

Charlotte–Gastonia–Concord, NC–SC National Compensation Survey June 2007



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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 establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

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

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

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Charlotte–Gastonia–Concord, NC–SC, Metropolitan Statistical Area (MSA). Data were collected between December 2006 and January 2008; the average reference month is June 2007. 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 an appendix with detailed information on occupational classifications.

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

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Charlotte-Gastonia-Concord, NC-SC, June 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$20.63	4.5	35.6	\$20.51	5.0	35.6	\$21.75	3.2	35.5
Worker characteristics^{4,5}									
Management, professional, and related	34.50	4.3	37.5	37.37	5.2	38.4	25.11	5.3	34.8
Management, business, and financial	43.45	7.1	39.6	44.26	7.5	39.6	33.75	26.9	40.0
Professional and related	26.01	7.4	35.6	27.60	10.4	36.7	23.47	5.2	34.0
Service	11.22	5.0	29.6	10.03	4.4	28.8	17.89	10.8	35.6
Sales and office	16.91	8.8	35.1	17.04	9.0	35.0	12.27	4.2	39.2
Sales and related	19.29	18.5	31.7	19.29	18.5	31.7	—	—	—
Office and administrative support	15.38	3.4	37.8	15.53	3.7	37.7	12.27	4.2	39.2
Natural resources, construction, and maintenance	17.65	6.6	40.0	17.69	6.8	40.0	—	—	—
Construction and extraction	14.46	1.8	40.0	14.48	1.9	40.0	—	—	—
Installation, maintenance, and repair	20.45	9.5	40.0	20.53	9.7	40.0	—	—	—
Production, transportation, and material moving	15.67	5.4	37.5	15.73	5.5	37.4	—	—	—
Production	16.32	4.2	38.8	16.32	4.2	38.8	—	—	—
Transportation and material moving	15.05	7.6	36.3	15.16	7.9	36.2	—	—	—
Full time	22.08	4.5	39.6	22.10	5.1	39.7	21.93	3.8	39.1
Part time	9.85	6.5	20.2	9.26	7.0	20.5	19.36	7.7	15.8
Union	24.06	14.0	36.0	24.06	14.0	36.0	—	—	—
Nonunion	20.51	4.6	35.6	20.36	5.2	35.6	21.75	3.2	35.5
Time	18.03	4.7	35.3	17.55	5.4	35.3	21.75	3.2	35.5
Incentive	43.16	7.2	38.2	43.16	7.2	38.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.28	4.0	39.9	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	21.17	5.9	34.5	(⁶)	(⁶)	(⁶)
1-99 workers	16.60	8.5	33.8	16.58	8.7	33.7	—	—	—
100-499 workers	18.63	7.7	36.8	18.54	8.1	36.7	20.64	8.1	38.4
500 workers or more	28.83	5.2	37.7	31.46	7.7	38.9	22.30	4.0	35.0

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

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

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

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

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

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.63	4.5	\$22.08	4.5	\$9.85	6.5
Management occupations	38.41	8.7	38.55	8.8	—	—
Level 9	23.71	10.3	23.38	10.5	—	—
Level 11	36.47	12.1	36.47	12.1	—	—
Not able to be leveled	45.65	7.9	45.65	7.9	—	—
General and operations managers	33.51	18.1	34.27	22.5	—	—
Not able to be leveled	47.25	23.0	47.25	23.0	—	—
Financial managers	32.65	16.5	32.65	16.5	—	—
Business and financial operations occupations	47.63	8.9	47.63	8.9	—	—
Level 7	26.90	11.1	26.90	11.1	—	—
Level 8	25.20	4.7	25.20	4.7	—	—
Level 9	28.11	7.7	28.11	7.7	—	—
Level 11	40.59	4.2	40.59	4.2	—	—
Level 12	170.42	45.6	170.42	45.6	—	—
Not able to be leveled	39.35	6.5	39.35	6.5	—	—
Buyers and purchasing agents	27.34	9.8	27.34	9.8	—	—
Human resources, training, and labor relations specialists	28.67	9.2	28.67	9.2	—	—
Training and development specialists	28.23	11.1	28.23	11.1	—	—
Accountants and auditors	26.66	8.2	26.66	8.2	—	—
Financial analysts and advisors	43.19	8.1	43.19	8.1	—	—
Financial analysts	40.18	9.2	40.18	9.2	—	—
Computer and mathematical science occupations	38.19	4.6	38.19	4.6	—	—
Level 9	32.52	4.8	32.52	4.8	—	—
Level 11	42.73	.8	42.73	.8	—	—
Computer software engineers	41.82	4.8	41.82	4.8	—	—
Computer systems analysts	40.00	9.0	40.00	9.0	—	—
Architecture and engineering occupations	28.90	19.9	28.90	19.9	—	—
Level 9	33.10	5.0	33.10	5.0	—	—
Engineers	37.34	4.5	37.34	4.5	—	—
Level 9	29.94	4.1	29.94	4.1	—	—
Electrical and electronics engineers	45.66	1.3	45.66	1.3	—	—
Electrical engineers	45.66	1.3	45.66	1.3	—	—
Engineering technicians, except drafters	27.54	8.8	27.54	8.8	—	—
Life, physical, and social science occupations	23.86	8.4	23.94	8.5	—	—
Community and social services occupations	18.91	4.2	18.62	4.2	—	—
Level 7	18.12	4.0	17.91	4.8	—	—
Counselors	18.61	5.9	18.36	7.1	—	—
Level 7	18.51	5.5	—	—	—	—
Education, training, and library occupations	24.67	7.0	24.68	7.1	—	—
Level 3	10.39	2.9	10.39	2.9	—	—
Level 4	13.23	3.9	13.23	3.9	—	—
Level 9	27.10	.9	27.10	.9	—	—
Level 11	44.71	14.9	45.91	13.2	—	—
Postsecondary teachers	45.02	16.7	45.81	16.0	—	—
Level 11	44.71	14.9	45.91	13.2	—	—
Primary, secondary, and special education school teachers	27.32	1.2	27.33	1.2	—	—
Level 9	27.07	.9	27.07	.9	—	—
Elementary and middle school teachers	26.92	.7	26.94	.7	—	—
Level 9	26.84	.7	26.84	.7	—	—
Elementary school teachers, except special education	26.94	.9	26.96	.9	—	—
Level 9	26.97	.9	26.97	.9	—	—
Middle school teachers, except special and vocational education	26.85	1.3	26.85	1.3	—	—
Level 9	26.35	.4	26.35	.4	—	—
Secondary school teachers	28.29	4.1	28.29	4.1	—	—
Level 9	27.45	3.9	27.45	3.9	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Secondary school teachers, except special and vocational education	\$28.29	4.1	\$28.29	4.1	—	—
Level 9	27.45	3.9	27.45	3.9	—	—
Teacher assistants	10.76	3.1	10.76	3.1	—	—
Level 3	10.39	2.9	10.39	2.9	—	—
Level 4	13.23	3.9	13.23	3.9	—	—
Arts, design, entertainment, sports, and media occupations						
Not able to be leveled	16.47	11.8	—	—	\$8.29	9.5
Athletes, coaches, umpires, and related workers	16.19	21.8	—	—	—	—
Not able to be leveled	16.07	22.6	—	—	—	—
Coaches and scouts	16.07	22.6	—	—	—	—
Not able to be leveled	16.07	22.6	—	—	—	—
Healthcare practitioner and technical occupations						
Level 4	21.62	5.7	20.94	6.7	24.79	2.8
Level 5	12.98	13.9	13.02	14.2	—	—
Level 7	18.60	3.8	—	—	—	—
Level 8	24.69	5.9	24.03	5.7	27.51	6.0
Level 9	25.47	.7	25.34	.6	—	—
Registered nurses	25.55	6.3	25.44	7.7	—	—
Level 7	25.61	4.0	26.05	5.4	24.68	1.6
Level 8	25.33	3.3	—	—	—	—
Level 9	25.40	1.1	25.25	1.0	—	—
Clinical laboratory technologists and technicians	23.67	4.2	—	—	—	—
Health diagnosing and treating practitioner support technicians	19.62	7.4	19.62	7.4	—	—
Licensed practical and licensed vocational nurses	11.86	13.2	11.86	13.2	—	—
Level 3	19.18	1.5	19.18	1.5	—	—
Healthcare support occupations						
Level 3	12.14	3.0	11.91	2.5	12.99	5.5
Nursing, psychiatric, and home health aides	11.35	2.5	11.20	3.1	—	—
Level 3	10.82	3.8	10.83	4.5	10.82	3.1
Nursing aides, orderlies, and attendants	11.41	3.7	—	—	—	—
Miscellaneous healthcare support occupations	10.66	4.2	10.61	4.9	10.82	3.1
Level 3	13.37	4.9	13.07	5.1	—	—
Protective service occupations						
Security guards and gaming surveillance officers	19.84	11.2	20.44	10.8	—	—
Security guards	11.41	7.1	—	—	—	—
Level 1	11.41	7.1	—	—	—	—
Food preparation and serving related occupations						
Level 1	7.20	6.1	8.56	10.9	6.44	10.4
Level 2	6.98	1.6	7.99	8.0	6.46	3.7
Level 3	6.42	9.2	7.71	7.0	6.02	10.5
Cooks	7.31	10.4	—	—	8.34	4.5
Food service, tipped	9.61	7.4	11.13	.6	—	—
Level 2	3.38	15.5	4.02	20.5	2.89	15.6
Waiters and waitresses	3.37	34.1	—	—	2.59	15.2
Level 2	2.60	3.5	—	—	2.51	9.2
Fast food and counter workers	2.66	8.0	—	—	—	—
Level 2	7.90	2.7	—	—	7.57	.9
Combined food preparation and serving workers, including fast food	8.27	12.3	—	—	—	—
Level 2	7.89	2.7	—	—	7.57	.9
Dishwashers	8.27	12.3	—	—	—	—
Level 1	8.26	11.0	—	—	—	—
Level 1	8.26	11.0	—	—	—	—
Building and grounds cleaning and maintenance occupations						
Level 1	11.57	5.1	12.04	5.7	—	—
Level 2	9.01	4.3	9.70	1.5	—	—
Building cleaning workers	9.81	9.3	—	—	—	—
Level 1	9.63	11.2	9.89	7.4	—	—
Level 1	—	—	9.97	1.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations —Continued						
Janitors and cleaners, except maids and housekeeping cleaners	\$10.12	13.8	\$10.99	7.7	—	—
Maids and housekeeping cleaners	8.49	6.6	8.49	6.9	—	—
Personal care and service occupations						
Level 3	15.81	18.4	17.51	20.9	\$9.43	14.9
Recreation and fitness workers	8.73	12.9	—	—	9.44	19.4
Recreation workers	10.42	13.5	—	—	—	—
.....	10.49	14.8	—	—	—	—
Sales and related occupations						
Level 1	19.29	18.5	22.95	17.5	8.72	3.2
Level 2	7.42	1.5	—	—	—	—
Level 3	8.41	2.3	—	—	8.27	5.3
Level 4	10.15	2.1	10.29	3.3	—	—
Level 6	12.29	6.0	12.52	7.6	—	—
Level 7	22.52	16.8	23.40	15.5	—	—
Not able to be leveled	35.27	10.2	35.27	10.2	—	—
First-line supervisors/managers, sales workers	18.96	25.4	18.96	25.4	—	—
First-line supervisors/managers of retail sales workers	23.36	6.4	23.36	6.4	—	—
Retail sales workers	22.70	11.0	22.70	11.0	—	—
Level 1	9.63	4.4	10.60	3.0	8.47	3.0
Level 2	7.42	1.5	—	—	—	—
Level 3	8.41	2.3	—	—	8.27	5.3
Cashiers, all workers	10.44	2.9	10.29	3.3	—	—
Level 2	8.89	3.5	9.48	5.4	8.43	5.6
Cashiers	8.32	1.4	—	—	8.09	4.7
Level 2	8.89	3.5	9.48	5.4	8.43	5.6
Retail salespersons	8.32	1.4	—	—	8.09	4.7
Level 3	9.65	1.4	10.56	3.0	8.51	.4
Sales representatives, wholesale and manufacturing	10.43	1.8	—	—	—	—
.....	35.51	7.3	35.51	7.3	—	—
Office and administrative support occupations						
Level 2	15.38	3.4	15.55	3.7	13.18	5.0
Level 3	10.62	5.7	10.76	6.7	—	—
Level 4	12.42	3.4	12.49	3.8	11.11	10.3
Level 5	14.67	2.0	14.73	2.1	—	—
Level 6	19.27	4.4	19.27	4.4	—	—
Level 7	21.48	6.6	21.48	6.6	—	—
Not able to be leveled	21.91	2.3	21.91	2.3	—	—
First-line supervisors/managers of office and administrative support workers	15.41	9.6	15.11	9.7	—	—
Financial clerks	21.45	2.3	21.45	2.3	—	—
Level 4	14.43	5.8	14.60	5.9	—	—
Bookkeeping, accounting, and auditing clerks	14.36	5.9	14.45	5.9	—	—
Level 4	14.32	6.1	14.72	6.1	—	—
Customer service representatives	13.35	4.9	—	—	—	—
Receptionists and information clerks	14.54	7.6	15.62	4.9	—	—
Shipping, receiving, and traffic clerks	14.15	3.2	—	—	—	—
Stock clerks and order fillers	13.50	9.0	13.50	9.0	—	—
Secretaries and administrative assistants	11.67	.8	11.82	1.0	—	—
Not able to be leveled	19.72	6.3	19.74	6.4	—	—
Executive secretaries and administrative assistants	21.87	9.6	21.87	9.6	—	—
Not able to be leveled	19.65	8.6	19.65	8.6	—	—
Office clerks, general	24.42	.0	24.42	.0	—	—
Level 3	13.92	5.9	13.93	6.3	—	—
Level 4	11.60	9.3	—	—	—	—
.....	13.74	4.5	13.82	4.8	—	—
Construction and extraction occupations						
Level 5	14.46	1.8	14.46	1.8	—	—
Level 7	14.70	9.5	14.70	9.5	—	—
Electricians	20.05	.9	20.05	.9	—	—
Level 7	18.19	7.8	18.19	7.8	—	—
.....	18.91	5.8	18.91	5.8	—	—
Installation, maintenance, and repair occupations						
.....	20.45	9.5	20.45	9.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
–Continued						
Level 5	\$16.14	4.6	\$16.14	4.6	–	–
Level 6	22.37	5.9	22.37	5.9	–	–
Level 7	23.91	3.2	23.91	3.2	–	–
Level 8	32.91	11.7	32.91	11.7	–	–
First-line supervisors/managers of mechanics, installers, and repairers	27.87	25.5	27.87	25.5	–	–
Industrial machinery installation, repair, and maintenance workers	19.49	4.4	19.49	4.4	–	–
Level 5	17.42	8.3	17.42	8.3	–	–
Level 6	21.55	.7	21.55	.7	–	–
Level 7	26.58	1.5	26.58	1.5	–	–
Industrial machinery mechanics	23.66	11.6	23.66	11.6	–	–
Maintenance and repair workers, general	17.55	6.7	17.55	6.7	–	–
Miscellaneous installation, maintenance, and repair workers	21.30	16.7	21.30	16.7	–	–
Production occupations	16.32	4.2	16.49	3.9	–	–
Level 1	9.47	9.1	9.47	9.1	–	–
Level 2	10.49	9.7	10.54	11.3	–	–
Level 3	15.76	11.9	15.76	11.9	–	–
Level 4	16.39	1.0	16.39	1.0	–	–
Level 5	20.25	3.6	20.25	3.6	–	–
Level 6	20.38	7.8	20.38	7.8	–	–
Level 7	24.44	4.7	24.44	4.7	–	–
First-line supervisors/managers of production and operating workers	24.03	9.7	24.03	9.7	–	–
Miscellaneous assemblers and fabricators	15.40	6.6	15.40	6.6	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic	14.06	7.8	14.06	7.8	–	–
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.30	14.0	13.30	14.0	–	–
Inspectors, testers, sorters, samplers, and weighers	16.11	1.8	16.11	1.8	–	–
Level 4	15.29	7.2	15.29	7.2	–	–
Level 5	21.69	6.6	21.69	6.6	–	–
Miscellaneous production workers	16.55	3.8	16.55	3.8	–	–
Transportation and material moving occupations	15.05	7.6	15.47	8.0	–	–
Level 1	9.28	9.7	8.46	5.8	–	–
Level 2	12.37	6.0	12.36	6.5	–	–
Level 3	13.51	5.4	13.37	5.8	–	–
Level 4	15.12	4.1	15.12	4.1	–	–
Level 5	19.99	6.5	19.99	6.5	–	–
Not able to be leveled	16.34	16.3	16.34	16.3	–	–
Driver/sales workers and truck drivers	16.83	8.6	16.83	8.6	–	–
Truck drivers, heavy and tractor-trailer	17.18	10.5	17.18	10.5	–	–
Industrial truck and tractor operators	14.40	4.1	14.40	4.1	–	–
Level 3	13.52	7.5	13.52	7.5	–	–
Level 4	20.08	5.5	20.08	5.5	–	–
Laborers and material movers, hand	11.35	6.5	11.35	6.3	–	–
Level 1	9.42	9.2	8.64	5.2	–	–
Level 2	12.54	7.6	12.54	8.1	–	–
Level 3	13.10	4.7	12.56	2.7	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Laborers and freight, stock, and material movers, hand	\$11.77	6.7	\$11.44	7.1	—	—
Level 2	12.34	6.7	12.33	7.3	—	—
Packers and packagers, hand	10.11	11.2	12.35	8.0	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.51	5.0	\$22.10	5.1	\$9.26	7.0
Management occupations	37.61	8.9	37.74	9.1	—	—
Level 9	23.71	10.3	23.38	10.5	—	—
Level 11	36.98	14.1	36.98	14.1	—	—
Not able to be leveled	45.94	8.3	45.94	8.3	—	—
General and operations managers	33.51	18.1	34.27	22.5	—	—
Not able to be leveled	47.25	23.0	47.25	23.0	—	—
Financial managers	32.65	16.5	32.65	16.5	—	—
Business and financial operations occupations	49.80	9.6	49.80	9.6	—	—
Level 7	26.90	11.1	26.90	11.1	—	—
Level 8	25.20	4.7	25.20	4.7	—	—
Level 9	29.77	8.9	29.77	8.9	—	—
Level 11	40.59	4.2	40.59	4.2	—	—
Level 12	170.42	45.6	170.42	45.6	—	—
Not able to be leveled	41.00	6.0	41.00	6.0	—	—
Buyers and purchasing agents	27.34	9.8	27.34	9.8	—	—
Human resources, training, and labor relations specialists	29.38	10.8	29.38	10.8	—	—
Training and development specialists	28.97	13.3	28.97	13.3	—	—
Accountants and auditors	26.66	8.2	26.66	8.2	—	—
Financial analysts and advisors	43.19	8.1	43.19	8.1	—	—
Financial analysts	40.18	9.2	40.18	9.2	—	—
Computer and mathematical science occupations	39.23	5.3	39.23	5.3	—	—
Level 9	32.52	4.8	32.52	4.8	—	—
Level 11	42.73	.8	42.73	.8	—	—
Computer software engineers	41.82	4.8	41.82	4.8	—	—
Computer systems analysts	40.82	10.3	40.82	10.3	—	—
Architecture and engineering occupations	28.90	19.9	28.90	19.9	—	—
Level 9	33.10	5.0	33.10	5.0	—	—
Engineers	37.34	4.5	37.34	4.5	—	—
Level 9	29.94	4.1	29.94	4.1	—	—
Electrical and electronics engineers	45.66	1.3	45.66	1.3	—	—
Electrical engineers	45.66	1.3	45.66	1.3	—	—
Engineering technicians, except drafters	27.54	8.8	27.54	8.8	—	—
Life, physical, and social science occupations	24.84	12.5	24.84	12.5	—	—
Education, training, and library occupations	22.13	26.6	22.23	27.4	—	—
Postsecondary teachers	34.37	6.9	36.23	10.7	—	—
Primary, secondary, and special education school teachers	30.22	7.0	30.41	7.4	—	—
Elementary and middle school teachers	28.03	3.5	28.39	4.3	—	—
Arts, design, entertainment, sports, and media occupations	16.47	11.8	—	—	8.29	9.5
Not able to be leveled	16.19	21.8	—	—	—	—
Athletes, coaches, umpires, and related workers	16.07	22.6	—	—	—	—
Not able to be leveled	16.07	22.6	—	—	—	—
Coaches and scouts	16.07	22.6	—	—	—	—
Not able to be leveled	16.07	22.6	—	—	—	—
Healthcare practitioner and technical occupations	21.20	8.2	20.65	8.9	26.25	7.0
Level 4	12.77	16.6	12.80	16.9	—	—
Level 7	25.18	7.0	24.51	7.0	—	—
Level 8	25.47	.7	25.34	.6	—	—
Registered nurses	26.92	5.3	27.00	5.2	26.55	6.0
Level 8	25.40	1.1	25.25	1.0	—	—
Clinical laboratory technologists and technicians	19.62	7.4	19.62	7.4	—	—
Healthcare support occupations	12.10	3.9	11.85	2.9	14.00	8.9
Nursing, psychiatric, and home health aides	10.34	5.1	10.36	5.4	—	—
Nursing aides, orderlies, and attendants	10.34	5.1	10.36	5.4	—	—
Miscellaneous healthcare support occupations	13.37	4.9	13.07	5.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Protective service occupations	\$11.31	6.7	\$11.77	6.5	—	—
Security guards and gaming surveillance officers	11.41	7.1	—	—	—	—
Security guards	11.41	7.1	—	—	—	—
Food preparation and serving related occupations	7.19	6.1	8.55	11.0	\$6.43	10.4
Level 1	6.95	1.6	7.92	8.1	6.46	3.7
Level 2	6.41	9.2	7.71	7.0	6.01	10.5
Level 3	7.31	10.4	—	—	8.34	4.5
Cooks	9.61	7.4	11.13	6	—	—
Food service, tipped	3.34	15.5	4.02	20.5	2.82	13.8
Level 2	3.31	33.8	—	—	—	—
Waiters and waitresses	2.60	3.5	—	—	2.51	9.2
Level 2	2.66	8.0	—	—	—	—
Fast food and counter workers	7.88	2.7	—	—	7.57	.9
Level 2	8.27	12.3	—	—	—	—
Combined food preparation and serving workers, including fast food	7.88	2.7	—	—	7.57	.9
Level 2	8.27	12.3	—	—	—	—
Dishwashers	8.26	11.0	—	—	—	—
Level 1	8.26	11.0	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.74	5.9	12.32	7.0	—	—
Level 1	8.85	3.8	—	—	—	—
Building cleaning workers	9.46	15.3	9.71	11.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.17	19.5	—	—	—	—
Maids and housekeeping cleaners	8.17	5.1	—	—	—	—
Personal care and service occupations	16.46	20.3	18.66	23.0	9.16	15.2
Level 3	8.73	12.9	—	—	9.44	19.4
Recreation and fitness workers	10.99	14.2	—	—	—	—
Sales and related occupations	19.29	18.5	22.95	17.5	8.72	3.2
Level 1	7.42	1.5	—	—	—	—
Level 2	8.41	2.3	—	—	8.27	5.3
Level 3	10.15	2.1	10.29	3.3	—	—
Level 4	12.29	6.0	12.52	7.6	—	—
Level 6	22.52	16.8	23.40	15.5	—	—
Level 7	35.27	10.2	35.27	10.2	—	—
Not able to be leveled	18.96	25.4	18.96	25.4	—	—
First-line supervisors/managers, sales workers	23.36	6.4	23.36	6.4	—	—
First-line supervisors/managers of retail sales workers	22.70	11.0	22.70	11.0	—	—
Retail sales workers	9.63	4.4	10.60	3.0	8.47	3.0
Level 1	7.42	1.5	—	—	—	—
Level 2	8.41	2.3	—	—	8.27	5.3
Level 3	10.44	2.9	10.29	3.3	—	—
Cashiers, all workers	8.89	3.5	9.48	5.4	8.43	5.6
Level 2	8.32	1.4	—	—	8.09	4.7
Cashiers	8.89	3.5	9.48	5.4	8.43	5.6
Level 2	8.32	1.4	—	—	8.09	4.7
Retail salespersons	9.65	1.4	10.56	3.0	8.51	.4
Level 3	10.43	1.8	—	—	—	—
Sales representatives, wholesale and manufacturing	35.51	7.3	35.51	7.3	—	—
Office and administrative support occupations	15.53	3.7	15.73	4.0	13.18	5.0
Level 2	10.58	3.2	10.74	2.7	—	—
Level 3	12.47	3.4	12.55	3.9	11.11	10.3
Level 4	14.80	2.0	14.89	2.1	—	—
Level 5	19.27	4.4	19.27	4.4	—	—
Level 6	21.94	6.3	21.94	6.3	—	—
Level 7	21.91	2.3	21.91	2.3	—	—
Not able to be leveled	15.62	11.4	15.29	11.8	—	—
First-line supervisors/managers of office and administrative support workers	21.45	2.3	21.45	2.3	—	—
Financial clerks	14.43	5.8	14.60	5.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Financial clerks —Continued						
Level 4	\$14.36	5.9	\$14.45	5.9	—	—
Bookkeeping, accounting, and auditing clerks	14.32	6.1	14.72	6.1	—	—
Level 4	13.35	4.9	—	—	—	—
Customer service representatives	14.54	7.6	15.62	4.9	—	—
Receptionists and information clerks	14.15	3.2	—	—	—	—
Shipping, receiving, and traffic clerks	13.50	9.0	13.50	9.0	—	—
Stock clerks and order fillers	11.67	.8	11.82	1.0	—	—
Secretaries and administrative assistants	19.72	6.3	19.74	6.4	—	—
Not able to be leveled	21.87	9.6	21.87	9.6	—	—
Executive secretaries and administrative assistants	19.65	8.6	19.65	8.6	—	—
Not able to be leveled	24.42	.0	24.42	.0	—	—
Office clerks, general	14.08	6.7	14.11	7.3	—	—
Level 3	11.60	9.3	—	—	—	—
Level 4	14.22	6.2	14.41	7.0	—	—
Construction and extraction occupations	14.48	1.9	14.48	1.9	—	—
Level 5	14.70	9.5	14.70	9.5	—	—
Level 7	20.05	.9	20.05	.9	—	—
Electricians	18.19	7.8	18.19	7.8	—	—
Level 7	18.91	5.8	18.91	5.8	—	—
Installation, maintenance, and repair occupations	20.53	9.7	20.53	9.7	—	—
Level 5	16.14	4.6	16.14	4.6	—	—
Level 6	22.37	5.9	22.37	5.9	—	—
Level 7	24.58	3.0	24.58	3.0	—	—
Level 8	32.91	11.7	32.91	11.7	—	—
First-line supervisors/managers of mechanics, installers, and repairers	28.84	26.8	28.84	26.8	—	—
Industrial machinery installation, repair, and maintenance workers	19.51	4.5	19.51	4.5	—	—
Level 5	17.42	8.3	17.42	8.3	—	—
Level 6	21.55	.7	21.55	.7	—	—
Level 7	26.58	1.5	26.58	1.5	—	—
Industrial machinery mechanics	23.66	11.6	23.66	11.6	—	—
Maintenance and repair workers, general	17.55	6.8	17.55	6.8	—	—
Production occupations	16.32	4.2	16.49	3.9	—	—
Level 1	9.47	9.1	9.47	9.1	—	—
Level 2	10.49	9.7	10.54	11.3	—	—
Level 3	15.76	11.9	15.76	11.9	—	—
Level 4	16.39	1.0	16.39	1.0	—	—
Level 5	20.25	3.6	20.25	3.6	—	—
Level 6	20.38	7.8	20.38	7.8	—	—
Level 7	24.44	4.7	24.44	4.7	—	—
First-line supervisors/managers of production and operating workers	24.03	9.7	24.03	9.7	—	—
Miscellaneous assemblers and fabricators	15.40	6.6	15.40	6.6	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	14.06	7.8	14.06	7.8	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.30	14.0	13.30	14.0	—	—
Inspectors, testers, sorters, samplers, and weighers	16.11	1.8	16.11	1.8	—	—
Level 4	15.29	7.2	15.29	7.2	—	—
Level 5	21.69	6.6	21.69	6.6	—	—
Miscellaneous production workers	16.55	3.8	16.55	3.8	—	—
Transportation and material moving occupations	15.16	7.9	15.59	8.3	—	—
Level 1	9.28	9.7	8.46	5.8	—	—
Level 2	12.42	6.2	12.41	6.7	—	—
Level 3	13.52	5.4	13.37	5.8	—	—
Level 4	15.12	4.1	15.12	4.1	—	—
Level 5	19.99	6.5	19.99	6.5	—	—
Driver/sales workers and truck drivers	16.83	8.6	16.83	8.6	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Truck drivers, heavy and tractor-trailer	\$17.18	10.5	\$17.18	10.5	—	—
Industrial truck and tractor operators	14.40	4.1	14.40	4.1	—	—
Level 3	13.52	7.5	13.52	7.5	—	—
Level 4	20.08	5.5	20.08	5.5	—	—
Laborers and material movers, hand	11.33	6.8	11.32	6.6	—	—
Level 1	9.42	9.2	8.64	5.2	—	—
Level 2	12.54	7.6	12.54	8.1	—	—
Level 3	13.10	4.7	12.56	2.7	—	—
Laborers and freight, stock, and material movers, hand	11.77	7.1	11.41	7.6	—	—
Level 2	12.34	6.7	12.33	7.3	—	—
Packers and packagers, hand	10.11	11.2	12.35	8.0	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.75	3.2	\$21.93	3.8	\$19.36	7.7
Management occupations	48.44	21.9	48.44	21.9	–	–
Life, physical, and social science occupations	22.23	4.6	–	–	–	–
Community and social services occupations	18.74	4.6	18.63	4.5	–	–
Education, training, and library occupations	25.02	7.0	25.02	7.0	–	–
Level 3	10.74	.8	10.74	.8	–	–
Level 4	12.69	3.9	12.69	3.9	–	–
Level 9	27.11	.9	27.11	.9	–	–
Postsecondary teachers	47.93	17.7	48.17	17.2	–	–
Primary, secondary, and special education school teachers	27.11	.9	27.11	.9	–	–
Level 9	27.11	.9	27.11	.9	–	–
Elementary and middle school teachers	26.88	.7	26.88	.7	–	–
Level 9	26.88	.7	26.88	.7	–	–
Elementary school teachers, except special education	26.98	.9	26.98	.9	–	–
Level 9	26.98	.9	26.98	.9	–	–
Secondary school teachers	27.49	4.1	27.49	4.1	–	–
Level 9	27.49	4.1	27.49	4.1	–	–
Secondary school teachers, except special and vocational education	27.49	4.1	27.49	4.1	–	–
Level 9	27.49	4.1	27.49	4.1	–	–
Teacher assistants	11.00	.9	11.00	.9	–	–
Level 3	10.74	.8	10.74	.8	–	–
Level 4	12.69	3.9	12.69	3.9	–	–
Healthcare practitioner and technical occupations	22.45	4.6	21.71	5.4	23.93	2.5
Registered nurses	24.58	5.3	24.97	9.0	24.08	2.1
Healthcare support occupations	12.27	2.2	–	–	–	–
Protective service occupations	22.95	10.2	23.38	9.5	–	–
Building and grounds cleaning and maintenance occupations	10.21	5.7	10.21	5.7	–	–
Building cleaning workers	10.21	5.7	10.21	5.7	–	–
Janitors and cleaners, except maids and housekeeping cleaners	10.00	5.6	10.00	5.6	–	–
Office and administrative support occupations	12.27	4.2	12.27	4.2	–	–
Office clerks, general	12.86	3.3	12.86	3.3	–	–

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.63	4.5	\$22.08	4.5	\$9.85	6.5
Management occupations	38.41	8.7	38.55	8.8	—	—
Group III	37.05	19.6	—	—	—	—
General and operations managers	33.51	18.1	34.27	22.5	—	—
Financial managers	32.65	16.5	32.65	16.5	—	—
Business and financial operations occupations	47.63	8.9	47.63	8.9	—	—
Group II	25.20	8.9	—	—	—	—
Group III	59.97	14.7	—	—	—	—
Buyers and purchasing agents	27.34	9.8	27.34	9.8	—	—
Human resources, training, and labor relations specialists	28.67	9.2	28.67	9.2	—	—
Group III	24.90	12.5	—	—	—	—
Training and development specialists	28.23	11.1	28.23	11.1	—	—
Accountants and auditors	26.66	8.2	26.66	8.2	—	—
Group II	24.88	7.9	24.88	7.9	—	—
Financial analysts and advisors	43.19	8.1	43.19	8.1	—	—
Financial analysts	40.18	9.2	40.18	9.2	—	—
Computer and mathematical science occupations	38.19	4.6	38.19	4.6	—	—
Group III	38.30	4.0	—	—	—	—
Computer software engineers	41.82	4.8	41.82	4.8	—	—
Computer systems analysts	40.00	9.0	40.00	9.0	—	—
Group III	37.88	10.6	37.88	10.6	—	—
Architecture and engineering occupations	28.90	19.9	28.90	19.9	—	—
Group II	21.55	7.2	—	—	—	—
Group III	36.53	4.0	—	—	—	—
Engineers	37.34	4.5	37.34	4.5	—	—
Group III	36.95	6.3	—	—	—	—
Electrical and electronics engineers	45.66	1.3	45.66	1.3	—	—
Group III	45.66	1.3	—	—	—	—
Electrical engineers	45.66	1.3	45.66	1.3	—	—
Group III	45.66	1.3	45.66	1.3	—	—
Engineering technicians, except drafters	27.54	8.8	27.54	8.8	—	—
Life, physical, and social science occupations	23.86	8.4	23.94	8.5	—	—
Group II	24.11	14.5	—	—	—	—
Community and social services occupations	18.91	4.2	18.62	4.2	—	—
Group II	18.28	3.4	—	—	—	—
Counselors	18.61	5.9	18.36	7.1	—	—
Group II	18.51	5.5	—	—	—	—
Education, training, and library occupations	24.67	7.0	24.68	7.1	—	—
Group I	10.76	3.1	—	—	—	—
Group III	28.83	4.4	—	—	—	—
Postsecondary teachers	45.02	16.7	45.81	16.0	—	—
Group III	43.48	14.3	—	—	—	—
Primary, secondary, and special education school teachers	27.32	1.2	27.33	1.2	—	—
Group III	27.07	.9	—	—	—	—
Elementary and middle school teachers	26.92	.7	26.94	.7	—	—
Group III	26.84	.7	—	—	—	—
Elementary school teachers, except special education	26.94	.9	26.96	.9	—	—
Group III	26.97	.9	26.97	.9	—	—
Middle school teachers, except special and vocational education	26.85	1.3	26.85	1.3	—	—
Group III	26.35	.4	26.35	.4	—	—
Secondary school teachers	28.29	4.1	28.29	4.1	—	—
Group III	27.45	3.9	—	—	—	—
Secondary school teachers, except special and vocational education	28.29	4.1	28.29	4.1	—	—
Group III	27.45	3.9	27.45	3.9	—	—
Teacher assistants	10.76	3.1	10.76	3.1	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Charlotte-Gastonia-Concord, NC-SC, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations –Continued						
Teacher assistants –Continued						
Group I	\$10.76	3.1	\$10.76	3.1	–	–
Arts, design, entertainment, sports, and media occupations	16.47	11.8	–	–	\$8.29	9.5
Athletes, coaches, umpires, and related workers	16.07	22.6	–	–	–	–
Coaches and scouts	16.07	22.6	–	–	–	–
Healthcare practitioner and technical occupations	21.62	5.7	20.94	6.7	24.79	2.8
Group I	12.98	13.9	–	–	–	–
Group II	23.27	2.5	–	–	–	–
Group III	28.45	6.5	–	–	–	–
Registered nurses	25.61	4.0	26.05	5.4	24.68	1.6
Group II	25.10	1.0	24.67	1.5	26.39	4.8
Group III	27.95	7.3	28.18	8.5	–	–
Clinical laboratory technologists and technicians	19.62	7.4	19.62	7.4	–	–
Health diagnosing and treating practitioner support technicians	11.86	13.2	11.86	13.2	–	–
Licensed practical and licensed vocational nurses	19.18	1.5	19.18	1.5	–	–
Healthcare support occupations	12.14	3.0	11.91	2.5	12.99	5.5
Group I	11.96	3.1	–	–	–	–
Nursing, psychiatric, and home health aides	10.82	3.8	10.83	4.5	10.82	3.1
Group I	10.79	4.3	–	–	–	–
Nursing aides, orderlies, and attendants	10.66	4.2	10.61	4.9	10.82	3.1
Group I	10.58	4.7	10.61	4.9	–	–
Miscellaneous healthcare support occupations	13.37	4.9	13.07	5.1	–	–
Group I	13.30	5.4	–	–	–	–
Protective service occupations	19.84	11.2	20.44	10.8	–	–
Group I	11.52	8.8	–	–	–	–
Group II	22.95	7.1	–	–	–	–
Security guards and gaming surveillance officers	11.41	7.1	–	–	–	–
Security guards	11.41	7.1	–	–	–	–
Food preparation and serving related occupations	7.20	6.1	8.56	10.9	6.44	10.4
Group I	6.95	4.6	–	–	–	–
Cooks	9.61	7.4	11.13	.6	–	–
Group I	9.42	8.7	–	–	–	–
Food service, tipped	3.38	15.5	4.02	20.5	2.89	15.6
Group I	3.38	15.5	–	–	–	–
Waiters and waitresses	2.60	3.5	–	–	2.51	9.2
Group I	2.60	3.5	–	–	2.51	9.2
Fast food and counter workers	7.90	2.7	–	–	7.57	.9
Group I	7.90	2.7	–	–	–	–
Combined food preparation and serving workers, including fast food	7.89	2.7	–	–	7.57	.9
Group I	7.89	2.7	–	–	7.57	.9
Dishwashers	8.26	11.0	–	–	–	–
Group I	8.26	11.0	–	–	–	–
Building and grounds cleaning and maintenance occupations	11.57	5.1	12.04	5.7	–	–
Group I	11.12	3.7	–	–	–	–
Building cleaning workers	9.63	11.2	9.89	7.4	–	–
Group I	9.68	11.9	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	10.12	13.8	10.99	7.7	–	–
Group I	10.25	14.8	11.49	5.9	–	–
Maids and housekeeping cleaners	8.49	6.6	8.49	6.9	–	–
Group I	8.49	6.6	8.49	6.9	–	–
Personal care and service occupations	15.81	18.4	17.51	20.9	9.43	14.9
Group I	9.19	10.6	–	–	–	–
Recreation and fitness workers	10.42	13.5	–	–	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Personal care and service occupations –Continued						
Recreation and fitness workers –Continued						
Group I	\$10.16	16.0	–	–	–	–
Recreation workers	10.49	14.8	–	–	–	–
Sales and related occupations	19.29	18.5	\$22.95	17.5	\$8.72	3.2
Group I	9.81	4.4	–	–	–	–
Group II	30.33	12.8	–	–	–	–
First-line supervisors/managers, sales workers	23.36	6.4	23.36	6.4	–	–
Group II	24.60	11.2	–	–	–	–
First-line supervisors/managers of retail sales workers	22.70	11.0	22.70	11.0	–	–
Retail sales workers	9.63	4.4	10.60	3.0	8.47	3.0
Group I	9.58	5.4	–	–	–	–
Cashiers, all workers	8.89	3.5	9.48	5.4	8.43	5.6
Group I	8.79	4.8	–	–	–	–
Cashiers	8.89	3.5	9.48	5.4	8.43	5.6
Group I	8.79	4.8	9.33	5.4	8.43	5.6
Retail salespersons	9.65	1.4	10.56	3.0	8.51	.4
Group I	9.62	2.0	10.57	3.2	8.51	.4
Sales representatives, wholesale and manufacturing	35.51	7.3	35.51	7.3	–	–
Group II	37.58	9.4	–	–	–	–
Office and administrative support occupations	15.38	3.4	15.55	3.7	13.18	5.0
Group I	13.24	3.0	–	–	–	–
Group II	20.14	2.8	–	–	–	–
First-line supervisors/managers of office and administrative support workers	21.45	2.3	21.45	2.3	–	–
Group II	21.45	2.3	21.45	2.3	–	–
Financial clerks	14.43	5.8	14.60	5.9	–	–
Group I	13.69	7.5	–	–	–	–
Group II	17.12	1.1	–	–	–	–
Bookkeeping, accounting, and auditing clerks	14.32	6.1	14.72	6.1	–	–
Group I	13.06	5.4	–	–	–	–
Customer service representatives	14.54	7.6	15.62	4.9	–	–
Group I	13.73	7.0	14.87	1.7	–	–
Receptionists and information clerks	14.15	3.2	–	–	–	–
Group I	14.15	3.2	–	–	–	–
Shipping, receiving, and traffic clerks	13.50	9.0	13.50	9.0	–	–
Group I	14.08	9.2	14.08	9.2	–	–
Stock clerks and order fillers	11.67	.8	11.82	1.0	–	–
Group I	–	–	11.63	1.4	–	–
Secretaries and administrative assistants	19.72	6.3	19.74	6.4	–	–
Group I	16.16	4.1	–	–	–	–
Group II	21.42	9.8	–	–	–	–
Executive secretaries and administrative assistants	19.65	8.6	19.65	8.6	–	–
Group II	20.09	10.5	20.09	10.5	–	–
Office clerks, general	13.92	5.9	13.93	6.3	–	–
Group I	12.98	4.7	12.88	5.2	–	–
Group II	18.30	2.8	18.30	2.8	–	–
Construction and extraction occupations	14.46	1.8	14.46	1.8	–	–
Group I	11.68	7.9	–	–	–	–
Group II	16.67	1.2	–	–	–	–
Electricians	18.19	7.8	18.19	7.8	–	–
Group II	18.91	5.8	18.91	5.8	–	–
Installation, maintenance, and repair occupations	20.45	9.5	20.45	9.5	–	–
Group I	13.09	3.6	–	–	–	–
Group II	20.46	8.9	–	–	–	–
First-line supervisors/managers of mechanics, installers, and repairers	27.87	25.5	27.87	25.5	–	–
Industrial machinery installation, repair, and maintenance workers	19.49	4.4	19.49	4.4	–	–
Group II	20.51	4.7	–	–	–	–
Industrial machinery mechanics	23.66	11.6	23.66	11.6	–	–
Group II	23.66	11.6	23.66	11.6	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
—Continued						
Maintenance and repair workers, general	\$17.55	6.7	\$17.55	6.7	—	—
Group II	18.38	6.8	18.38	6.8	—	—
Miscellaneous installation, maintenance, and repair workers	21.30	16.7	21.30	16.7	—	—
Production occupations	16.32	4.2	16.49	3.9	—	—
Group I	13.56	3.9	—	—	—	—
Group II	21.36	2.3	—	—	—	—
First-line supervisors/managers of production and operating workers	24.03	9.7	24.03	9.7	—	—
Group II	25.09	6.5	25.09	6.5	—	—
Miscellaneous assemblers and fabricators	15.40	6.6	15.40	6.6	—	—
Group I	15.12	8.0	—	—	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	14.06	7.8	14.06	7.8	—	—
Group I	12.96	9.5	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.30	14.0	13.30	14.0	—	—
Inspectors, testers, sorters, samplers, and weighers	16.11	1.8	16.11	1.8	—	—
Group I	13.14	10.8	13.14	10.8	—	—
Group II	20.46	12.2	20.46	12.2	—	—
Miscellaneous production workers	16.55	3.8	16.55	3.8	—	—
Group I	14.06	5.4	—	—	—	—
Group II	23.71	4.6	—	—	—	—
Transportation and material moving occupations	15.05	7.6	15.47	8.0	—	—
Group I	12.69	4.0	—	—	—	—
Group II	21.35	5.4	—	—	—	—
Driver/sales workers and truck drivers	16.83	8.6	16.83	8.6	—	—
Group I	14.37	7.8	—	—	—	—
Truck drivers, heavy and tractor-trailer	17.18	10.5	17.18	10.5	—	—
Industrial truck and tractor operators	14.40	4.1	14.40	4.1	—	—
Group I	14.40	4.3	14.40	4.3	—	—
Laborers and material movers, hand	11.35	6.5	11.35	6.3	—	—
Group I	11.35	6.9	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.77	6.7	11.44	7.1	—	—
Group I	11.82	7.1	11.46	7.7	—	—
Packers and packagers, hand	10.11	11.2	12.35	8.0	—	—
Group I	10.11	11.2	12.35	8.0	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A for more information.

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

a 40-hour week is the minimum full-time schedule.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles¹, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.50	\$11.45	\$15.74	\$23.34	\$36.63
Management occupations	19.45	22.34	35.97	50.51	66.71
General and operations managers	22.50	22.50	22.50	29.05	80.34
Financial managers	19.04	19.45	21.58	48.22	58.52
Business and financial operations occupations	19.13	23.27	29.57	38.62	53.04
Buyers and purchasing agents	16.73	22.06	24.00	37.18	37.71
Human resources, training, and labor relations specialists	18.41	22.74	31.73	32.69	33.69
Training and development specialists	18.41	22.74	28.90	32.69	32.69
Accountants and auditors	21.88	24.04	25.20	30.29	36.06
Financial analysts and advisors	25.52	28.15	30.05	64.33	64.33
Financial analysts	27.56	28.15	29.81	64.33	64.33
Computer and mathematical science occupations	22.09	30.94	37.78	43.58	55.29
Computer software engineers	36.06	37.78	38.46	45.37	50.78
Computer systems analysts	21.00	28.76	39.21	48.97	60.36
Architecture and engineering occupations	14.35	20.49	28.61	37.02	44.90
Engineers	28.61	28.61	35.68	44.80	47.40
Electrical and electronics engineers	41.81	44.60	45.60	48.10	49.00
Electrical engineers	41.81	44.60	45.60	48.10	49.00
Engineering technicians, except drafters	16.50	20.88	29.88	33.80	36.10
Life, physical, and social science occupations	13.21	17.84	23.35	26.69	32.89
Community and social services occupations	14.56	16.07	18.17	21.49	25.97
Counselors	14.89	16.15	18.36	20.34	22.00
Education, training, and library occupations	9.67	14.73	24.19	31.60	37.22
Postsecondary teachers	27.04	32.26	39.44	55.46	77.84
Primary, secondary, and special education school teachers	19.98	21.96	26.15	32.05	36.14
Elementary and middle school teachers	19.98	21.68	25.67	31.41	35.34
Elementary school teachers, except special education	19.98	21.68	25.91	31.42	35.09
Middle school teachers, except special and vocational education	20.21	21.68	25.23	31.29	36.14
Secondary school teachers	19.98	23.16	27.06	32.76	38.11
Secondary school teachers, except special and vocational education	19.98	23.16	27.06	32.76	38.11
Teacher assistants	9.07	9.67	10.16	11.31	14.31
Arts, design, entertainment, sports, and media occupations	7.03	18.27	18.27	18.27	18.38
Athletes, coaches, umpires, and related workers	7.42	10.35	15.42	19.58	27.70
Coaches and scouts	7.42	10.35	15.42	19.58	27.70
Healthcare practitioner and technical occupations	11.23	17.30	21.88	26.40	29.52
Registered nurses	20.59	22.95	24.69	27.50	30.20
Clinical laboratory technologists and technicians	11.04	11.96	18.54	26.87	30.29
Health diagnosing and treating practitioner support technicians	9.38	9.38	9.38	14.50	15.44
Licensed practical and licensed vocational nurses	17.00	18.00	19.00	20.30	22.00
Healthcare support occupations	9.27	10.20	11.50	13.50	16.01
Nursing, psychiatric, and home health aides	9.00	9.50	10.75	11.50	12.74
Nursing aides, orderlies, and attendants	9.00	9.50	10.50	11.10	12.60
Miscellaneous healthcare support occupations	9.50	11.50	13.28	16.01	16.20
Protective service occupations	10.74	11.70	19.51	25.72	27.97
Security guards and gaming surveillance officers	9.00	10.56	11.00	11.62	14.23
Security guards	9.00	10.56	11.00	11.62	14.23
Food preparation and serving related occupations	2.31	6.00	7.00	9.00	11.11
Cooks	7.84	7.84	9.50	11.11	11.13
Food service, tipped	2.31	2.31	2.43	3.33	6.00
Waiters and waitresses	2.31	2.31	2.31	2.43	3.23
Fast food and counter workers	6.25	6.50	7.40	8.76	10.25

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles¹, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
Combined food preparation and serving workers, including fast food	\$6.25	\$6.50	\$7.40	\$8.76	\$10.25
Dishwashers	5.85	7.00	9.00	9.21	9.55
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	7.50	9.49	11.00	13.99	14.08
Janitors and cleaners, except maids and housekeeping cleaners	6.75	7.50	10.06	11.00	12.69
Maids and housekeeping cleaners	6.50	8.97	10.74	11.00	13.55
	7.00	7.50	8.00	8.86	11.57
Personal care and service occupations					
Recreation and fitness workers	6.93	8.00	9.00	16.42	37.97
Recreation workers	5.71	8.60	8.94	11.00	16.32
	5.40	8.60	8.60	11.00	16.32
Sales and related occupations					
First-line supervisors/managers, sales workers	7.60	9.27	13.20	26.93	38.25
First-line supervisors/managers of retail sales workers	15.74	16.44	23.26	30.87	30.87
Retail sales workers	15.74	16.44	21.22	30.87	30.87
Cashiers, all workers	7.00	7.98	9.37	10.65	12.54
Cashiers	7.00	7.75	8.60	9.50	11.62
Retail salespersons	7.00	7.75	8.60	9.50	11.62
Sales representatives, wholesale and manufacturing	6.76	8.05	9.50	10.60	12.54
	19.23	21.46	38.96	44.13	56.02
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	11.05	11.70	14.17	17.70	21.86
Financial clerks	18.30	18.30	22.84	23.08	24.04
Bookkeeping, accounting, and auditing clerks	11.58	11.68	14.00	16.45	17.79
Customer service representatives	11.58	11.58	14.45	15.74	17.77
Receptionists and information clerks	9.75	13.90	15.00	15.50	17.90
Shipping, receiving, and traffic clerks	12.93	13.35	14.17	15.00	15.00
Stock clerks and order fillers	9.75	10.40	14.21	15.55	16.05
Secretaries and administrative assistants	10.60	11.05	11.45	11.75	11.88
Executive secretaries and administrative assistants	13.45	15.82	17.79	23.44	26.73
Office clerks, general	13.39	15.82	21.00	23.34	25.48
	10.00	11.20	13.06	16.13	19.06
Construction and extraction occupations					
Electricians	9.50	11.75	14.00	16.25	21.25
	13.83	15.77	19.00	20.48	20.48
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	11.75	14.42	18.25	23.23	29.90
Industrial machinery installation, repair, and maintenance workers	18.00	18.00	19.23	26.10	62.82
Industrial machinery mechanics	12.50	14.14	19.59	22.71	27.80
Maintenance and repair workers, general	14.14	18.80	19.91	32.52	32.52
Miscellaneous installation, maintenance, and repair workers	12.00	12.50	19.59	19.76	21.85
	9.25	13.80	18.95	29.90	29.90
Production occupations					
First-line supervisors/managers of production and operating workers	9.00	11.73	15.15	21.14	24.00
Miscellaneous assemblers and fabricators	18.94	18.94	24.34	25.00	30.19
Machine tool cutting setters, operators, and tenders, metal and plastic	7.75	12.40	13.88	22.30	22.92
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	9.28	12.14	14.46	15.76	18.25
Inspectors, testers, sorters, samplers, and weighers	8.50	9.28	13.91	15.76	18.25
Miscellaneous production workers	9.00	13.06	14.37	22.60	23.75
	9.00	12.00	17.79	17.79	23.92
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.55	11.00	12.60	16.74	23.08
Truck drivers, heavy and tractor-trailer	12.00	13.61	15.40	19.60	23.72
Industrial truck and tractor operators	11.50	13.00	16.74	20.86	24.67
Laborers and material movers, hand	10.04	10.55	12.00	15.80	22.92
	7.85	9.80	11.50	12.60	15.05

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Charlotte-Gastonia-Concord, NC-SC, June 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Laborers and freight, stock, and material movers, hand	\$8.24	\$10.32	\$11.82	\$12.56	\$14.62
Packers and packagers, hand	7.20	7.25	10.25	13.45	13.45

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles¹, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.30	\$11.20	\$15.39	\$23.04	\$36.75
Management occupations	19.45	20.76	32.64	50.48	66.71
General and operations managers	22.50	22.50	22.50	29.05	80.34
Financial managers	19.04	19.45	21.58	48.22	58.52
Business and financial operations occupations	19.58	24.04	30.66	41.20	54.96
Buyers and purchasing agents	16.73	22.06	24.00	37.18	37.71
Human resources, training, and labor relations specialists	18.41	23.08	32.69	32.69	35.40
Training and development specialists	18.41	22.78	32.69	32.69	37.02
Accountants and auditors	21.88	24.04	25.20	30.29	36.06
Financial analysts and advisors	25.52	28.15	30.05	64.33	64.33
Financial analysts	27.56	28.15	29.81	64.33	64.33
Computer and mathematical science occupations	22.00	33.03	37.78	44.85	56.25
Computer software engineers	36.06	37.78	38.46	45.37	50.78
Computer systems analysts	20.29	28.76	40.96	49.04	61.01
Architecture and engineering occupations	14.35	20.49	28.61	37.02	44.90
Engineers	28.61	28.61	35.68	44.80	47.40
Electrical and electronics engineers	41.81	44.60	45.60	48.10	49.00
Electrical engineers	41.81	44.60	45.60	48.10	49.00
Engineering technicians, except drafters	16.50	20.88	29.88	33.80	36.10
Life, physical, and social science occupations	13.21	13.21	23.35	32.89	33.74
Education, training, and library occupations	9.07	9.07	21.35	34.84	38.11
Postsecondary teachers	19.31	28.18	32.26	37.07	62.88
Primary, secondary, and special education school teachers	21.22	25.25	29.21	38.11	38.11
Elementary and middle school teachers	20.86	21.56	28.67	36.14	36.14
Arts, design, entertainment, sports, and media occupations	7.03	18.27	18.27	18.27	18.38
Athletes, coaches, umpires, and related workers	7.42	10.35	15.42	19.58	27.70
Coaches and scouts	7.42	10.35	15.42	19.58	27.70
Healthcare practitioner and technical occupations	11.04	16.17	21.48	27.50	29.88
Registered nurses	20.59	23.70	26.55	27.50	30.20
Clinical laboratory technologists and technicians	11.04	11.96	18.54	26.87	30.29
Healthcare support occupations	9.00	10.00	11.50	13.95	16.20
Nursing, psychiatric, and home health aides	8.75	9.00	10.00	11.00	12.22
Nursing aides, orderlies, and attendants	8.75	9.00	10.00	11.00	12.22
Miscellaneous healthcare support occupations	9.50	11.50	13.28	16.01	16.20
Protective service occupations	9.00	10.20	11.00	11.62	14.23
Security guards and gaming surveillance officers	9.00	10.56	11.00	11.62	14.23
Security guards	9.00	10.56	11.00	11.62	14.23
Food preparation and serving related occupations	2.31	6.00	7.00	9.00	11.11
Cooks	7.84	7.84	9.50	11.11	11.13
Food service, tipped	2.31	2.31	2.43	3.33	6.00
Waiters and waitresses	2.31	2.31	2.31	2.43	3.23
Fast food and counter workers	6.25	6.50	7.40	8.76	10.25
Combined food preparation and serving workers, including fast food	6.25	6.50	7.40	8.76	10.25
Dishwashers	5.85	7.00	9.00	9.21	9.55
Building and grounds cleaning and maintenance occupations	7.50	9.49	11.00	13.99	14.08
Building cleaning workers	6.50	7.50	8.91	11.00	13.55
Janitors and cleaners, except maids and housekeeping cleaners	6.25	7.50	11.00	11.00	13.55
Maids and housekeeping cleaners	7.00	7.50	7.50	8.86	8.91
Personal care and service occupations	7.00	8.00	9.00	32.62	37.97
Recreation and fitness workers	8.60	8.60	8.94	11.00	16.32

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Sales and related occupations	\$7.60	\$9.27	\$13.20	\$26.93	\$38.25
First-line supervisors/managers, sales workers	15.74	16.44	23.26	30.87	30.87
First-line supervisors/managers of retail sales workers	15.74	16.44	21.22	30.87	30.87
Retail sales workers	7.00	7.98	9.37	10.65	12.54
Cashiers, all workers	7.00	7.75	8.60	9.50	11.62
Cashiers	7.00	7.75	8.60	9.50	11.62
Retail salespersons	6.76	8.05	9.50	10.60	12.54
Sales representatives, wholesale and manufacturing	19.23	21.46	38.96	44.13	56.02
Office and administrative support occupations	11.11	11.70	14.50	17.77	21.88
First-line supervisors/managers of office and administrative support workers	18.30	18.30	22.84	23.08	24.04
Financial clerks	11.58	11.68	14.00	16.45	17.79
Bookkeeping, accounting, and auditing clerks	11.58	11.58	14.45	15.74	17.77
Customer service representatives	9.75	13.90	15.00	15.50	17.90
Receptionists and information clerks	12.93	13.35	14.17	15.00	15.00
Shipping, receiving, and traffic clerks	9.75	10.40	14.21	15.55	16.05
Stock clerks and order fillers	10.60	11.05	11.45	11.75	11.88
Secretaries and administrative assistants	13.45	15.82	17.79	23.44	26.73
Executive secretaries and administrative assistants	13.39	15.82	21.00	23.34	25.48
Office clerks, general	10.00	11.06	13.60	17.70	19.06
Construction and extraction occupations	9.50	11.75	14.00	16.25	21.25
Electricians	13.83	15.77	19.00	20.48	20.48
Installation, maintenance, and repair occupations	11.70	14.42	18.50	23.23	29.90
First-line supervisors/managers of mechanics, installers, and repairers	18.00	18.00	19.23	26.10	62.82
Industrial machinery installation, repair, and maintenance workers	12.50	14.14	19.59	22.71	27.80
Industrial machinery mechanics	14.14	18.80	19.91	32.52	32.52
Maintenance and repair workers, general	12.00	12.50	19.59	19.76	21.85
Production occupations	9.00	11.73	15.15	21.14	24.00
First-line supervisors/managers of production and operating workers	18.94	18.94	24.34	25.00	30.19
Miscellaneous assemblers and fabricators	7.75	12.40	13.88	22.30	22.92
Machine tool cutting setters, operators, and tenders, metal and plastic	9.28	12.14	14.46	15.76	18.25
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.50	9.28	13.91	15.76	18.25
Inspectors, testers, sorters, samplers, and weighers	9.00	13.06	14.37	22.60	23.75
Miscellaneous production workers	9.00	12.00	17.79	17.79	23.92
Transportation and material moving occupations	8.50	11.00	12.90	17.05	23.08
Driver/sales workers and truck drivers	12.00	13.61	15.40	19.60	23.72
Truck drivers, heavy and tractor-trailer	11.50	13.00	16.74	20.86	24.67
Industrial truck and tractor operators	10.04	10.55	12.00	15.80	22.92
Laborers and material movers, hand	7.50	9.75	11.36	12.81	15.05
Laborers and freight, stock, and material movers, hand	8.24	10.32	11.73	12.60	14.80
Packers and packagers, hand	7.20	7.25	10.25	13.45	13.45

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles¹, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$10.42	\$13.59	\$19.99	\$26.05	\$33.82
Management occupations	24.39	30.09	40.38	62.30	88.00
Life, physical, and social science occupations	17.84	20.00	21.57	24.18	27.65
Community and social services occupations	14.52	15.68	18.35	20.90	24.01
Education, training, and library occupations	10.16	18.54	24.50	31.32	37.13
Postsecondary teachers	27.04	34.61	43.05	59.85	77.84
Primary, secondary, and special education school teachers	19.98	21.84	25.96	31.64	35.34
Elementary and middle school teachers	19.98	21.68	25.56	31.29	35.29
Elementary school teachers, except special education	19.98	21.84	25.91	31.46	35.18
Secondary school teachers	19.97	22.66	26.72	32.39	35.79
Secondary school teachers, except special and vocational education	19.97	22.66	26.72	32.39	35.79
Teacher assistants	9.67	9.67	10.42	11.34	14.14
Healthcare practitioner and technical occupations	14.50	19.25	23.49	25.12	28.84
Registered nurses	19.94	22.95	24.04	26.00	30.43
Healthcare support occupations	10.04	11.10	11.10	12.43	14.87
Protective service occupations	15.29	17.17	24.16	26.17	29.36
Building and grounds cleaning and maintenance occupations	8.97	8.97	10.06	11.27	12.30
Building cleaning workers	8.97	8.97	10.06	11.27	12.30
Janitors and cleaners, except maids and housekeeping cleaners	8.97	8.97	10.06	10.71	11.38
Office and administrative support occupations	9.13	11.20	13.14	13.59	15.18
Office clerks, general	11.20	11.53	13.06	13.50	15.33

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.80	\$12.00	\$17.34	\$24.52	\$37.97
Management occupations	19.45	22.34	36.38	50.51	66.71
General and operations managers	20.76	22.50	22.50	32.04	80.34
Financial managers	19.04	19.45	21.58	48.22	58.52
Business and financial operations occupations	19.13	23.27	29.57	38.62	53.04
Buyers and purchasing agents	16.73	22.06	24.00	37.18	37.71
Human resources, training, and labor relations specialists	18.41	22.74	31.73	32.69	33.69
Training and development specialists	18.41	22.74	28.90	32.69	32.69
Accountants and auditors	21.88	24.04	25.20	30.29	36.06
Financial analysts and advisors	25.52	28.15	30.05	64.33	64.33
Financial analysts	27.56	28.15	29.81	64.33	64.33
Computer and mathematical science occupations	22.09	30.94	37.78	43.58	55.29
Computer software engineers	36.06	37.78	38.46	45.37	50.78
Computer systems analysts	21.00	28.76	39.21	48.97	60.36
Architecture and engineering occupations	14.35	20.49	28.61	37.02	44.90
Engineers	28.61	28.61	35.68	44.80	47.40
Electrical and electronics engineers	41.81	44.60	45.60	48.10	49.00
Electrical engineers	41.81	44.60	45.60	48.10	49.00
Engineering technicians, except drafters	16.50	20.88	29.88	33.80	36.10
Life, physical, and social science occupations	13.21	17.84	23.35	28.04	32.89
Community and social services occupations	14.52	15.68	17.33	20.35	25.97
Counselors	14.89	16.10	18.25	20.21	21.99
Education, training, and library occupations	9.67	14.73	24.23	31.61	37.22
Postsecondary teachers	27.04	34.59	40.97	59.85	77.84
Primary, secondary, and special education school teachers	19.98	21.96	26.15	32.05	36.14
Elementary and middle school teachers	19.98	21.68	25.68	31.41	35.34
Elementary school teachers, except special education	19.98	21.68	25.94	31.42	35.09
Middle school teachers, except special and vocational education	20.21	21.68	25.23	31.29	36.14
Secondary school teachers	19.98	23.16	27.06	32.76	38.11
Secondary school teachers, except special and vocational education	19.98	23.16	27.06	32.76	38.11
Teacher assistants	9.07	9.67	10.16	11.31	14.31
Healthcare practitioner and technical occupations	11.23	15.58	21.48	26.15	30.05
Registered nurses	19.85	23.49	25.12	27.50	30.68
Clinical laboratory technologists and technicians	11.04	11.96	18.54	26.87	30.29
Health diagnosing and treating practitioner support technicians	9.38	9.38	9.38	14.50	15.44
Licensed practical and licensed vocational nurses	17.00	18.00	19.00	20.30	22.00
Healthcare support occupations	9.00	10.00	11.50	13.37	16.05
Nursing, psychiatric, and home health aides	9.00	9.50	10.45	11.71	13.95
Nursing aides, orderlies, and attendants	8.76	9.11	10.25	11.50	13.54
Miscellaneous healthcare support occupations	9.50	11.50	12.75	14.76	16.20
Protective service occupations	11.00	13.74	19.51	25.72	27.97
Food preparation and serving related occupations	2.43	4.00	8.76	11.11	11.52
Cooks	9.60	11.11	11.11	11.13	12.36
Food service, tipped	2.22	2.43	3.28	4.00	8.30
Building and grounds cleaning and maintenance occupations	8.24	9.49	11.69	14.08	14.08
Building cleaning workers	7.50	8.00	8.97	11.27	13.55
Janitors and cleaners, except maids and housekeeping cleaners	8.97	9.22	10.74	12.81	13.55
Maids and housekeeping cleaners	7.00	7.50	8.00	8.86	11.57

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Personal care and service occupations	\$7.00	\$8.00	\$11.00	\$34.75	\$37.97
Sales and related occupations	9.37	11.05	19.23	34.41	43.20
First-line supervisors/managers, sales workers	15.74	16.44	23.26	30.87	30.87
First-line supervisors/managers of retail sales workers	15.74	16.44	21.22	30.87	30.87
Retail sales workers	8.50	9.27	10.35	11.83	13.00
Cashiers, all workers	7.98	8.50	9.27	10.11	11.87
Cashiers	7.98	8.50	9.27	10.11	11.87
Retail salespersons	8.75	9.41	10.49	12.05	12.54
Sales representatives, wholesale and manufacturing	19.23	21.46	38.96	44.13	56.02
Office and administrative support occupations	11.25	11.70	14.23	17.77	21.91
First-line supervisors/managers of office and administrative support workers	18.30	18.30	22.84	23.08	24.04
Financial clerks	11.58	11.68	14.53	16.92	18.00
Bookkeeping, accounting, and auditing clerks	11.58	13.73	14.77	15.74	17.77
Customer service representatives	13.90	14.13	15.50	15.52	19.88
Shipping, receiving, and traffic clerks	9.75	10.40	14.21	15.55	16.05
Stock clerks and order fillers	10.80	11.25	11.45	11.88	11.88
Secretaries and administrative assistants	13.50	15.82	17.79	23.44	26.73
Executive secretaries and administrative assistants	13.39	15.82	21.00	23.34	25.48
Office clerks, general	10.00	11.20	13.23	16.83	19.06
Construction and extraction occupations	9.50	11.75	14.00	16.25	21.25
Electricians	13.83	15.77	19.00	20.48	20.48
Installation, maintenance, and repair occupations	11.75	14.42	18.25	23.23	29.90
First-line supervisors/managers of mechanics, installers, and repairers	18.00	18.00	19.23	26.10	62.82
Industrial machinery installation, repair, and maintenance workers	12.50	14.14	19.59	22.71	27.80
Industrial machinery mechanics	14.14	18.80	19.91	32.52	32.52
Maintenance and repair workers, general	12.00	12.50	19.59	19.76	21.85
Miscellaneous installation, maintenance, and repair workers	9.25	13.80	18.95	29.90	29.90
Production occupations	9.00	12.10	15.52	21.51	24.26
First-line supervisors/managers of production and operating workers	18.94	18.94	24.34	25.00	30.19
Miscellaneous assemblers and fabricators	7.75	12.40	13.88	22.30	22.92
Machine tool cutting setters, operators, and tenders, metal and plastic	9.28	12.14	14.46	15.76	18.25
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.50	9.28	13.91	15.76	18.25
Inspectors, testers, sorters, samplers, and weighers	9.00	13.06	14.37	22.60	23.75
Miscellaneous production workers	9.00	12.00	17.79	17.79	23.92
Transportation and material moving occupations	9.75	11.00	13.00	17.40	23.08
Driver/sales workers and truck drivers	12.00	13.61	15.40	19.60	23.72
Truck drivers, heavy and tractor-trailer	11.50	13.00	16.74	20.86	24.67
Industrial truck and tractor operators	10.04	10.55	12.00	15.80	22.92
Laborers and material movers, hand	8.24	9.85	11.35	12.60	15.05
Laborers and freight, stock, and material movers, hand	8.24	10.00	11.50	12.25	14.40
Packers and packagers, hand	10.25	10.50	12.29	13.45	15.31

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.00	\$6.75	\$8.42	\$11.20	\$15.00
Arts, design, entertainment, sports, and media occupations	6.50	6.70	7.03	9.00	10.35
Healthcare practitioner and technical occupations	22.95	22.95	24.04	26.52	28.98
Registered nurses	22.95	22.95	24.04	26.00	27.07
Healthcare support occupations	10.05	11.10	11.10	16.01	16.01
Nursing, psychiatric, and home health aides	10.00	11.10	11.10	11.10	11.10
Nursing aides, orderlies, and attendants	10.00	11.10	11.10	11.10	11.10
Food preparation and serving related occupations	2.31	6.00	6.73	7.84	9.00
Food service, tipped	2.31	2.31	2.31	2.35	5.50
Waiters and waitresses	2.31	2.31	2.31	2.35	2.43
Fast food and counter workers	6.15	6.40	7.00	8.50	9.75
Combined food preparation and serving workers, including fast food	6.15	6.40	7.00	8.50	9.75
Personal care and service occupations	6.93	7.00	8.00	12.50	12.50
Sales and related occupations	6.50	7.25	8.10	9.65	11.62
Retail sales workers	6.50	7.00	8.00	9.10	11.62
Cashiers, all workers	6.75	7.25	8.00	9.00	11.62
Cashiers	6.75	7.25	8.00	9.00	11.62
Retail salespersons	6.35	7.00	8.00	9.90	10.70
Office and administrative support occupations	9.60	10.50	13.00	15.00	15.00

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.08	\$17.34	\$875	\$682	39.6	\$45,042	\$35,153	2,040
Management occupations	38.55	36.38	1,555	1,464	40.3	80,723	76,149	2,094
General and operations managers	34.27	22.50	1,404	900	41.0	72,993	46,800	2,130
Financial managers	32.65	21.58	1,319	971	40.4	68,571	50,497	2,100
Business and financial operations occupations	47.63	29.57	1,927	1,183	40.4	100,186	61,499	2,103
Buyers and purchasing agents	27.34	24.00	1,125	960	41.1	58,483	49,920	2,139
Human resources, training, and labor relations specialists	28.67	31.73	1,149	1,269	40.1	59,734	66,000	2,084
Training and development specialists	28.23	28.90	1,129	1,156	40.0	58,717	60,102	2,080
Accountants and auditors	26.66	25.20	1,087	1,008	40.8	56,512	52,410	2,120
Financial analysts and advisors	43.19	30.05	1,728	1,202	40.0	89,834	62,510	2,080
Financial analysts	40.18	29.81	1,607	1,192	40.0	83,583	62,001	2,080
Computer and mathematical science occupations	38.19	37.78	1,539	1,511	40.3	80,030	78,578	2,096
Computer software engineers	41.82	38.46	1,673	1,538	40.0	86,992	79,993	2,080
Computer systems analysts	40.00	39.21	1,622	1,577	40.6	84,362	81,998	2,109
Architecture and engineering occupations	28.90	28.61	1,155	1,144	39.9	60,043	59,505	2,077
Engineers	37.34	35.68	1,494	1,427	40.0	77,670	74,214	2,080
Electrical and electronics engineers	45.66	45.60	1,826	1,824	40.0	94,978	94,848	2,080
Electrical engineers	45.66	45.60	1,827	1,824	40.0	94,979	94,848	2,080
Engineering technicians, except drafters	27.54	29.88	1,093	1,195	39.7	56,822	62,150	2,063
Life, physical, and social science occupations	23.94	23.35	958	934	40.0	49,795	48,570	2,080
Community and social services occupations	18.62	17.33	732	681	39.3	38,033	35,424	2,042
Counselors	18.36	18.25	735	730	40.0	38,090	38,000	2,074
Education, training, and library occupations	24.68	24.23	931	919	37.7	39,540	39,505	1,602
Postsecondary teachers	45.81	40.97	1,746	1,558	38.1	70,155	63,250	1,531
Primary, secondary, and special education school teachers	27.33	26.15	1,026	985	37.5	43,391	42,172	1,588
Elementary and middle school teachers	26.94	25.68	1,011	968	37.5	42,920	41,222	1,593
Elementary school teachers, except special education	26.96	25.94	1,010	973	37.5	42,912	41,777	1,592
Middle school teachers, except special and vocational education	26.85	25.23	1,012	946	37.7	42,951	40,680	1,600
Secondary school teachers	28.29	27.06	1,068	1,044	37.8	44,846	43,575	1,585
Secondary school teachers, except special and vocational education	28.29	27.06	1,068	1,044	37.8	44,846	43,575	1,585
Teacher assistants	10.76	10.16	408	381	37.9	17,937	17,302	1,667
Healthcare practitioner and technical occupations	20.94	21.48	809	829	38.7	41,835	42,952	1,998
Registered nurses	26.05	25.12	1,003	1,000	38.5	51,823	51,917	1,989
Clinical laboratory technologists and technicians	19.62	18.54	748	656	38.1	38,893	34,133	1,983
Health diagnosing and treating practitioner support technicians	11.86	9.38	474	375	40.0	24,655	19,519	2,079
Licensed practical and licensed vocational nurses	19.18	19.00	701	693	36.6	35,750	36,036	1,864
Healthcare support occupations	11.91	11.50	431	424	36.2	22,429	22,022	1,883

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare support occupations —Continued								
Nursing, psychiatric, and home health aides	\$10.83	\$10.45	\$385	\$380	35.5	\$20,002	\$19,760	1,848
Nursing aides, orderlies, and attendants	10.61	10.25	371	361	35.0	19,286	18,795	1,818
Miscellaneous healthcare support occupations	13.07	12.75	483	500	37.0	25,138	26,000	1,924
Protective service occupations	20.44	19.51	836	876	40.9	43,462	45,573	2,127
Food preparation and serving related occupations	8.56	8.76	331	338	38.6	17,149	17,550	2,003
Cooks	11.13	11.11	436	444	39.2	22,698	23,109	2,039
Food service, tipped	4.02	3.28	147	129	36.7	7,663	6,718	1,908
Building and grounds cleaning and maintenance occupations	12.04	11.69	476	454	39.5	24,736	23,629	2,055
Building cleaning workers	9.89	8.97	383	359	38.8	19,919	18,649	2,015
Janitors and cleaners, except maids and housekeeping cleaners	10.99	10.74	440	429	40.0	22,836	22,333	2,077
Maids and housekeeping cleaners	8.49	8.00	317	300	37.3	16,475	15,600	1,941
Personal care and service occupations	17.51	11.00	586	459	33.5	29,608	22,880	1,690
Sales and related occupations	22.95	19.23	909	769	39.6	47,245	40,000	2,059
First-line supervisors/managers, sales workers	23.36	23.26	934	930	40.0	48,588	48,377	2,080
First-line supervisors/managers of retail sales workers	22.70	21.22	908	849	40.0	47,216	44,127	2,080
Retail sales workers	10.60	10.35	412	393	38.9	21,430	20,459	2,022
Cashiers, all workers	9.48	9.27	370	371	39.0	19,223	19,286	2,028
Cashiers	9.48	9.27	370	371	39.0	19,223	19,286	2,028
Retail salespersons	10.56	10.49	407	393	38.5	21,156	20,459	2,003
Sales representatives, wholesale and manufacturing	35.51	38.96	1,420	1,558	40.0	73,864	81,037	2,080
Office and administrative support occupations	15.55	14.23	619	560	39.8	32,179	29,120	2,069
First-line supervisors/managers of office and administrative support workers	21.45	22.84	858	914	40.0	44,624	47,507	2,080
Financial clerks	14.60	14.53	581	560	39.8	30,224	29,120	2,071
Bookkeeping, accounting, and auditing clerks	14.72	14.77	589	591	40.0	30,619	30,722	2,080
Customer service representatives	15.62	15.50	625	620	40.0	32,488	32,240	2,080
Shipping, receiving, and traffic clerks	13.50	14.21	540	568	40.0	28,089	29,557	2,080
Stock clerks and order fillers	11.82	11.45	473	458	40.0	24,588	23,816	2,080
Secretaries and administrative assistants	19.74	17.79	789	712	40.0	41,050	36,999	2,080
Executive secretaries and administrative assistants	19.65	21.00	786	840	40.0	40,868	43,680	2,079
Office clerks, general	13.93	13.23	544	510	39.1	28,295	26,520	2,031
Construction and extraction occupations	14.46	14.00	578	560	40.0	29,966	28,560	2,073
Electricians	18.19	19.00	728	760	40.0	37,844	39,520	2,080
Installation, maintenance, and repair occupations	20.45	18.25	818	740	40.0	42,504	37,960	2,078
First-line supervisors/managers of mechanics, installers, and repairers	27.87	19.23	1,115	769	40.0	57,961	40,000	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Installation, maintenance, and repair occupations –Continued								
Industrial machinery installation, repair, and maintenance workers	\$19.49	\$19.59	\$777	\$784	39.9	\$40,350	\$40,756	2,071
Industrial machinery mechanics	23.66	19.91	930	830	39.3	48,336	43,139	2,043
Maintenance and repair workers, general	17.55	19.59	702	784	40.0	36,469	40,756	2,078
Miscellaneous installation, maintenance, and repair workers	21.30	18.95	852	758	40.0	44,301	39,416	2,080
Production occupations	16.49	15.52	654	616	39.7	34,025	32,032	2,063
First-line supervisors/managers of production and operating workers	24.03	24.34	975	1,000	40.6	50,686	52,000	2,109
Miscellaneous assemblers and fabricators	15.40	13.88	616	555	40.0	32,035	28,870	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	14.06	14.46	551	576	39.2	28,665	29,936	2,039
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.30	13.91	532	556	40.0	27,670	28,933	2,080
Inspectors, testers, sorters, samplers, and weighers	16.11	14.37	643	575	39.9	33,446	29,890	2,076
Miscellaneous production workers	16.55	17.79	645	676	39.0	33,565	35,153	2,028
Transportation and material moving occupations	15.47	13.00	616	520	39.8	31,924	27,040	2,064
Driver/sales workers and truck drivers	16.83	15.40	688	616	40.9	35,602	32,022	2,115
Truck drivers, heavy and tractor-trailer	17.18	16.74	704	668	41.0	36,436	34,736	2,121
Industrial truck and tractor operators ..	14.40	12.00	573	475	39.8	29,773	24,681	2,068
Laborers and material movers, hand ..	11.35	11.35	454	454	40.0	23,461	23,504	2,067
Laborers and freight, stock, and material movers, hand	11.44	11.50	458	460	40.0	23,803	23,920	2,080
Packers and packagers, hand	12.35	12.29	494	492	40.0	23,934	24,835	1,938

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.10	\$16.90	\$877	\$670	39.7	\$45,538	\$34,819	2,061
Management occupations	37.74	34.62	1,524	1,431	40.4	79,245	74,407	2,100
General and operations managers	34.27	22.50	1,404	900	41.0	72,993	46,800	2,130
Financial managers	32.65	21.58	1,319	971	40.4	68,571	50,497	2,100
Business and financial operations occupations	49.80	30.66	2,016	1,238	40.5	104,852	64,367	2,105
Buyers and purchasing agents	27.34	24.00	1,125	960	41.1	58,483	49,920	2,139
Human resources, training, and labor relations specialists	29.38	32.69	1,178	1,308	40.1	61,240	67,991	2,085
Training and development specialists	28.97	32.69	1,159	1,308	40.0	60,248	67,991	2,080
Accountants and auditors	26.66	25.20	1,087	1,008	40.8	56,512	52,410	2,120
Financial analysts and advisors	43.19	30.05	1,728	1,202	40.0	89,834	62,510	2,080
Financial analysts	40.18	29.81	1,607	1,192	40.0	83,583	62,001	2,080
Computer and mathematical science occupations	39.23	37.78	1,582	1,511	40.3	82,279	78,578	2,098
Computer software engineers	41.82	38.46	1,673	1,538	40.0	86,992	79,993	2,080
Computer systems analysts	40.82	40.96	1,658	1,661	40.6	86,204	86,349	2,112
Architecture and engineering occupations	28.90	28.61	1,155	1,144	39.9	60,043	59,505	2,077
Engineers	37.34	35.68	1,494	1,427	40.0	77,670	74,214	2,080
Electrical and electronics engineers	45.66	45.60	1,826	1,824	40.0	94,978	94,848	2,080
Electrical engineers	45.66	45.60	1,827	1,824	40.0	94,979	94,848	2,080
Engineering technicians, except drafters	27.54	29.88	1,093	1,195	39.7	56,822	62,150	2,063
Life, physical, and social science occupations	24.84	23.35	994	934	40.0	51,663	48,570	2,080
Education, training, and library occupations	22.23	21.75	882	887	39.7	37,792	36,997	1,700
Postsecondary teachers	36.23	32.26	1,385	1,291	38.2	53,757	56,785	1,484
Primary, secondary, and special education school teachers	30.41	29.37	1,216	1,175	40.0	46,786	46,826	1,538
Elementary and middle school teachers	28.39	28.67	1,136	1,147	40.0	43,242	43,861	1,523
Healthcare practitioner and technical occupations	20.65	21.42	801	817	38.8	41,468	42,640	2,008
Registered nurses	27.00	26.66	1,066	1,062	39.5	54,732	54,995	2,027
Clinical laboratory technologists and technicians	19.62	18.54	748	656	38.1	38,893	34,133	1,983
Healthcare support occupations	11.85	11.50	426	411	36.0	22,163	21,362	1,870
Nursing, psychiatric, and home health aides	10.36	10.00	361	360	34.8	18,757	18,720	1,811
Nursing aides, orderlies, and attendants	10.36	10.00	361	360	34.8	18,757	18,720	1,811
Miscellaneous healthcare support occupations	13.07	12.75	483	500	37.0	25,138	26,000	1,924
Protective service occupations	11.77	11.32	463	452	39.3	24,053	23,504	2,044
Food preparation and serving related occupations	8.55	8.76	330	338	38.6	17,171	17,550	2,009
Cooks	11.13	11.11	436	444	39.2	22,698	23,109	2,039
Food service, tipped	4.02	3.28	147	129	36.7	7,663	6,718	1,908
Building and grounds cleaning and maintenance occupations	12.32	13.55	486	542	39.5	25,266	28,188	2,051
Building cleaning workers	9.71	8.86	370	320	38.1	19,241	16,640	1,982

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Personal care and service occupations	\$18.66	\$9.00	\$608	\$653	32.6	\$31,603	\$33,946	1,694
Sales and related occupations	22.95	19.23	909	769	39.6	47,245	40,000	2,059
First-line supervisors/managers, sales workers	23.36	23.26	934	930	40.0	48,588	48,377	2,080
First-line supervisors/managers of retail sales workers	22.70	21.22	908	849	40.0	47,216	44,127	2,080
Retail sales workers	10.60	10.35	412	393	38.9	21,430	20,459	2,022
Cashiers, all workers	9.48	9.27	370	371	39.0	19,223	19,286	2,028
Cashiers	9.48	9.27	370	371	39.0	19,223	19,286	2,028
Retail salespersons	10.56	10.49	407	393	38.5	21,156	20,459	2,003
Sales representatives, wholesale and manufacturing	35.51	38.96	1,420	1,558	40.0	73,864	81,037	2,080
Office and administrative support occupations	15.73	14.50	626	565	39.8	32,565	29,399	2,070
First-line supervisors/managers of office and administrative support workers	21.45	22.84	858	914	40.0	44,624	47,507	2,080
Financial clerks	14.60	14.53	581	560	39.8	30,224	29,120	2,071
Bookkeeping, accounting, and auditing clerks	14.72	14.77	589	591	40.0	30,619	30,722	2,080
Customer service representatives	15.62	15.50	625	620	40.0	32,488	32,240	2,080
Shipping, receiving, and traffic clerks	13.50	14.21	540	568	40.0	28,089	29,557	2,080
Stock clerks and order fillers	11.82	11.45	473	458	40.0	24,588	23,816	2,080
Secretaries and administrative assistants	19.74	17.79	789	712	40.0	41,050	36,999	2,080
Executive secretaries and administrative assistants	19.65	21.00	786	840	40.0	40,868	43,680	2,079
Office clerks, general	14.11	13.60	553	510	39.2	28,717	26,520	2,035
Construction and extraction occupations	14.48	14.00	579	560	40.0	30,001	28,560	2,072
Electricians	18.19	19.00	728	760	40.0	37,844	39,520	2,080
Installation, maintenance, and repair occupations	20.53	18.50	820	740	40.0	42,666	38,480	2,078
First-line supervisors/managers of mechanics, installers, and repairers	28.84	19.23	1,153	769	40.0	59,980	40,000	2,080
Industrial machinery installation, repair, and maintenance workers	19.51	19.59	777	784	39.8	40,422	40,756	2,072
Industrial machinery mechanics	23.66	19.91	930	830	39.3	48,336	43,139	2,043
Maintenance and repair workers, general	17.55	19.59	702	784	40.0	36,510	40,756	2,080
Production occupations	16.49	15.52	654	616	39.7	34,025	32,032	2,063
First-line supervisors/managers of production and operating workers	24.03	24.34	975	1,000	40.6	50,686	52,000	2,109
Miscellaneous assemblers and fabricators	15.40	13.88	616	555	40.0	32,035	28,870	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	14.06	14.46	551	576	39.2	28,665	29,936	2,039
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.30	13.91	532	556	40.0	27,670	28,933	2,080
Inspectors, testers, sorters, samplers, and weighers	16.11	14.37	643	575	39.9	33,446	29,890	2,076
Miscellaneous production workers	16.55	17.79	645	676	39.0	33,565	35,153	2,028
Transportation and material moving occupations	15.59	13.40	621	536	39.8	32,166	27,768	2,063
Driver/sales workers and truck drivers	16.83	15.40	688	616	40.9	35,602	32,022	2,115

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations –Continued								
Truck drivers, heavy and tractor-trailer	\$17.18	\$16.74	\$704	\$668	41.0	\$36,436	\$34,736	2,121
Industrial truck and tractor operators ..	14.40	12.00	573	475	39.8	29,773	24,681	2,068
Laborers and material movers, hand ..	11.32	11.07	453	443	40.0	23,393	23,026	2,066
Laborers and freight, stock, and material movers, hand	11.41	11.35	456	454	40.0	23,730	23,608	2,080
Packers and packagers, hand	12.35	12.29	494	492	40.0	23,934	24,835	1,938

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.93	\$19.98	\$857	\$789	39.1	\$41,271	\$38,440	1,882
Management occupations	48.44	40.38	1,938	1,615	40.0	98,165	83,990	2,027
Community and social services occupations	18.63	18.03	730	693	39.2	37,970	36,046	2,038
Education, training, and library occupations	25.02	24.50	937	919	37.5	39,763	39,505	1,589
Postsecondary teachers	48.17	43.11	1,834	1,722	38.1	74,351	67,150	1,544
Primary, secondary, and special education school teachers	27.11	25.96	1,014	974	37.4	43,143	41,861	1,591
Elementary and middle school teachers	26.88	25.56	1,006	959	37.4	42,906	41,222	1,596
Elementary school teachers, except special education	26.98	25.91	1,009	972	37.4	42,969	41,777	1,592
Secondary school teachers	27.49	26.72	1,027	1,002	37.3	43,783	43,429	1,592
Secondary school teachers, except special and vocational education	27.49	26.72	1,027	1,002	37.3	43,783	43,429	1,592
Teacher assistants	11.00	10.42	412	391	37.4	17,611	16,802	1,601
Healthcare practitioner and technical occupations	21.71	22.44	832	845	38.3	42,807	43,966	1,972
Registered nurses	24.97	23.49	935	845	37.4	48,622	43,966	1,947
Protective service occupations	23.38	25.34	969	1,014	41.5	50,412	52,713	2,156
Building and grounds cleaning and maintenance occupations	10.21	10.06	408	402	40.0	21,194	20,916	2,076
Building cleaning workers	10.21	10.06	408	402	40.0	21,194	20,916	2,076
Janitors and cleaners, except maids and housekeeping cleaners	10.00	10.06	400	402	40.0	20,749	20,916	2,075
Office and administrative support occupations	12.27	13.14	481	498	39.2	25,011	25,900	2,039
Office clerks, general	12.86	13.06	497	470	38.6	25,846	24,448	2,009

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Charlotte-Gastonia-Concord, NC-SC, June 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$20.51	\$16.58	\$18.54	\$31.46
Management, professional, and related	37.37	26.95	32.72	50.50
Management, business, and financial	44.26	32.10	33.67	61.44
Professional and related	27.60	20.08	31.50	32.71
Service	10.03	8.83	10.38	25.35
Sales and office	17.04	18.13	15.33	16.43
Sales and related	19.29	20.16	14.91	35.29
Office and administrative support	15.53	15.55	15.57	15.48
Natural resources, construction, and maintenance	17.69	14.65	22.41	26.25
Construction and extraction	14.48	13.78	—	—
Installation, maintenance, and repair	20.53	15.85	23.75	28.79
Production, transportation, and material moving	15.73	15.16	13.51	19.88
Production	16.32	16.28	13.47	19.24
Transportation and material moving	15.16	14.34	13.54	21.19
	Relative error ³ (percent)			
All workers	5.0	8.7	8.1	7.7
Management, professional, and related	5.2	11.2	9.9	6.6
Management, business, and financial	7.5	12.6	10.8	12.1
Professional and related	10.4	15.7	17.3	4.3
Service	4.4	4.6	5.3	13.2
Sales and office	9.0	16.0	7.9	11.4
Sales and related	18.5	26.5	18.7	12.5
Office and administrative support	3.7	2.8	6.7	9.9
Natural resources, construction, and maintenance	6.8	2.9	12.1	13.1
Construction and extraction	1.9	7.4	—	—
Installation, maintenance, and repair	9.7	4.5	12.7	11.5
Production, transportation, and material moving	5.5	6.3	5.4	10.3
Production	4.2	6.9	8.1	4.4
Transportation and material moving	7.9	11.2	6.2	28.3

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.54	\$15.15	\$736	\$600	39.7	\$38,190	\$31,200	2,060
Management occupations	33.75	22.50	1,353	900	40.1	70,365	46,800	2,085
Architecture and engineering occupations	24.91	20.49	996	820	40.0	51,816	42,628	2,080
Food preparation and serving related occupations	7.39	8.50	284	319	38.4	14,750	16,575	1,996
Sales and related occupations	24.03	19.75	955	790	39.7	49,656	41,080	2,067
First-line supervisors/managers, sales workers	22.70	21.22	908	849	40.0	47,216	44,127	2,080
First-line supervisors/managers of retail sales workers	22.70	21.22	908	849	40.0	47,216	44,127	2,080
Retail sales workers	10.81	10.49	423	393	39.1	22,003	20,459	2,035
Office and administrative support occupations	15.92	14.53	631	565	39.6	32,809	29,399	2,061
Financial clerks	14.48	14.00	573	552	39.6	29,805	28,705	2,058
Secretaries and administrative assistants	17.88	17.61	715	705	40.0	37,182	36,635	2,080
Construction and extraction occupations	13.78	13.83	551	553	40.0	28,534	28,560	2,071
Installation, maintenance, and repair occupations	15.85	15.39	634	615	40.0	32,966	32,001	2,080
Production occupations	16.96	15.15	673	603	39.7	34,998	31,346	2,064
Transportation and material moving occupations	14.91	13.80	594	552	39.9	30,811	28,704	2,066
Driver/sales workers and truck drivers	13.52	13.80	541	552	40.0	27,889	28,704	2,063

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$25.18	\$18.39	\$1,000	\$734	39.7	\$51,899	\$38,064	2,062
Management occupations	42.87	40.24	1,747	1,654	40.7	90,828	86,000	2,119
General and operations managers	47.25	32.91	1,988	1,488	42.1	103,370	77,393	2,188
Business and financial operations occupations ...	54.55	31.27	2,201	1,251	40.3	114,449	65,040	2,098
Buyers and purchasing agents	28.59	22.06	1,189	883	41.6	61,830	45,891	2,163
Human resources, training, and labor relations specialists	27.07	23.27	1,087	931	40.1	56,507	48,410	2,088
Accountants and auditors	26.66	25.20	1,087	1,008	40.8	56,512	52,410	2,120
Financial analysts and advisors	43.19	30.05	1,728	1,202	40.0	89,834	62,510	2,080
Financial analysts	40.18	29.81	1,607	1,192	40.0	83,583	62,001	2,080
Computer and mathematical science occupations	39.23	37.78	1,582	1,511	40.3	82,279	78,578	2,098
Computer software engineers	41.82	38.46	1,673	1,538	40.0	86,992	79,993	2,080
Computer systems analysts	40.82	40.96	1,658	1,661	40.6	86,204	86,349	2,112
Architecture and engineering occupations	33.59	32.93	1,340	1,317	39.9	69,669	68,503	2,074
Engineers	37.29	35.45	1,491	1,418	40.0	77,554	73,732	2,080
Electrical and electronics engineers	45.66	45.60	1,826	1,824	40.0	94,978	94,848	2,080
Electrical engineers	45.66	45.60	1,827	1,824	40.0	94,979	94,848	2,080
Engineering technicians, except drafters	27.54	29.88	1,093	1,195	39.7	56,822	62,150	2,063
Life, physical, and social science occupations	22.47	23.35	899	934	40.0	46,731	48,570	2,080
Education, training, and library occupations	32.52	35.07	1,301	1,403	40.0	50,646	53,481	1,558
Arts, design, entertainment, sports, and media occupations	19.99	18.38	847	827	42.4	42,677	43,000	2,135
Healthcare practitioner and technical occupations	22.81	21.67	888	848	38.9	45,863	43,179	2,011
Registered nurses	26.84	24.99	1,056	978	39.3	53,982	50,704	2,011
Clinical laboratory technologists and technicians ..	19.62	18.54	748	656	38.1	38,893	34,133	1,983
Healthcare support occupations	12.70	12.50	503	497	39.6	26,134	25,838	2,058
Miscellaneous healthcare support occupations	13.90	13.50	556	540	40.0	28,902	28,080	2,080
Food preparation and serving related occupations	9.34	9.35	362	368	38.8	18,845	19,148	2,018
Building and grounds cleaning and maintenance occupations	11.69	10.74	457	429	39.1	23,747	22,333	2,031
Sales and related occupations	19.78	12.70	775	484	39.2	40,279	25,168	2,036
Retail sales workers	10.27	10.20	395	383	38.5	20,565	19,929	2,002
Office and administrative support occupations	15.62	14.14	624	560	39.9	32,424	29,141	2,076
Financial clerks	14.68	15.05	587	602	40.0	30,532	31,304	2,080
Bookkeeping, accounting, and auditing clerks ...	15.98	15.74	639	630	40.0	33,246	32,739	2,080
Shipping, receiving, and traffic clerks	12.79	11.90	512	476	40.0	26,600	24,752	2,080
Secretaries and administrative assistants	21.95	23.08	878	923	40.0	45,631	48,000	2,079
Executive secretaries and administrative assistants	22.22	22.47	888	899	40.0	46,176	46,740	2,079
Office clerks, general	12.41	12.00	494	480	39.8	25,679	24,960	2,069
Installation, maintenance, and repair occupations	26.10	24.16	1,042	966	39.9	54,191	50,253	2,076
Industrial machinery installation, repair, and maintenance workers	19.57	18.87	778	755	39.8	40,467	39,250	2,068
Industrial machinery mechanics	23.66	19.91	930	830	39.3	48,336	43,139	2,043
Maintenance and repair workers, general	17.66	18.50	707	740	40.0	36,740	38,480	2,080
Production occupations	16.33	15.53	648	616	39.7	33,691	32,032	2,063
First-line supervisors/managers of production and operating workers	25.74	25.45	1,030	1,018	40.0	53,536	52,936	2,080

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Charlotte-Gastonia-Concord, NC-SC, June 2007 — Continued**

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Miscellaneous assemblers and fabricators	\$15.40	\$13.88	\$616	\$555	40.0	\$32,035	\$28,870	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	14.37	14.02	575	561	40.0	29,895	29,162	2,080
Inspectors, testers, sorters, samplers, and weighers	16.02	14.00	641	560	40.0	33,315	29,120	2,080
Miscellaneous production workers	17.62	17.79	684	676	38.8	35,554	35,153	2,018
Transportation and material moving occupations	16.01	12.55	637	504	39.8	32,997	26,208	2,061
Driver/sales workers and truck drivers	20.55	19.60	860	784	41.9	44,739	40,768	2,177
Truck drivers, heavy and tractor-trailer	20.55	19.60	860	784	41.9	44,739	40,768	2,177
Industrial truck and tractor operators	14.62	11.87	585	475	40.0	30,404	24,681	2,080
Laborers and material movers, hand	11.22	11.00	449	440	40.0	23,154	22,880	2,064
Laborers and freight, stock, and material movers, hand	11.39	11.35	456	454	40.0	23,688	23,608	2,080
Packers and packagers, hand	12.35	12.29	494	492	40.0	23,934	24,835	1,938

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$24.06	\$24.06	—	\$20.51	\$20.36	\$21.75
Management, professional, and related	—	—	—	34.50	37.37	25.11
Management, business, and financial	—	—	—	43.45	44.26	33.75
Professional and related	—	—	—	26.01	27.60	23.47
Service	—	—	—	10.65	9.33	17.89
Sales and office	—	—	—	16.91	17.04	12.27
Sales and related	—	—	—	19.29	19.29	—
Office and administrative support	—	—	—	15.37	15.52	12.27
Natural resources, construction, and maintenance	26.20	26.20	—	17.15	17.18	—
Construction and extraction	—	—	—	14.45	14.47	—
Installation, maintenance, and repair	26.05	26.05	—	19.88	19.94	—
Production, transportation, and material moving	21.88	21.88	—	14.65	14.70	—
Production	21.51	21.51	—	15.33	15.33	—
Transportation and material moving	22.35	22.35	—	14.04	14.12	—
	Relative error ⁴ (percent)					
All workers	14.0	14.0	—	4.6	5.2	3.2
Management, professional, and related	—	—	—	4.3	5.2	5.3
Management, business, and financial	—	—	—	7.1	7.5	26.9
Professional and related	—	—	—	7.4	10.4	5.2
Service	—	—	—	5.0	4.2	10.8
Sales and office	—	—	—	8.9	9.0	4.2
Sales and related	—	—	—	18.5	18.5	—
Office and administrative support	—	—	—	3.5	3.7	4.2
Natural resources, construction, and maintenance	3.9	3.9	—	6.6	6.7	—
Construction and extraction	—	—	—	1.8	1.8	—
Installation, maintenance, and repair	4.2	4.2	—	10.3	10.6	—
Production, transportation, and material moving	18.1	18.1	—	4.9	5.0	—
Production	3.2	3.2	—	4.6	4.6	—
Transportation and material moving	42.1	42.1	—	6.0	6.1	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$18.03	\$17.55	\$43.16	\$43.16
Management, professional, and related	28.27	29.53	63.25	63.25
Management, business, and financial	33.02	32.93	66.97	66.97
Professional and related	24.96	25.98	43.82	43.82
Service	11.19	9.99	—	—
Sales and office	15.11	15.21	30.39	30.39
Sales and related	15.88	15.88	35.35	35.35
Office and administrative support	14.67	14.80	23.44	23.44
Natural resources, construction, and maintenance	17.11	17.14	—	—
Construction and extraction	—	14.48	—	—
Installation, maintenance, and repair	19.68	19.74	—	—
Production, transportation, and material moving	15.57	15.64	—	—
Production	16.29	16.29	16.62	16.62
Transportation and material moving	14.87	14.98	—	—
	Relative error ⁴ (percent)			
All workers	4.7	5.4	7.2	7.2
Management, professional, and related	5.7	7.1	11.1	11.1
Management, business, and financial	7.6	8.0	12.6	12.6
Professional and related	8.5	12.9	8.4	8.4
Service	5.0	4.5	—	—
Sales and office	5.9	6.0	10.3	10.3
Sales and related	14.2	14.2	7.4	7.4
Office and administrative support	3.5	3.8	3.7	3.7
Natural resources, construction, and maintenance	5.5	5.6	—	—
Construction and extraction	—	1.9	—	—
Installation, maintenance, and repair	8.9	9.2	—	—
Production, transportation, and material moving	5.8	5.9	—	—
Production	4.5	4.5	24.0	24.0
Transportation and material moving	8.8	9.1	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Charlotte-Gastonia-Concord, NC-SC, June 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	–	\$20.04	\$18.58	\$23.89	\$43.95	–	\$17.34	–	\$15.13
Management, professional, and related	–	34.76	32.75	33.68	60.74	–	22.46	–	–
Management, business, and financial	–	39.03	40.04	–	64.04	–	–	–	–
Professional and related	–	29.48	27.44	–	40.03	–	22.38	–	–
Service	–	–	20.17	–	–	–	10.68	–	–
Sales and office	–	19.39	16.23	20.95	19.18	–	14.85	–	–
Sales and related	–	–	17.01	–	25.77	–	–	–	–
Office and administrative support	–	15.33	14.74	–	18.65	–	14.92	–	–
Natural resources, construction, and maintenance	–	19.83	25.43	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	22.09	25.43	–	–	–	–	–	–
Production, transportation, and material moving	–	16.89	15.63	–	–	–	–	–	–
Production	–	17.40	11.12	–	–	–	–	–	–
Transportation and material moving ...	–	14.52	16.46	–	–	–	–	–	–
	Relative error ⁴ (percent)								
All workers	–	2.9	12.2	25.1	4.8	–	1.7	–	12.2
Management, professional, and related	–	3.8	12.0	5.4	8.9	–	4.4	–	–
Management, business, and financial	–	8.0	4.2	–	11.0	–	–	–	–
Professional and related	–	5.1	27.4	–	5.6	–	5.8	–	–
Service	–	–	13.9	–	–	–	2.8	–	–
Sales and office	–	11.5	18.5	31.4	4.5	–	3.9	–	–
Sales and related	–	–	26.5	–	16.6	–	–	–	–
Office and administrative support	–	3.7	3.2	–	3.6	–	4.4	–	–
Natural resources, construction, and maintenance	–	.2	11.3	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	1.2	11.3	–	–	–	–	–	–
Production, transportation, and material moving	–	.9	13.3	–	–	–	–	–	–
Production	–	.5	7.4	–	–	–	–	–	–
Transportation and material moving ...	–	3.5	13.2	–	–	–	–	–	–

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Charlotte–Gastonia–Concord, NC–SC, Metropolitan Statistical Area (MSA) includes Anson, Cabarrus, Gaston, Mecklenburg, and Union Counties, NC; and York County, SC.

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. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1–49	Up to 4
50–249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

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

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample

replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1–4
Group II	Levels 5–8
Group III	Levels 9–12
Group IV	Levels 13–15

Collection period

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

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

Earnings

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

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

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

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

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

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

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteristics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

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

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the me-

dian, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, Charlotte-Gastonia-Concord, NC-SC, June 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	878,000	782,900	95,200
Management, professional, and related	230,500	168,100	62,400
Management, business, and financial	103,000	95,100	7,900
Professional and related	127,500	73,000	54,500
Service	169,700	147,900	21,800
Sales and office	237,800	231,700	6,000
Sales and related	103,400	103,400	–
Office and administrative support	134,400	128,400	6,000
Natural resources, construction, and maintenance	94,000	91,700	–
Construction and extraction	42,700	41,700	–
Installation, maintenance, and repair	49,700	48,400	–
Production, transportation, and material moving	146,100	143,400	–
Production	68,600	68,600	–
Transportation and material moving	77,500	74,800	–

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

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Charlotte-Gastonia-Concord, NC-SC, June 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	38,184	37,356	827
Total in sample	343	320	23
Responding	218	198	20
Refused or unable to provide data	63	60	3
Out of business or not in survey scope	62	62	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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