.0	—
Transportation and material moving .....	6.3	—	7.9	6.2	6.5	—
Handlers, equipment cleaners, helpers, and laborers .....	3.7	6.8	4.6	3.8	3.2	—
<b>Service</b> .....	6.9	5.7	8.1	4.4	7.1	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND 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 earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Columbus, OH, August 1998

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries <sup>3</sup>				Service-producing industries <sup>4</sup>				
		Total	Mining	Con-struction	Manu-facturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
<b>All occupations</b> .....	\$14.61	\$16.53	-	-	\$16.87	-	-	-	-	\$14.75
All excluding sales .....	14.89	16.44	-	-	16.77	-	-	-	-	14.56
<b>White collar</b> .....	16.85	23.23	-	-	23.71	-	-	-	-	17.42
White-collar excluding sales .....	17.70	23.42	-	-	23.88	-	-	-	-	17.26
Professional specialty and technical .....	21.12	25.35	-	-	25.46	-	-	-	-	19.83
Professional specialty .....	23.94	26.65	-	-	26.65	-	-	-	-	21.65
Technical .....	14.25	19.06	-	-	19.11	-	-	-	-	15.70
Executive, administrative, and managerial .....	28.47	30.32	-	-	32.04	-	-	-	-	26.71
Sales .....	11.45	20.64	-	-	21.46	-	-	-	-	21.55
Administrative support, including clerical .....	11.41	12.98	-	-	13.18	-	-	-	-	10.24
<b>Blue collar</b> .....	12.93	13.29	-	-	13.44	-	-	-	-	9.82
Precision production, craft, and repair .....	15.88	15.33	-	-	16.11	-	-	-	-	13.83
Machine operators, assemblers, and inspectors .....	12.53	12.65	-	-	12.66	-	-	-	-	-
Transportation and material moving .....	13.64	13.78	-	-	14.07	-	-	-	-	8.35
Handlers, equipment cleaners, helpers, and laborers .....	10.14	11.56	-	-	12.05	-	-	-	-	8.02
<b>Service</b> .....	7.07	10.68	-	-	10.68	-	-	-	-	8.11
	Relative error <sup>5</sup> (percent)									
<b>All occupations</b> .....	2.7	4.6	-	-	4.9	-	-	-	-	4.9
All excluding sales .....	2.8	4.6	-	-	4.9	-	-	-	-	4.9
<b>White collar</b> .....	3.3	6.0	-	-	6.2	-	-	-	-	5.0
White-collar excluding sales .....	3.3	5.9	-	-	6.1	-	-	-	-	4.9
Professional specialty and technical .....	5.1	5.1	-	-	5.2	-	-	-	-	4.1
Professional specialty .....	3.2	6.4	-	-	6.4	-	-	-	-	4.8
Technical .....	11.6	2.5	-	-	2.8	-	-	-	-	7.6
Executive, administrative, and managerial .....	4.0	6.9	-	-	7.0	-	-	-	-	7.8
Sales .....	9.4	18.7	-	-	19.3	-	-	-	-	33.9
Administrative support, including clerical .....	2.6	7.7	-	-	8.3	-	-	-	-	4.4
<b>Blue collar</b> .....	2.6	3.4	-	-	3.7	-	-	-	-	8.6
Precision production, craft, and repair .....	2.7	3.6	-	-	4.1	-	-	-	-	11.3
Machine operators, assemblers, and inspectors .....	4.1	4.4	-	-	4.4	-	-	-	-	-
Transportation and material moving .....	7.8	8.7	-	-	12.5	-	-	-	-	4.5
Handlers, equipment cleaners, helpers, and laborers .....	3.3	4.1	-	-	4.1	-	-	-	-	5.3
<b>Service</b> .....	4.3	8.3	-	-	8.3	-	-	-	-	2.6

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Columbus, OH, 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				
<b>All occupations</b> .....	\$14.61	\$13.34	\$14.94	\$13.77	\$16.18
All excluding sales .....	14.89	13.37	15.25	14.05	16.49
<b>White collar</b> .....	16.85	15.89	17.08	16.44	17.62
White-collar excluding sales .....	17.70	16.73	17.90	17.50	18.21
Professional specialty and technical .....	21.12	16.61	22.76	20.76	23.75
Professional specialty .....	23.94	21.14	24.77	23.16	25.52
Technical .....	14.25	—	16.89	14.82	18.13
Executive, administrative, and managerial .....	28.47	24.55	29.39	28.41	30.59
Sales .....	11.45	13.10	10.66	10.83	10.35
Administrative support, including clerical .....	11.41	11.01	11.45	11.64	11.30
<b>Blue collar</b> .....	12.93	11.82	13.25	12.42	14.26
Precision production, craft, and repair .....	15.88	16.01	15.85	15.08	16.76
Machine operators, assemblers, and inspectors .....	12.53	10.37	13.14	11.93	15.08
Transportation and material moving .....	13.64	13.25	13.77	12.61	15.02
Handlers, equipment cleaners, helpers, and laborers .....	10.14	8.87	10.51	10.02	10.91
<b>Service</b> .....	7.07	6.46	7.26	6.94	8.18
	Relative error <sup>3</sup> (percent)				
<b>All occupations</b> .....	2.7	5.9	3.1	5.2	3.5
All excluding sales .....	2.8	6.0	3.1	5.3	3.3
<b>White collar</b> .....	3.3	8.0	3.6	6.3	4.2
White-collar excluding sales .....	3.3	8.8	3.4	6.1	3.9
Professional specialty and technical .....	5.1	15.6	2.9	5.2	3.4
Professional specialty .....	3.2	9.0	3.1	5.8	3.5
Technical .....	11.6	—	5.6	5.1	7.4
Executive, administrative, and managerial .....	4.0	13.1	4.0	5.4	6.4
Sales .....	9.4	19.7	9.1	9.6	18.7
Administrative support, including clerical .....	2.6	11.2	2.7	4.8	2.8
<b>Blue collar</b> .....	2.6	4.7	3.0	3.5	4.8
Precision production, craft, and repair .....	2.7	5.6	3.1	4.0	4.4
Machine operators, assemblers, and inspectors .....	4.1	6.0	4.7	3.7	8.2
Transportation and material moving .....	7.8	6.4	10.1	11.2	14.9
Handlers, equipment cleaners, helpers, and laborers .....	3.3	5.9	3.5	5.9	4.5
<b>Service</b> .....	4.3	7.4	5.4	6.7	8.4

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

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

<sup>3</sup> 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 ALL INDUSTRIES AND 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 Columbus, OH, Metropolitan Statistical Area includes Delaware, Fairfield, Franklin, Licking, Madison, and Pickaway Counties, OH.

### 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 deter-

mined.

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 establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on

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

### **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 beyond the assigned work schedule, their typical number of hours actually worked was collected.

### Definition of terms

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

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

*Level.* A ranking of an occupation based on the requirements of the position. (See the description in the technical note 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	360
Responding	229
Out of business or not in survey scope	18
Unable or refused to pro- vide data	113

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 establish-

ments 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 workers<sup>1</sup> represented by the survey, by occupational group,<sup>2</sup> National Compensation Survey, Columbus, OH, August 1998**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
<b>All occupations</b> .....	426,500	333,600	92,900
All excluding sales .....	395,300	302,400	92,900
<b>White collar</b> .....	263,100	194,600	68,500
White-collar excluding sales .....	231,900	163,400	68,500
Professional specialty and technical .....	89,700	50,700	39,000
Professional specialty .....	69,300	35,700	33,700
Technical .....	20,300	15,000	—
Executive, administrative, and managerial .....	39,400	30,200	9,200
Sales .....	31,200	31,200	—
Administrative support, including clerical .....	102,800	82,400	20,400
<b>Blue collar</b> .....	103,800	95,800	8,000
Precision production, craft, and repair .....	27,100	23,400	3,700
Machine operators, assemblers, and inspectors .....	35,100	34,500	—
Transportation and material moving .....	12,500	9,600	3,000
Handlers, equipment cleaners, helpers, and laborers .....	29,000	28,400	—
<b>Service</b> .....	59,600	43,200	16,400

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

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

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND 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, Columbus, OH, August 1998**

Industry	Number of establishments represented <sup>1</sup>	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries .....	2,200	220	62	158	97	61
Private industry .....	2,100	187	58	129	86	43
Goods-producing industries .....	400	52	16	36	21	15
Mining .....	( <sup>2</sup> )	1	1	-	-	-
Construction .....	100	8	5	3	3	-
Manufacturing .....	300	43	10	33	18	15
Service-producing industries .....	1,600	135	42	93	65	28
Transportation and public utilities .....	200	12	4	8	7	1
Wholesale and retail trade .....	800	44	17	27	19	8
Finance, insurance and real estate .....	100	13	1	12	4	8
Services .....	600	66	20	46	35	11
State and local government .....	100	33	4	29	11	18

<sup>1</sup> Number of establishments represented by the survey rounded to the nearest 100.  
<sup>2</sup> 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.