

# Orlando, FL National Compensation Survey April 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 [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov).

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

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 Orlando, FL, Metropolitan Statistical Area (MSA). Data were collected between September 2006 and October 2007; the average reference month is April 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 earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Orlando, FL, April 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$16.73	5.3	34.6	\$16.14	5.8	34.3	\$21.92	5.5	37.8
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	27.20	4.4	37.1	27.41	5.2	36.9	26.52	7.9	37.8
Management, business, and financial .....	31.08	8.9	39.6	31.65	10.2	39.6	28.13	15.5	39.6
Professional and related .....	25.43	4.8	36.1	25.19	6.1	35.7	26.07	7.5	37.3
Service .....	10.36	8.3	32.0	9.64	9.2	31.5	16.74	6.7	36.8
Sales and office .....	14.34	9.2	34.4	14.38	9.7	34.2	13.47	2.9	39.4
Sales and related .....	14.79	22.5	34.8	14.80	22.5	34.8	—	—	—
Office and administrative support .....	14.00	6.1	34.1	14.03	6.5	33.7	13.56	2.2	39.4
Natural resources, construction, and maintenance .....	15.80	3.8	40.0	15.73	3.9	40.0	17.85	11.6	40.0
Construction and extraction .....	14.94	3.2	40.0	14.81	3.2	40.0	—	—	—
Installation, maintenance, and repair .....	19.06	10.3	40.0	19.38	10.9	40.0	—	—	—
Production, transportation, and material moving .....	13.16	10.6	32.2	13.03	11.4	32.0	15.75	5.2	37.2
Production .....	13.91	12.1	37.2	13.62	13.2	37.0	17.96	12.7	40.0
Transportation and material moving .....	12.66	13.5	29.6	12.65	14.0	29.5	—	—	—
Full time .....	17.84	5.2	39.6	17.23	5.7	39.7	22.30	5.7	38.8
Part time .....	11.71	14.9	22.2	11.72	15.2	22.2	11.02	20.1	22.0
Union .....	17.17	3.7	36.7	14.89	10.3	37.0	22.69	2.4	36.1
Nonunion .....	16.66	5.8	34.4	16.28	6.1	34.0	21.48	8.6	38.9
Time .....	16.40	5.6	34.5	15.73	6.1	34.1	21.92	5.5	37.8
Incentive .....	21.62	12.1	36.8	21.62	12.1	36.8	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	18.96	5.7	40.0	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	14.35	7.6	33.2	14.29	7.7	33.1	—	—	—
100-499 workers .....	16.88	8.8	35.3	16.91	9.2	35.1	16.37	10.7	37.8
500 workers or more .....	19.91	4.5	36.3	18.78	5.8	35.8	23.11	6.0	37.7

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

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

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

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

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

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

<sup>6</sup> 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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Orlando, FL, April 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.73	5.3	\$17.84	5.2	\$11.71	14.9
<b>Management occupations</b> .....	31.63	11.2	31.63	11.2	—	—
Level 7 .....	19.38	6.4	19.38	6.4	—	—
Level 11 .....	39.89	6.6	39.89	6.6	—	—
Not able to be leveled .....	28.50	13.8	28.50	13.8	—	—
General and operations managers .....	27.95	23.8	27.95	23.8	—	—
Financial managers .....	35.22	19.1	35.22	19.1	—	—
Education administrators .....	36.47	13.2	36.47	13.2	—	—
<b>Business and financial operations occupations</b> .....	30.20	10.9	30.61	10.7	—	—
Level 9 .....	28.45	13.3	29.70	13.3	—	—
Not able to be leveled .....	33.14	35.4	33.14	35.4	—	—
Accountants and auditors .....	25.32	17.5	—	—	—	—
<b>Computer and mathematical science occupations</b> .....	31.88	15.7	31.88	15.7	—	—
<b>Architecture and engineering occupations</b> .....	29.92	10.4	29.92	10.4	—	—
Level 11 .....	39.81	6.8	39.81	6.8	—	—
Engineers .....	36.74	4.9	36.74	4.9	—	—
Level 11 .....	39.81	6.8	39.81	6.8	—	—
Mechanical engineers .....	41.39	6.7	41.39	6.7	—	—
Engineering technicians, except drafters .....	22.19	6.0	22.19	6.0	—	—
<b>Education, training, and library occupations</b> .....	28.46	8.0	28.89	7.6	—	—
Level 8 .....	26.83	1.0	26.83	1.0	—	—
Level 9 .....	28.38	3.6	28.37	3.8	—	—
Primary, secondary, and special education school teachers .....	27.17	1.1	27.15	1.2	—	—
Level 8 .....	26.83	1.0	26.83	1.0	—	—
Level 9 .....	27.97	.4	27.95	.4	—	—
Elementary and middle school teachers .....	26.84	.6	26.81	.7	—	—
Level 8 .....	26.62	1.6	26.62	1.6	—	—
Elementary school teachers, except special education .....	26.86	1.6	26.86	1.6	—	—
Secondary school teachers .....	27.20	3.4	27.20	3.4	—	—
Secondary school teachers, except special and vocational education .....	27.20	3.4	27.20	3.4	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	17.57	18.7	23.67	5.1	—	—
<b>Healthcare practitioner and technical occupations</b> .....	23.34	4.5	22.72	5.2	29.99	9.7
Level 6 .....	17.00	6.7	16.97	7.0	—	—
Level 7 .....	22.51	1.7	—	—	—	—
Level 9 .....	25.92	3.6	24.87	2.0	—	—
Registered nurses .....	25.30	1.1	25.24	2.0	26.26	14.9
Level 9 .....	25.36	1.3	25.20	1.5	—	—
<b>Healthcare support occupations</b> .....	11.04	4.8	11.05	5.0	—	—
Level 3 .....	11.40	3.0	—	—	—	—
Level 4 .....	10.78	4.6	10.73	4.5	—	—
Nursing, psychiatric, and home health aides .....	10.42	4.2	10.35	3.8	—	—
Nursing aides, orderlies, and attendants .....	10.42	4.2	10.35	3.8	—	—
Miscellaneous healthcare support occupations .....	11.01	3.9	11.07	4.3	—	—
<b>Protective service occupations</b> .....	15.47	4.9	15.76	6.2	—	—
Level 7 .....	22.37	5.8	22.37	5.8	—	—
Police officers .....	22.48	5.7	22.48	5.7	—	—
Police and sheriff's patrol officers .....	22.48	5.7	22.48	5.7	—	—
<b>Food preparation and serving related occupations</b> .....	7.26	4.7	8.15	5.0	6.16	8.2
Level 1 .....	7.19	8.1	6.70	18.2	8.11	8.2
Level 2 .....	6.88	7.7	8.55	16.9	5.52	4.4
Level 3 .....	5.06	23.9	4.21	30.4	5.96	30.8
Level 4 .....	10.65	10.4	11.37	15.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Orlando, FL, April 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b>						
-Continued						
Not able to be leveled .....	\$7.31	5.7	-	-	-	-
Cooks .....	10.88	5.7	\$10.81	6.5	-	-
Level 4 .....	12.12	7.3	12.12	7.3	-	-
Food service, tipped .....	4.62	7.8	4.67	10.1	\$4.58	13.6
Level 1 .....	7.46	8.6	-	-	-	-
Level 2 .....	3.88	1.9	-	-	3.68	4.5
Level 3 .....	4.11	28.0	4.12	29.0	4.10	32.6
Bartenders .....	4.27	1.5	-	-	-	-
Waiters and waitresses .....	4.06	12.8	5.10	10.5	3.48	10.0
Level 2 .....	3.65	3.2	-	-	3.65	4.3
Dining room and cafeteria attendants and bartender helpers .....	8.50	6.2	-	-	-	-
Fast food and counter workers .....	6.83	4.4	-	-	7.18	6.5
Counter attendants, cafeteria, food concession, and coffee shop .....	6.75	3.4	-	-	7.10	6.4
<b>Building and grounds cleaning and maintenance occupations</b>						
.....	9.95	4.2	10.01	4.3	8.85	4.0
Level 1 .....	8.09	9.9	8.10	10.5	-	-
Level 2 .....	9.97	6.8	-	-	-	-
Building cleaning workers .....	9.74	4.8	9.79	4.7	-	-
Level 1 .....	8.06	10.0	8.07	10.6	-	-
Janitors and cleaners, except maids and housekeeping cleaners .....	10.71	4.1	11.05	3.3	-	-
Level 1 .....	9.09	4.0	-	-	-	-
Maids and housekeeping cleaners .....	9.15	9.1	9.14	9.0	-	-
Level 1 .....	7.72	12.8	7.72	12.8	-	-
Grounds maintenance workers .....	10.53	9.6	-	-	-	-
<b>Personal care and service occupations</b>						
.....	9.89	8.5	10.62	8.6	7.28	1.5
Level 3 .....	7.40	1.3	-	-	-	-
Not able to be leveled .....	11.84	.7	11.85	.6	-	-
Miscellaneous entertainment attendants and related workers .....	11.67	2.6	-	-	-	-
Amusement and recreation attendants .....	11.72	3.8	-	-	-	-
Recreation and fitness workers .....	9.01	7.8	-	-	7.58	1.3
Recreation workers .....	9.01	7.8	-	-	7.58	1.3
<b>Sales and related occupations</b>						
.....	14.79	22.5	15.86	28.9	9.27	6.1
Level 2 .....	-	-	-	-	8.13	.7
Level 3 .....	14.94	16.5	-	-	-	-
Level 4 .....	16.55	34.5	23.07	48.7	-	-
Level 6 .....	18.33	13.7	18.33	13.7	-	-
Not able to be leveled .....	23.25	31.8	23.25	31.8	-	-
First-line supervisors/managers, sales workers .....	18.19	23.7	22.29	20.4	-	-
First-line supervisors/managers of retail sales workers .....	17.13	10.6	17.13	10.6	-	-
Retail sales workers .....	11.13	21.3	-	-	8.47	6.6
Level 2 .....	-	-	-	-	7.95	7.0
Level 3 .....	14.94	16.5	-	-	-	-
Level 4 .....	20.73	44.3	-	-	9.09	12.6
Cashiers, all workers .....	-	-	-	-	8.08	4.5
Level 3 .....	9.94	.5	-	-	-	-
Cashiers .....	-	-	-	-	8.08	4.5
Level 3 .....	9.94	.5	-	-	-	-
Retail salespersons .....	20.37	35.4	23.74	41.8	9.08	12.4
Level 4 .....	20.90	48.0	-	-	9.09	12.6
Sales representatives, wholesale and manufacturing .....	31.02	24.4	31.02	24.4	-	-
<b>Office and administrative support occupations</b>						
.....	14.00	6.1	14.09	7.3	13.59	6.2
Level 2 .....	8.82	5.0	-	-	-	-
Level 3 .....	11.59	8.4	11.51	8.5	-	-
Level 4 .....	12.90	6.5	12.03	6.2	-	-
Level 5 .....	17.17	6.4	17.51	6.9	-	-

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Orlando, FL, April 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b>						
–Continued						
Level 6 .....	\$16.60	5.6	\$16.60	5.6	–	–
Not able to be leveled .....	13.07	4.3	13.55	4.5	–	–
First-line supervisors/managers of office and administrative support workers .....	19.87	12.0	19.87	12.0	–	–
Financial clerks .....	–	–	13.62	15.1	–	–
Bookkeeping, accounting, and auditing clerks .....	–	–	12.81	17.8	–	–
Tellers .....	11.48	10.4	–	–	–	–
Customer service representatives .....	13.72	11.2	–	–	–	–
Receptionists and information clerks .....	11.40	7.2	11.40	7.2	–	–
Secretaries and administrative assistants .....	14.40	4.3	14.40	4.3	–	–
Level 4 .....	12.00	2.2	12.00	2.2	–	–
Level 5 .....	15.34	2.8	15.34	2.8	–	–
Not able to be leveled .....	13.52	5.2	13.52	5.2	–	–
Executive secretaries and administrative assistants .....	15.57	7.6	15.57	7.6	–	–
Secretaries, except legal, medical, and executive .....	14.29	5.5	14.29	5.5	–	–
Level 4 .....	11.89	2.7	11.89	2.7	–	–
Office clerks, general .....	14.36	14.6	14.58	14.5	–	–
<b>Construction and extraction occupations</b> .....	14.94	3.2	14.94	3.2	–	–
Level 6 .....	19.47	9.6	19.47	9.6	–	–
<b>Installation, maintenance, and repair occupations</b> .....	19.06	10.3	19.06	10.3	–	–
Level 6 .....	22.19	6.5	22.19	6.5	–	–
<b>Production occupations</b> .....	13.91	12.1	12.89	14.6	–	–
Level 4 .....	14.72	9.3	13.25	13.9	–	–
Level 6 .....	18.36	6.9	18.36	6.9	–	–
<b>Transportation and material moving occupations</b> .....	12.66	13.5	13.93	12.9	\$11.82	23.7
Level 2 .....	13.17	2.3	12.56	.9	–	–
Driver/sales workers and truck drivers .....	15.10	20.2	15.10	20.2	–	–
Laborers and material movers, hand .....	13.77	15.1	–	–	–	–
Level 1 .....	8.51	2.6	–	–	7.91	.1
Laborers and freight, stock, and material movers, hand .....						
Level 1 .....	8.79	1.8	–	–	8.09	1.8

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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.

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

<sup>3</sup> 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.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Orlando, FL, April 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.14	5.8	\$17.23	5.7	\$11.72	15.2
<b>Management occupations</b> .....	31.89	13.7	31.89	13.7	—	—
Level 7 .....	20.10	7.9	20.10	7.9	—	—
Level 11 .....	42.58	8.2	42.58	8.2	—	—
Not able to be leveled .....	28.03	16.2	28.03	16.2	—	—
Financial managers .....	36.89	21.9	36.89	21.9	—	—
<b>Business and financial operations occupations</b> .....	31.32	11.8	31.89	11.2	—	—
Level 9 .....	27.87	14.4	29.14	14.9	—	—
Not able to be leveled .....	37.68	37.9	37.68	37.9	—	—
<b>Computer and mathematical science occupations</b> .....	37.86	15.2	37.86	15.2	—	—
<b>Architecture and engineering occupations</b> .....	29.86	10.6	29.86	10.6	—	—
Level 11 .....	40.65	7.1	40.65	7.1	—	—
Engineers .....	36.85	5.1	36.85	5.1	—	—
Level 11 .....	40.65	7.1	40.65	7.1	—	—
Mechanical engineers .....	41.39	6.7	41.39	6.7	—	—
Engineering technicians, except drafters .....	22.19	6.0	22.19	6.0	—	—
<b>Education, training, and library occupations</b> .....	27.54	11.4	28.45	9.4	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	17.57	18.7	23.67	5.1	—	—
<b>Healthcare practitioner and technical occupations</b> .....	23.70	4.4	23.06	5.3	29.99	9.7
Level 9 .....	25.94	3.7	24.85	2.1	—	—
Registered nurses .....	25.30	1.1	25.23	2.0	26.26	14.9
Level 9 .....	25.36	1.3	25.19	1.5	—	—
<b>Healthcare support occupations</b> .....	11.04	5.0	11.05	5.2	—	—
Level 4 .....	10.77	4.8	10.73	4.7	—	—
Nursing, psychiatric, and home health aides .....	10.38	4.2	—	—	—	—
Nursing aides, orderlies, and attendants .....	10.38	4.2	—	—	—	—
Miscellaneous healthcare support occupations .....	11.01	4.1	11.08	4.5	—	—
<b>Food preparation and serving related occupations</b> .....	7.26	4.7	8.15	5.0	6.16	8.2
Level 1 .....	7.19	8.1	6.70	18.2	8.11	8.2
Level 2 .....	6.88	7.7	8.55	16.9	5.52	4.4
Level 3 .....	5.06	23.9	4.21	30.4	5.96	30.8
Level 4 .....	10.65	10.4	11.37	15.4	—	—
Not able to be leveled .....	7.31	5.7	—	—	—	—
Cooks .....	10.88	5.7	10.81	6.5	—	—
Level 4 .....	12.12	7.3	12.12	7.3	—	—
Food service, tipped .....	4.62	7.8	4.67	10.1	4.58	13.6
Level 1 .....	7.46	8.6	—	—	—	—
Level 2 .....	3.88	1.9	—	—	3.68	4.5
Level 3 .....	4.11	28.0	4.12	29.0	4.10	32.6
Bartenders .....	4.27	1.5	—	—	—	—
Waiters and waitresses .....	4.06	12.8	5.10	10.5	3.48	10.0
Level 2 .....	3.65	3.2	—	—	3.65	4.3
Dining room and cafeteria attendants and bartender helpers .....	8.50	6.2	—	—	—	—
Fast food and counter workers .....	6.83	4.4	—	—	7.18	6.5
Counter attendants, cafeteria, food concession, and coffee shop .....	6.75	3.4	—	—	7.10	6.4
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.83	4.6	9.86	4.5	—	—
Level 1 .....	7.97	10.6	7.98	11.0	—	—
Building cleaning workers .....	9.69	5.2	9.73	5.0	—	—
Level 1 .....	7.93	10.7	7.95	11.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.85	4.5	11.05	3.9	—	—
Maids and housekeeping cleaners .....	9.15	9.1	9.14	9.0	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Orlando, FL, April 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Maids and housekeeping cleaners –Continued						
Level 1 .....	\$7.72	12.8	\$7.72	12.8	–	–
<b>Personal care and service occupations</b> .....	9.96	8.8	10.62	8.6	\$7.22	1.9
Level 3 .....	7.40	1.3	–	–	–	–
Not able to be leveled .....	11.84	.7	11.85	.6	–	–
Miscellaneous entertainment attendants and related workers .....	11.67	2.6	–	–	–	–
Amusement and recreation attendants .....	11.72	3.8	–	–	–	–
<b>Sales and related occupations</b> .....	14.80	22.5	15.88	29.0	9.27	6.1
Level 2 .....	–	–	–	–	8.13	.7
Level 3 .....	14.94	16.5	–	–	–	–
Level 4 .....	16.55	34.5	23.07	48.7	–	–
Level 6 .....	18.33	13.7	18.33	13.7	–	–
Not able to be leveled .....	23.25	31.8	23.25	31.8	–	–
First-line supervisors/managers, sales workers .....	18.19	23.7	22.29	20.4	–	–
First-line supervisors/managers of retail sales workers .....	17.13	10.6	17.13	10.6	–	–
Retail sales workers .....	11.13	21.4	–	–	8.47	6.6
Level 2 .....	–	–	–	–	7.95	7.0
Level 3 .....	14.94	16.5	–	–	–	–
Level 4 .....	20.73	44.3	–	–	9.09	12.6
Cashiers, all workers .....	–	–	–	–	8.08	4.5
Level 3 .....	9.94	.5	–	–	–	–
Cashiers .....	–	–	–	–	8.08	4.5
Level 3 .....	9.94	.5	–	–	–	–
Retail salespersons .....	20.37	35.4	23.74	41.8	9.08	12.4
Level 4 .....	20.90	48.0	–	–	9.09	12.6
Sales representatives, wholesale and manufacturing .....	31.02	24.4	31.02	24.4	–	–
<b>Office and administrative support occupations</b> .....	14.03	6.5	14.14	7.9	13.59	6.2
Level 2 .....	8.76	4.9	–	–	–	–
Level 3 .....	11.62	8.7	11.54	8.9	–	–
Level 4 .....	–	–	11.87	7.2	–	–
Level 5 .....	17.37	6.5	17.78	6.8	–	–
Level 6 .....	17.41	6.6	17.41	6.6	–	–
Not able to be leveled .....	13.07	4.5	13.57	4.7	–	–
First-line supervisors/managers of office and administrative support workers .....	20.63	11.5	20.63	11.5	–	–
Financial clerks .....	–	–	13.66	15.3	–	–
Bookkeeping, accounting, and auditing clerks .....	–	–	12.85	18.3	–	–
Tellers .....	11.48	10.4	–	–	–	–
Customer service representatives .....	13.75	11.4	–	–	–	–
Receptionists and information clerks .....	11.40	7.2	11.40	7.2	–	–
Secretaries and administrative assistants .....	14.63	5.1	14.63	5.1	–	–
Level 4 .....	12.18	3.1	12.18	3.1	–	–
Not able to be leveled .....	13.52	5.2	13.52	5.2	–	–
Executive secretaries and administrative assistants .....	15.60	9.8	15.60	9.8	–	–
Office clerks, general .....	14.49	14.8	14.73	14.8	–	–
<b>Construction and extraction occupations</b> .....	14.81	3.2	14.81	3.2	–	–
Level 6 .....	19.52	10.6	19.52	10.6	–	–
<b>Installation, maintenance, and repair occupations</b> .....	19.38	10.9	19.38	10.9	–	–
Level 6 .....	23.46	6.1	23.46	6.1	–	–
<b>Production occupations</b> .....	13.62	13.2	12.38	15.8	–	–
Level 4 .....	14.82	9.4	13.29	14.8	–	–
<b>Transportation and material moving occupations</b> .....	12.65	14.0	14.00	14.0	11.81	23.9
Level 2 .....	–	–	12.55	2.0	–	–
Driver/sales workers and truck drivers .....	15.10	20.2	15.10	20.2	–	–
Laborers and material movers, hand .....	13.77	15.1	–	–	–	–
Level 1 .....	8.51	2.6	–	–	7.91	.1

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Orlando, FL, April 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Laborers and freight, stock, and material movers, hand Level 1 .....	\$8.79	1.8	—	—	\$8.09	1.8

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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.

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

<sup>3</sup> 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.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Orlando, FL, April 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$21.92	5.5	\$22.30	5.7	\$11.02	20.1
<b>Management occupations</b> .....	30.65	14.8	30.65	14.8	—	—
<b>Education, training, and library occupations</b> .....	28.69	9.6	29.00	9.2	—	—
Level 8 .....	26.77	1.0	26.77	1.0	—	—
Level 9 .....	28.65	2.7	28.66	2.9	—	—
Primary, secondary, and special education school teachers .....	27.21	1.3	27.19	1.4	—	—
Level 8 .....	26.77	1.0	26.77	1.0	—	—
Level 9 .....	27.93	.4	27.91	.3	—	—
Elementary and middle school teachers .....	26.86	.7	26.82	.9	—	—
<b>Protective service occupations</b> .....	19.10	3.4	19.54	3.8	—	—
Level 7 .....	22.37	5.8	22.37	5.8	—	—
Police officers .....	22.48	5.7	22.48	5.7	—	—
Police and sheriff's patrol officers .....	22.48	5.7	22.48	5.7	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.88	6.9	—	—	—	—
<b>Office and administrative support occupations</b> .....	13.56	2.2	13.56	2.2	—	—
Level 4 .....	12.93	5.5	12.93	5.5	—	—
Secretaries and administrative assistants .....	13.51	3.8	13.51	3.8	—	—
<b>Production occupations</b> .....	17.96	12.7	17.96	12.7	—	—

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

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

<sup>3</sup> 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.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Orlando, FL, April 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.73	5.3	\$17.84	5.2	\$11.71	14.9
<b>Management occupations</b> .....	31.63	11.2	31.63	11.2	-	-
Group II .....	16.40	11.8	-	-	-	-
Group III .....	40.27	4.5	-	-	-	-
General and operations managers .....	27.95	23.8	27.95	23.8	-	-
Financial managers .....	35.22	19.1	35.22	19.1	-	-
Education administrators .....	36.47	13.2	36.47	13.2	-	-
<b>Business and financial operations occupations</b> .....	30.20	10.9	30.61	10.7	-	-
Group II .....	22.33	11.4	-	-	-	-
Group III .....	35.78	9.4	-	-	-	-
Accountants and auditors .....	25.32	17.5	-	-	-	-
<b>Computer and mathematical science occupations</b> .....	31.88	15.7	31.88	15.7	-	-
Group III .....	34.32	17.0	-	-	-	-
<b>Architecture and engineering occupations</b> .....	29.92	10.4	29.92	10.4	-	-
Group II .....	25.04	11.7	-	-	-	-
Group III .....	37.65	3.9	-	-	-	-
Engineers .....	36.74	4.9	36.74	4.9	-	-
Group III .....	37.65	3.9	-	-	-	-
Mechanical engineers .....	41.39	6.7	41.39	6.7	-	-
Group III .....	41.68	5.9	41.68	5.9	-	-
Engineering technicians, except drafters .....	22.19	6.0	22.19	6.0	-	-
<b>Education, training, and library occupations</b> .....	28.46	8.0	28.89	7.6	-	-
Group II .....	26.62	.9	-	-	-	-
Group III .....	31.57	7.7	-	-	-	-
Primary, secondary, and special education school teachers .....	27.17	1.1	27.15	1.2	-	-
Group II .....	26.76	.9	-	-	-	-
Group III .....	27.97	.4	-	-	-	-
Elementary and middle school teachers .....	26.84	.6	26.81	.7	-	-
Group II .....	26.55	1.5	-	-	-	-
Elementary school teachers, except special education .....	26.86	1.6	26.86	1.6	-	-
Group II .....	26.72	2.1	26.72	2.1	-	-
Secondary school teachers .....	27.20	3.4	27.20	3.4	-	-
Secondary school teachers, except special and vocational education .....	27.20	3.4	27.20	3.4	-	-
<b>Arts, design, entertainment, sports, and media occupations</b> .....	17.57	18.7	23.67	5.1	-	-
<b>Healthcare practitioner and technical occupations</b> .....	23.34	4.5	22.72	5.2	29.99	9.7
Group II .....	19.83	4.8	-	-	-	-
Group III .....	26.63	4.0	-	-	-	-
Registered nurses .....	25.30	1.1	25.24	2.0	26.26	14.9
Group III .....	25.49	1.3	25.34	1.8	-	-
<b>Healthcare support occupations</b> .....	11.04	4.8	11.05	5.0	-	-
Group I .....	10.69	3.4	-	-	-	-
Nursing, psychiatric, and home health aides .....	10.42	4.2	10.35	3.8	-	-
Group I .....	10.42	4.2	-	-	-	-
Nursing aides, orderlies, and attendants .....	10.42	4.2	10.35	3.8	-	-
Group I .....	10.42	4.2	10.35	3.8	-	-
Miscellaneous healthcare support occupations .....	11.01	3.9	11.07	4.3	-	-
Group I .....	10.98	4.0	-	-	-	-
<b>Protective service occupations</b> .....	15.47	4.9	15.76	6.2	-	-
Group II .....	18.80	5.7	-	-	-	-
Police officers .....	22.48	5.7	22.48	5.7	-	-
Group II .....	22.48	5.7	-	-	-	-
Police and sheriff's patrol officers .....	22.48	5.7	22.48	5.7	-	-
Group II .....	22.48	5.7	22.48	5.7	-	-

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Orlando, FL, April 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b> .....	\$7.26	4.7	\$8.15	5.0	\$6.16	8.2
Group I .....	7.16	5.2	—	—	—	—
Cooks .....	10.88	5.7	10.81	6.5	—	—
Group I .....	10.88	5.7	—	—	—	—
Food service, tipped .....	4.62	7.8	4.67	10.1	4.58	13.6
Group I .....	4.62	7.8	—	—	—	—
Bartenders .....	4.27	1.5	—	—	—	—
Group I .....	4.27	1.5	—	—	—	—
Waiters and waitresses .....	4.06	12.8	5.10	10.5	3.48	10.0
Group I .....	4.06	12.9	5.10	10.5	3.48	10.1
Dining room and cafeteria attendants and bartender helpers .....	8.50	6.2	—	—	—	—
Group I .....	8.50	6.2	—	—	—	—
Fast food and counter workers .....	6.83	4.4	—	—	7.18	6.5
Counter attendants, cafeteria, food concession, and coffee shop .....	6.75	3.4	—	—	7.10	6.4
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.95	4.2	10.01	4.3	8.85	4.0
Group I .....	9.80	4.0	—	—	—	—
Building cleaning workers .....	9.74	4.8	9.79	4.7	—	—
Group I .....	9.73	4.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.71	4.1	11.05	3.3	—	—
Group I .....	10.66	4.4	11.00	3.4	—	—
Maids and housekeeping cleaners .....	9.15	9.1	9.14	9.0	—	—
Group I .....	9.14	9.5	9.14	9.5	—	—
Grounds maintenance workers .....	10.53	9.6	—	—	—	—
Group I .....	10.53	9.6	—	—	—	—
<b>Personal care and service occupations</b> .....	9.89	8.5	10.62	8.6	7.28	1.5
Group I .....	8.13	5.6	—	—	—	—
Miscellaneous entertainment attendants and related workers .....	11.67	2.6	—	—	—	—
Group I .....	6.49	.0	—	—	—	—
Amusement and recreation attendants .....	11.72	3.8	—	—	—	—
Group I .....	6.49	.0	—	—	—	—
Recreation and fitness workers .....	9.01	7.8	—	—	7.58	1.3
Group I .....	9.00	8.2	—	—	—	—
Recreation workers .....	9.01	7.8	—	—	7.58	1.3
Group I .....	9.00	8.2	—	—	—	—
<b>Sales and related occupations</b> .....	14.79	22.5	15.86	28.9	9.27	6.1
Group I .....	11.11	16.6	—	—	—	—
Group II .....	21.54	6.5	—	—	—	—
First-line supervisors/managers, sales workers .....	18.19	23.7	22.29	20.4	—	—
First-line supervisors/managers of retail sales workers .....	17.13	10.6	17.13	10.6	—	—
Retail sales workers .....	11.13	21.3	—	—	8.47	6.6
Group I .....	11.10	21.6	—	—	—	—
Cashiers, all workers .....	—	—	—	—	8.08	4.5
Cashiers .....	—	—	—	—	8.08	4.5
Group I .....	—	—	—	—	8.08	4.5
Retail salespersons .....	20.37	35.4	23.74	41.8	9.08	12.4
Group I .....	20.61	37.7	24.21	46.3	9.08	12.4
Sales representatives, wholesale and manufacturing .....	31.02	24.4	31.02	24.4	—	—
<b>Office and administrative support occupations</b> .....	14.00	6.1	14.09	7.3	13.59	6.2
Group I .....	11.87	5.9	—	—	—	—
Group II .....	17.74	7.0	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	19.87	12.0	19.87	12.0	—	—
Financial clerks .....	—	—	13.62	15.1	—	—
Bookkeeping, accounting, and auditing clerks .....	—	—	12.81	17.8	—	—
Tellers .....	11.48	10.4	—	—	—	—
Customer service representatives .....	13.72	11.2	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Orlando, FL, April 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Receptionists and information clerks .....	\$11.40	7.2	\$11.40	7.2	—	—
Secretaries and administrative assistants .....	14.40	4.3	14.40	4.3	—	—
Group I .....	11.59	3.2	—	—	—	—
Group II .....	16.37	5.4	—	—	—	—
Executive secretaries and administrative assistants ....	15.57	7.6	15.57	7.6	—	—
Group II .....	17.73	7.1	17.73	7.1	—	—
Secretaries, except legal, medical, and executive .....	14.29	5.5	14.29	5.5	—	—
Group I .....	11.78	2.6	11.78	2.6	—	—
Office clerks, general .....	14.36	14.6	14.58	14.5	—	—
Group I .....	12.43	9.1	12.66	9.5	—	—
<b>Construction and extraction occupations</b> .....	14.94	3.2	14.94	3.2	—	—
Group I .....	12.57	2.9	—	—	—	—
Group II .....	21.04	7.3	—	—	—	—
<b>Installation, maintenance, and repair occupations</b> .....	19.06	10.3	19.06	10.3	—	—
Group II .....	21.27	7.7	—	—	—	—
<b>Production occupations</b> .....	13.91	12.1	12.89	14.6	—	—
Group I .....	12.66	18.9	—	—	—	—
Group II .....	15.99	8.3	—	—	—	—
<b>Transportation and material moving occupations</b> .....	12.66	13.5	13.93	12.9	\$11.82	23.7
Group I .....	11.80	16.5	—	—	—	—
Driver/sales workers and truck drivers .....	15.10	20.2	15.10	20.2	—	—
Group I .....	12.06	14.6	—	—	—	—
Laborers and material movers, hand .....	13.77	15.1	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Orlando, FL, April 2007**

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.57	\$9.99	\$14.37	\$20.00	\$28.21
<b>Management occupations</b> .....	17.42	18.50	28.19	42.31	56.75
General and operations managers .....	17.65	17.65	22.23	39.84	45.80
Financial managers .....	18.58	18.93	32.31	45.52	63.73
Education administrators .....	17.93	36.43	39.00	42.30	45.81
<b>Business and financial operations occupations</b> .....	16.15	18.49	26.50	35.23	53.41
Accountants and auditors .....	16.34	18.49	18.49	24.52	43.65
<b>Computer and mathematical science occupations</b> .....	15.17	25.13	28.21	40.70	49.85
<b>Architecture and engineering occupations</b> .....	19.23	21.47	29.66	34.90	43.58
Engineers .....	29.66	30.29	34.64	40.87	47.87
Mechanical engineers .....	32.85	37.34	40.87	44.40	50.14
Engineering technicians, except drafters .....	18.00	21.14	21.47	21.86	27.35
<b>Education, training, and library occupations</b> .....	20.19	22.27	25.46	33.36	39.64
Primary, secondary, and special education school teachers .....	22.01	23.10	25.09	29.33	36.36
Elementary and middle school teachers .....	22.01	22.57	25.01	28.79	36.36
Elementary school teachers, except special education .....	22.01	22.68	25.01	28.79	36.36
Secondary school teachers .....	22.08	23.50	25.01	29.67	36.50
Secondary school teachers, except special and vocational education .....	22.08	23.50	25.01	29.67	36.50
<b>Arts, design, entertainment, sports, and media   occupations</b> .....	10.00	10.00	16.76	24.48	29.35
<b>Healthcare practitioner and technical occupations</b> .....	15.60	19.82	23.91	26.00	31.01
Registered nurses .....	21.01	23.74	25.19	26.28	29.85
<b>Healthcare support occupations</b> .....	9.79	10.05	10.34	11.92	13.62
Nursing, psychiatric, and home health aides .....	9.79	9.82	10.05	10.05	11.93
Nursing aides, orderlies, and attendants .....	9.79	9.82	10.05	10.05	11.93
Miscellaneous healthcare support occupations .....	10.26	10.34	10.34	11.21	13.39
<b>Protective service occupations</b> .....	10.30	14.44	14.81	15.22	21.32
Police officers .....	16.83	18.31	22.19	26.22	29.02
Police and sheriff's patrol officers .....	16.83	18.31	22.19	26.22	29.02
<b>Food preparation and serving related occupations</b> .....	3.21	3.65	7.00	10.00	12.28
Cooks .....	10.00	10.00	10.00	11.70	14.47
Food service, tipped .....	2.68	3.21	3.65	5.36	8.00
Bartenders .....	3.21	3.21	3.65	4.50	7.25
Waiters and waitresses .....	2.57	3.07	3.65	3.65	7.00
Dining room and cafeteria attendants and bartender helpers .....	7.25	7.76	8.75	9.00	9.00
Fast food and counter workers .....	6.50	6.50	6.50	6.85	6.85
Counter attendants, cafeteria, food concession, and coffee shop .....	6.50	6.50	6.50	6.85	6.85
<b>Building and grounds cleaning and maintenance   occupations</b> .....	6.15	8.31	10.34	11.32	12.00
Building cleaning workers .....	6.15	8.31	10.13	11.32	11.32
Janitors and cleaners, except maids and housekeeping cleaners .....	8.50	9.54	11.32	11.32	12.60
Maids and housekeeping cleaners .....	6.15	7.52	8.92	11.32	11.32
Grounds maintenance workers .....	8.50	9.00	10.39	11.96	13.18
<b>Personal care and service occupations</b> .....	7.00	7.41	10.03	11.94	11.94
Miscellaneous entertainment attendants and related workers .....	11.32	11.94	11.94	11.94	11.94
Amusement and recreation attendants .....	11.94	11.94	11.94	11.94	11.94
Recreation and fitness workers .....	6.67	7.25	10.03	10.03	10.03
Recreation workers .....	6.67	7.25	10.03	10.03	10.03
<b>Sales and related occupations</b> .....	8.00	8.20	9.44	17.76	22.85
First-line supervisors/managers, sales workers .....	9.00	12.00	16.26	18.38	24.04

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Orlando, FL, April 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
First-line supervisors/managers of retail sales workers .....	\$13.25	\$13.25	\$18.38	\$18.38	\$19.71
Retail sales workers .....	8.00	8.20	8.45	9.50	15.00
Retail salespersons .....	7.00	11.00	11.69	21.26	79.18
Sales representatives, wholesale and manufacturing .....	11.58	19.44	25.18	30.87	69.12
<b>Office and administrative support occupations</b> .....	9.25	10.79	13.39	15.83	20.00
First-line supervisors/managers of office and administrative support workers .....	14.17	14.50	20.00	25.59	25.96
Tellers .....	9.51	10.00	10.50	12.44	14.74
Customer service representatives .....	10.87	11.25	13.75	15.62	15.62
Receptionists and information clerks .....	8.25	9.25	12.91	13.24	13.24
Secretaries and administrative assistants .....	10.50	12.11	14.12	15.38	19.68
Executive secretaries and administrative assistants .....	11.29	12.11	14.09	19.03	21.30
Secretaries, except legal, medical, and executive .....	11.09	12.22	15.38	15.38	15.43
Office clerks, general .....	9.00	11.73	12.07	17.78	21.85
<b>Construction and extraction occupations</b> .....	10.30	12.00	14.97	15.15	21.46
<b>Installation, maintenance, and repair occupations</b> .....	11.00	13.99	17.80	25.70	28.95
<b>Production occupations</b> .....	6.65	8.50	15.00	17.30	21.64
<b>Transportation and material moving occupations</b> .....	6.67	7.57	12.00	17.07	18.08
Driver/sales workers and truck drivers .....	9.08	9.08	13.59	16.00	27.00
Laborers and material movers, hand .....	7.57	9.05	13.60	18.08	18.08

<sup>1</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Orlando, FL, April 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.41	\$9.44	\$13.60	\$18.49	\$26.81
<b>Management occupations</b> .....	16.37	17.65	27.78	45.52	63.29
Financial managers .....	18.34	18.93	32.47	45.52	63.73
<b>Business and financial operations occupations</b> .....	17.10	19.74	29.02	35.23	53.41
<b>Computer and mathematical science occupations</b> .....	19.23	23.52	40.53	47.86	50.55
<b>Architecture and engineering occupations</b> .....	19.23	21.47	29.66	35.29	43.58
Engineers .....	29.66	30.29	34.90	40.87	48.08
Mechanical engineers .....	32.85	37.34	40.87	44.40	50.14
Engineering technicians, except drafters .....	18.00	21.14	21.47	21.86	27.35
<b>Education, training, and library occupations</b> .....	18.59	20.19	26.74	32.25	41.51
<b>Arts, design, entertainment, sports, and media occupations</b> .....	10.00	10.00	16.76	24.48	29.35
<b>Healthcare practitioner and technical occupations</b> .....	15.60	19.82	24.13	26.00	32.51
Registered nurses .....	21.01	23.74	25.19	26.09	29.85
<b>Healthcare support occupations</b> .....	9.79	10.05	10.34	11.92	13.62
Nursing, psychiatric, and home health aides .....	9.79	9.79	10.05	10.05	11.93
Nursing aides, orderlies, and attendants .....	9.79	9.79	10.05	10.05	11.93
Miscellaneous healthcare support occupations .....	10.26	10.34	10.34	11.21	13.39
<b>Food preparation and serving related occupations</b> .....	3.21	3.65	7.00	10.00	12.28
Cooks .....	10.00	10.00	10.00	11.70	14.47
Food service, tipped .....	2.68	3.21	3.65	5.36	8.00
Bartenders .....	3.21	3.21	3.65	4.50	7.25
Waiters and waitresses .....	2.57	3.07	3.65	3.65	7.00
Dining room and cafeteria attendants and bartender helpers .....	7.25	7.76	8.75	9.00	9.00
Fast food and counter workers .....	6.50	6.50	6.50	6.85	6.85
Counter attendants, cafeteria, food concession, and coffee shop .....	6.50	6.50	6.50	6.85	6.85
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.15	8.31	10.20	11.32	11.50
Building cleaning workers .....	6.15	8.31	10.61	11.32	11.32
Janitors and cleaners, except maids and housekeeping cleaners .....	8.59	9.87	11.32	11.32	12.60
Maids and housekeeping cleaners .....	6.15	7.52	8.92	11.32	11.32
<b>Personal care and service occupations</b> .....	7.00	7.41	10.03	11.94	11.94
Miscellaneous entertainment attendants and related workers .....	11.32	11.94	11.94	11.94	11.94
Amusement and recreation attendants .....	11.94	11.94	11.94	11.94	11.94
<b>Sales and related occupations</b> .....	8.00	8.20	9.44	17.76	22.85
First-line supervisors/managers, sales workers .....	9.00	12.00	16.26	18.38	24.04
First-line supervisors/managers of retail sales workers .....	13.25	13.25	18.38	18.38	19.71
Retail sales workers .....	8.00	8.09	8.45	9.50	15.00
Retail salespersons .....	7.00	11.00	11.69	21.26	79.18
Sales representatives, wholesale and manufacturing .....	11.58	19.44	25.18	30.87	69.12
<b>Office and administrative support occupations</b> .....	9.25	10.75	13.59	16.35	20.00
First-line supervisors/managers of office and administrative support workers .....	14.17	14.50	20.00	25.59	25.96
Tellers .....	9.51	10.00	10.50	12.44	14.74
Customer service representatives .....	10.84	11.25	14.11	15.62	15.62
Receptionists and information clerks .....	8.25	9.25	12.91	13.24	13.24
Secretaries and administrative assistants .....	10.50	12.11	15.08	15.38	19.13
Executive secretaries and administrative assistants .....	10.50	12.11	14.59	18.95	21.70
Office clerks, general .....	9.00	11.73	12.78	17.78	21.85
<b>Construction and extraction occupations</b> .....	10.18	12.00	14.97	15.00	20.94

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Orlando, FL, April 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Installation, maintenance, and repair occupations</b> .....	\$10.50	\$13.99	\$18.00	\$25.70	\$29.65
<b>Production occupations</b> .....	6.65	8.42	14.70	17.30	21.64
<b>Transportation and material moving occupations</b> .....	6.67	7.57	12.00	18.08	18.08
Driver/sales workers and truck drivers .....	9.08	9.08	13.59	16.00	27.00
Laborers and material movers, hand .....	7.57	9.05	13.60	18.08	18.08

<sup>1</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Orlando, FL, April 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$11.35	\$14.04	\$21.74	\$26.97	\$35.25
<b>Management occupations</b> .....	18.14	23.80	28.82	37.87	42.30
<b>Education, training, and library occupations</b> .....	21.76	22.27	25.22	33.73	39.64
Primary, secondary, and special education school teachers .....	22.01	22.68	25.01	29.33	36.50
Elementary and middle school teachers .....	22.01	22.27	24.70	28.79	36.36
<b>Protective service occupations</b> .....	13.47	14.81	17.18	23.19	29.02
Police officers .....	16.83	18.31	22.19	26.22	29.02
Police and sheriff's patrol officers .....	16.83	18.31	22.19	26.22	29.02
<b>Building and grounds cleaning and maintenance     occupations</b> .....	8.50	9.54	10.39	12.15	13.60
<b>Office and administrative support occupations</b> .....	10.67	11.29	12.66	14.24	18.10
Secretaries and administrative assistants .....	10.87	11.27	12.66	14.09	20.07
<b>Production occupations</b> .....	12.08	14.51	18.03	21.99	23.53

<sup>1</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Orlando, FL, April 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.20	\$10.49	\$14.81	\$21.64	\$29.94
<b>Management occupations</b> .....	17.42	18.50	28.19	42.31	56.75
General and operations managers .....	17.65	17.65	22.23	39.84	45.80
Financial managers .....	18.58	18.93	32.31	45.52	63.73
Education administrators .....	17.93	36.43	39.00	42.30	45.81
<b>Business and financial operations occupations</b> .....	15.85	18.49	27.55	35.23	53.41
<b>Computer and mathematical science occupations</b> .....	15.17	25.13	28.21	40.70	49.85
<b>Architecture and engineering occupations</b> .....	19.23	21.47	29.66	34.90	43.58
Engineers .....	29.66	30.29	34.64	40.87	47.87
Mechanical engineers .....	32.85	37.34	40.87	44.40	50.14
Engineering technicians, except drafters .....	18.00	21.14	21.47	21.86	27.35
<b>Education, training, and library occupations</b> .....	21.76	22.30	25.51	33.65	40.29
Primary, secondary, and special education school teachers .....	22.01	22.97	25.09	29.30	36.36
Elementary and middle school teachers .....	22.01	22.30	25.01	28.79	36.36
Elementary school teachers, except special education .....	22.01	22.68	25.01	28.79	36.36
Secondary school teachers .....	22.08	23.50	25.01	29.67	36.50
Secondary school teachers, except special and vocational education .....	22.08	23.50	25.01	29.67	36.50
<b>Arts, design, entertainment, sports, and media   occupations</b> .....	15.60	17.74	24.28	26.00	29.35
<b>Healthcare practitioner and technical occupations</b> .....	15.56	19.62	23.74	25.60	28.20
Registered nurses .....	21.11	23.74	25.19	26.00	28.65
<b>Healthcare support occupations</b> .....	9.79	10.05	10.34	11.63	13.62
Nursing, psychiatric, and home health aides .....	9.79	9.79	10.05	10.05	11.93
Nursing aides, orderlies, and attendants .....	9.79	9.79	10.05	10.05	11.93
Miscellaneous healthcare support occupations .....	10.26	10.34	10.34	11.21	13.39
<b>Protective service occupations</b> .....	10.50	14.44	14.81	15.31	22.25
Police officers .....	16.83	18.31	22.19	26.22	29.02
Police and sheriff's patrol officers .....	16.83	18.31	22.19	26.22	29.02
<b>Food preparation and serving related occupations</b> .....	3.21	4.50	7.54	10.00	13.86
Cooks .....	10.00	10.00	10.00	11.35	14.47
Food service, tipped .....	3.21	3.21	3.65	5.25	7.54
Waiters and waitresses .....	2.68	3.65	3.65	7.18	8.76
<b>Building and grounds cleaning and maintenance   occupations</b> .....	6.15	8.31	10.70	11.32	12.00
Building cleaning workers .....	6.15	8.31	10.97	11.32	11.32
Janitors and cleaners, except maids and housekeeping cleaners .....	9.00	10.01	11.32	11.32	12.60
Maids and housekeeping cleaners .....	6.15	7.50	8.92	11.32	11.32
<b>Personal care and service occupations</b> .....	7.41	9.96	11.94	11.94	11.94
<b>Sales and related occupations</b> .....	8.00	8.20	9.44	18.38	24.04
First-line supervisors/managers, sales workers .....	13.25	17.66	18.38	19.71	24.04
First-line supervisors/managers of retail sales workers .....	13.25	13.25	18.38	18.38	19.71
Retail salespersons .....	11.00	11.00	17.99	21.26	79.18
Sales representatives, wholesale and manufacturing .....	11.58	19.44	25.18	30.87	69.12
<b>Office and administrative support occupations</b> .....	9.00	10.71	12.91	17.78	20.45
First-line supervisors/managers of office and administrative support workers .....	14.17	14.50	20.00	25.59	25.96
Financial clerks .....	9.25	9.25	12.44	17.26	19.48
Bookkeeping, accounting, and auditing clerks .....	9.25	9.25	9.25	16.88	17.26
Receptionists and information clerks .....	8.25	9.25	12.91	13.24	13.24

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Orlando, FL, April 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Secretaries and administrative assistants .....	\$10.50	\$12.11	\$14.12	\$15.38	\$19.68
Executive secretaries and administrative assistants ....	11.29	12.11	14.09	19.03	21.30
Secretaries, except legal, medical, and executive .....	11.09	12.22	15.38	15.38	15.43
Office clerks, general .....	9.00	11.73	12.78	17.78	21.85
<b>Construction and extraction occupations .....</b>	<b>10.30</b>	<b>12.00</b>	<b>14.97</b>	<b>15.15</b>	<b>21.46</b>
<b>Installation, maintenance, and repair occupations .....</b>	<b>11.00</b>	<b>13.99</b>	<b>17.80</b>	<b>25.70</b>	<b>28.95</b>
<b>Production occupations .....</b>	<b>6.65</b>	<b>6.65</b>	<b>12.02</b>	<b>15.93</b>	<b>23.09</b>
<b>Transportation and material moving occupations .....</b>	<b>9.08</b>	<b>9.08</b>	<b>12.42</b>	<b>16.00</b>	<b>23.00</b>
Driver/sales workers and truck drivers .....	9.08	9.08	13.59	16.00	27.00

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Orlando, FL, April 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.67	\$7.25	\$10.00	\$15.62	\$18.08
<b>Healthcare practitioner and technical occupations</b> .....	19.53	25.00	29.94	35.25	35.25
Registered nurses .....	17.97	19.53	29.85	29.94	29.94
<b>Food preparation and serving related occupations</b> .....	3.07	3.65	6.85	7.50	8.80
Food service, tipped .....	2.57	3.38	3.65	7.21	8.00
Waiters and waitresses .....	2.57	2.92	3.38	3.65	5.15
Fast food and counter workers .....	6.80	6.80	6.85	6.85	9.15
Counter attendants, cafeteria, food concession, and coffee shop .....	6.80	6.80	6.85	6.85	9.19
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.50	7.80	8.50	9.46	10.29
<b>Personal care and service occupations</b> .....	6.67	7.00	7.21	7.62	8.38
Recreation and fitness workers .....	6.67	7.25	7.25	7.75	8.75
Recreation workers .....	6.67	7.25	7.25	7.75	8.75
<b>Sales and related occupations</b> .....	6.83	7.75	9.00	11.11	12.00
Retail sales workers .....	6.67	6.83	8.00	9.50	11.50
Cashiers, all workers .....	6.67	7.00	8.00	9.01	9.53
Cashiers .....	6.67	7.00	8.00	9.01	9.53
Retail salespersons .....	6.83	6.83	7.76	10.82	12.72
<b>Office and administrative support occupations</b> .....	9.77	11.94	14.50	14.74	15.62
<b>Transportation and material moving occupations</b> .....	6.67	6.67	10.13	18.08	18.08

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Orlando, FL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$17.84	\$14.81	\$706	\$592	39.6	\$36,117	\$30,805	2,025
<b>Management occupations</b> .....	31.63	28.19	1,318	1,128	41.7	67,353	58,271	2,129
General and operations managers .....	27.95	22.23	1,170	706	41.8	60,819	36,712	2,176
Financial managers .....	35.22	32.31	1,392	1,292	39.5	72,375	67,205	2,055
Education administrators .....	36.47	39.00	1,433	1,540	39.3	67,048	69,372	1,839
<b>Business and financial operations occupations</b> .....	30.61	27.55	1,205	1,085	39.3	62,636	56,441	2,046
<b>Computer and mathematical science occupations</b> .....	31.88	28.21	1,241	1,058	38.9	64,540	55,000	2,025
<b>Architecture and engineering occupations</b> .....	29.92	29.66	1,234	1,186	41.2	64,164	61,693	2,145
Engineers .....	36.74	34.64	1,541	1,467	41.9	80,120	76,294	2,181
Mechanical engineers .....	41.39	40.87	1,755	1,792	42.4	91,252	93,176	2,205
Engineering technicians, except drafters .....	22.19	21.47	887	859	40.0	46,147	44,658	2,080
<b>Education, training, and library occupations</b> .....	28.89	25.51	1,084	953	37.5	42,870	37,458	1,484
Primary, secondary, and special education school teachers .....	27.15	25.09	1,006	932	37.1	39,103	36,310	1,440
Elementary and middle school teachers .....	26.81	25.01	997	923	37.2	38,660	36,000	1,442
Elementary school teachers, except special education .....	26.86	25.01	999	926	37.2	38,657	36,000	1,439
Secondary school teachers .....	27.20	25.01	1,021	938	37.5	40,010	36,763	1,471
Secondary school teachers, except special and vocational education .....	27.20	25.01	1,021	938	37.5	40,010	36,763	1,471
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.67	24.28	947	971	40.0	49,233	50,507	2,080
<b>Healthcare practitioner and technical occupations</b> .....	22.72	23.74	908	920	40.0	47,222	47,840	2,079
Registered nurses .....	25.24	25.19	1,018	1,002	40.4	52,961	52,125	2,099
<b>Healthcare support occupations</b> .....	11.05	10.34	434	403	39.3	22,594	20,965	2,045
Nursing, psychiatric, and home health aides .....	10.35	10.05	406	402	39.3	21,131	20,896	2,042
Nursing aides, orderlies, and attendants .....	10.35	10.05	406	402	39.3	21,131	20,896	2,042
Miscellaneous healthcare support occupations .....	11.07	10.34	434	410	39.2	22,570	21,320	2,039
<b>Protective service occupations</b> .....	15.76	14.81	640	592	40.6	33,259	30,805	2,111
Police officers .....	22.48	22.19	904	897	40.2	46,985	46,652	2,090
Police and sheriff's patrol officers .....	22.48	22.19	904	897	40.2	46,985	46,652	2,090
<b>Food preparation and serving related occupations</b> .....	8.15	7.54	280	260	34.3	14,544	13,520	1,785
Cooks .....	10.81	10.00	412	400	38.1	21,403	20,800	1,979
Food service, tipped .....	4.67	3.65	130	107	27.9	6,775	5,581	1,452
Waiters and waitresses .....	5.10	3.65	134	73	26.3	6,958	3,796	1,365
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.01	10.70	400	424	39.9	20,783	22,048	2,077
Building cleaning workers .....	9.79	10.97	391	428	39.9	20,334	22,256	2,076
Janitors and cleaners, except maids and housekeeping cleaners .....	11.05	11.32	440	453	39.8	22,860	23,546	2,069

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Orlando, FL, April 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Maids and housekeeping cleaners .....	\$9.14	\$8.92	\$366	\$357	40.0	\$19,013	\$18,554	2,080
<b>Personal care and service occupations</b> .....	10.62	11.94	425	478	40.0	22,081	24,835	2,080
<b>Sales and related occupations</b> .....	15.86	9.44	640	378	40.4	33,306	19,635	2,100
First-line supervisors/managers, sales workers .....	22.29	18.38	938	735	42.1	48,791	38,230	2,188
First-line supervisors/managers of retail sales workers .....	17.13	18.38	736	735	43.0	38,283	38,230	2,235
Retail salespersons .....	23.74	17.99	967	630	40.7	50,266	32,742	2,117
Sales representatives, wholesale and manufacturing .....	31.02	25.18	1,241	1,007	40.0	64,518	52,366	2,080
<b>Office and administrative support occupations</b> .....	14.09	12.91	556	516	39.5	28,862	26,853	2,048
First-line supervisors/managers of office and administrative support workers .....	19.87	20.00	789	800	39.7	41,052	41,600	2,066
Financial clerks .....	13.62	12.44	544	498	39.9	28,262	25,879	2,076
Bookkeeping, accounting, and auditing clerks .....	12.81	9.25	510	370	39.8	26,543	19,240	2,072
Receptionists and information clerks ..	11.40	12.91	456	516	40.0	23,707	26,853	2,080
Secretaries and administrative assistants .....	14.40	14.12	574	564	39.9	29,539	29,307	2,052
Executive secretaries and administrative assistants .....	15.57	14.09	622	564	40.0	32,341	29,307	2,078
Secretaries, except legal, medical, and executive .....	14.29	15.38	568	615	39.8	28,784	31,990	2,015
Office clerks, general .....	14.58	12.78	568	483	38.9	29,517	25,097	2,024
<b>Construction and extraction occupations</b> .....	14.94	14.97	597	599	40.0	31,065	31,131	2,080
<b>Installation, maintenance, and repair occupations</b> .....	19.06	17.80	762	712	40.0	39,635	37,016	2,080
<b>Production occupations</b> .....	12.89	12.02	516	481	40.0	26,821	25,002	2,080
<b>Transportation and material moving occupations</b> .....	13.93	12.42	552	480	39.6	27,935	24,122	2,006
Driver/sales workers and truck drivers .....	15.10	13.59	604	544	40.0	31,417	28,263	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> 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.

<sup>5</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Orlando, FL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$17.23	\$14.35	\$683	\$574	39.7	\$35,456	\$29,927	2,058
<b>Management occupations</b> .....	31.89	27.78	1,349	1,115	42.3	69,861	57,959	2,190
Financial managers .....	36.89	32.47	1,452	1,299	39.4	75,527	67,542	2,048
<b>Business and financial operations occupations</b> .....	31.89	29.02	1,252	1,085	39.3	65,123	56,441	2,042
<b>Computer and mathematical science occupations</b> .....	37.86	40.53	1,509	1,621	39.9	78,488	84,294	2,073
<b>Architecture and engineering occupations</b> .....	29.86	29.66	1,232	1,183	41.3	64,083	61,506	2,146
Engineers .....	36.85	34.90	1,548	1,467	42.0	80,492	76,294	2,184
Mechanical engineers .....	41.39	40.87	1,755	1,792	42.4	91,252	93,176	2,205
Engineering technicians, except drafters .....	22.19	21.47	887	859	40.0	46,147	44,658	2,080
<b>Education, training, and library occupations</b> .....	28.45	27.22	1,128	1,095	39.7	47,624	41,995	1,674
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.67	24.28	947	971	40.0	49,233	50,507	2,080
<b>Healthcare practitioner and technical occupations</b> .....	23.06	23.75	925	941	40.1	48,080	48,942	2,085
Registered nurses .....	25.23	25.19	1,021	1,016	40.5	53,079	52,832	2,103
<b>Healthcare support occupations</b> .....	11.05	10.34	434	403	39.3	22,579	20,965	2,043
Miscellaneous healthcare support occupations .....	11.08	10.34	434	403	39.2	22,563	20,965	2,037
<b>Food preparation and serving related occupations</b> .....	8.15	7.54	280	260	34.3	14,544	13,520	1,785
Cooks .....	10.81	10.00	412	400	38.1	21,403	20,800	1,979
Food service, tipped .....	4.67	3.65	130	107	27.9	6,775	5,581	1,452
Waiters and waitresses .....	5.10	3.65	134	73	26.3	6,958	3,796	1,365
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.86	10.39	394	416	40.0	20,513	21,611	2,080
Building cleaning workers .....	9.73	11.10	389	444	40.0	20,233	23,088	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	11.05	11.32	442	453	40.0	22,985	23,546	2,080
Maids and housekeeping cleaners .....	9.14	8.92	366	357	40.0	19,013	18,554	2,080
<b>Personal care and service occupations</b> .....	10.62	11.94	425	478	40.0	22,081	24,835	2,080
<b>Sales and related occupations</b> .....	15.88	9.44	641	378	40.4	33,337	19,635	2,100
First-line supervisors/managers, sales workers .....	22.29	18.38	938	735	42.1	48,791	38,230	2,188
First-line supervisors/managers of retail sales workers .....	17.13	18.38	736	735	43.0	38,283	38,230	2,235
Retail salespersons .....	23.74	17.99	967	630	40.7	50,266	32,742	2,117
Sales representatives, wholesale and manufacturing .....	31.02	25.18	1,241	1,007	40.0	64,518	52,366	2,080
<b>Office and administrative support occupations</b> .....	14.14	12.91	558	516	39.5	29,023	26,853	2,052
First-line supervisors/managers of office and administrative support workers .....	20.63	20.00	825	800	40.0	42,909	41,600	2,080
Financial clerks .....	13.66	12.44	545	498	39.9	28,340	25,879	2,075

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Orlando, FL, April 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Bookkeeping, accounting, and auditing clerks .....	\$12.85	\$9.25	\$512	\$370	39.8	\$26,635	\$19,240	2,072
Receptionists and information clerks ..	11.40	12.91	456	516	40.0	23,707	26,853	2,080
Secretaries and administrative assistants .....	14.63	15.08	584	603	39.9	30,342	31,366	2,074
Executive secretaries and administrative assistants .....	15.60	14.59	623	584	39.9	32,400	30,347	2,077
Office clerks, general .....	14.73	12.78	574	511	39.0	29,853	26,587	2,027
<b>Construction and extraction occupations .....</b>	<b>14.81</b>	<b>14.97</b>	<b>592</b>	<b>599</b>	<b>40.0</b>	<b>30,795</b>	<b>31,131</b>	<b>2,080</b>
<b>Installation, maintenance, and repair occupations .....</b>	<b>19.38</b>	<b>18.00</b>	<b>775</b>	<b>720</b>	<b>40.0</b>	<b>40,306</b>	<b>37,440</b>	<b>2,080</b>
<b>Production occupations .....</b>	<b>12.38</b>	<b>11.05</b>	<b>495</b>	<b>442</b>	<b>40.0</b>	<b>25,760</b>	<b>22,984</b>	<b>2,080</b>
<b>Transportation and material moving occupations .....</b>	<b>14.00</b>	<b>12.25</b>	<b>560</b>	<b>490</b>	<b>40.0</b>	<b>29,115</b>	<b>25,472</b>	<b>2,079</b>
Driver/sales workers and truck drivers .....	15.10	13.59	604	544	40.0	31,417	28,263	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> 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.

<sup>5</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Orlando, FL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$22.30	\$21.76	\$866	\$830	38.8	\$40,375	\$36,324	1,810
<b>Management occupations</b> .....	30.65	28.82	1,211	1,150	39.5	59,029	58,271	1,926
<b>Education, training, and library occupations</b> .....	29.00	25.34	1,075	927	37.1	41,877	36,324	1,444
Primary, secondary, and special education school teachers .....	27.19	25.01	999	918	36.7	38,995	36,000	1,434
Elementary and middle school teachers .....	26.82	24.70	985	900	36.7	38,468	35,291	1,434
<b>Protective service occupations</b> .....	19.54	17.33	816	735	41.7	42,412	38,198	2,170
Police officers .....	22.48	22.19	904	897	40.2	46,985	46,652	2,090
Police and sheriff's patrol officers ...	22.48	22.19	904	897	40.2	46,985	46,652	2,090
<b>Office and administrative support occupations</b> .....	13.56	12.66	534	499	39.4	27,223	25,821	2,008
Secretaries and administrative assistants .....	13.51	12.66	536	507	39.6	26,627	25,688	1,971
<b>Production occupations</b> .....	17.96	18.03	718	721	40.0	37,358	37,502	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> 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.

<sup>5</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Orlando, FL, April 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$16.14	\$14.29	\$16.91	\$18.78
Management, professional, and related .....	27.41	23.45	31.27	28.72
Management, business, and financial .....	31.65	26.29	32.62	39.88
Professional and related .....	25.19	20.04	30.92	24.94
Service .....	9.64	9.62	9.60	9.69
Sales and office .....	14.38	13.82	15.63	14.31
Sales and related .....	14.80	14.93	13.58	15.88
Office and administrative support .....	14.03	12.26	16.44	13.74
Natural resources, construction, and maintenance ....	15.73	14.57	18.03	22.69
Construction and extraction .....	14.81	14.25	—	—
Installation, maintenance, and repair .....	19.38	18.43	18.97	21.96
Production, transportation, and material moving .....	13.03	10.26	—	19.39
Production .....	13.62	13.41	12.94	—
Transportation and material moving .....	12.65	8.93	—	—
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	5.8	7.7	9.2	5.8
Management, professional, and related .....	5.2	10.1	9.5	5.4
Management, business, and financial .....	10.2	15.4	5.7	7.2
Professional and related .....	6.1	6.8	12.6	5.0
Service .....	9.2	19.5	7.2	9.9
Sales and office .....	9.7	15.2	10.3	7.2
Sales and related .....	22.5	32.0	14.6	23.1
Office and administrative support .....	6.5	5.8	11.1	4.3
Natural resources, construction, and maintenance ....	3.9	1.5	13.3	9.1
Construction and extraction .....	3.2	.1	—	—
Installation, maintenance, and repair .....	10.9	12.2	19.8	11.8
Production, transportation, and material moving .....	11.4	13.7	—	9.3
Production .....	13.2	10.7	21.5	—
Transportation and material moving .....	14.0	15.3	—	—

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Orlando, FL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$15.01	\$12.95	\$590	\$511	39.3	\$30,633	\$26,587	2,041
<b>Management occupations</b> .....	24.59	18.50	1,063	757	43.2	55,253	39,374	2,247
<b>Business and financial operations occupations</b> ...	29.31	21.39	1,130	856	38.5	58,736	44,500	2,004
<b>Food preparation and serving related occupations</b> .....	7.13	6.50	225	260	31.5	11,675	13,520	1,637
<b>Sales and related occupations</b> .....	15.35	8.92	622	357	40.5	32,336	18,554	2,107
Sales representatives, wholesale and manufacturing .....	31.02	25.18	1,241	1,007	40.0	64,518	52,366	2,080
<b>Office and administrative support occupations</b> ....	11.75	11.00	456	425	38.8	23,712	22,119	2,019
Financial clerks .....	11.63	9.25	465	370	40.0	24,191	19,240	2,080
Office clerks, general .....	11.35	11.73	431	425	38.0	22,413	22,119	1,974
<b>Construction and extraction occupations</b> .....	14.25	14.97	570	599	40.0	29,632	31,131	2,080
<b>Installation, maintenance, and repair occupations</b> .....	18.43	17.80	737	712	40.0	38,334	37,016	2,080
<b>Production occupations</b> .....	13.41	12.02	536	481	40.0	27,883	25,002	2,080
<b>Transportation and material moving occupations</b> .....	11.30	9.08	452	363	40.0	23,494	18,882	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> 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.

<sup>5</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Orlando, FL, April 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.38	\$16.00	\$775	\$630	40.0	\$40,227	\$32,739	2,075
<b>Management occupations</b> .....	40.91	42.31	1,685	1,629	41.2	86,930	79,019	2,125
<b>Business and financial operations occupations</b> ...	34.31	33.32	1,372	1,333	40.0	71,358	69,304	2,080
<b>Computer and mathematical science occupations</b> .....	37.86	40.53	1,509	1,621	39.9	78,488	84,294	2,073
<b>Architecture and engineering occupations</b> .....	31.85	29.95	1,314	1,256	41.2	68,323	65,312	2,145
Engineers .....	36.85	34.90	1,548	1,467	42.0	80,492	76,294	2,184
Mechanical engineers .....	41.39	40.87	1,755	1,792	42.4	91,252	93,176	2,205
<b>Education, training, and library occupations</b> .....	31.23	31.31	1,229	1,252	39.4	53,671	60,704	1,719
<b>Arts, design, entertainment, sports, and media occupations</b> .....	20.80	17.74	832	710	40.0	43,260	36,899	2,080
<b>Healthcare practitioner and technical occupations</b> .....	23.17	23.93	929	950	40.1	48,324	49,400	2,086
Registered nurses .....	25.23	25.19	1,021	1,016	40.5	53,079	52,832	2,103
<b>Healthcare support occupations</b> .....	11.05	10.34	434	403	39.3	22,579	20,965	2,043
Miscellaneous healthcare support occupations .....	11.08	10.34	434	403	39.2	22,563	20,965	2,037
<b>Food preparation and serving related occupations</b> .....	9.48	9.64	369	374	38.9	19,206	19,469	2,025
Cooks .....	12.21	12.34	485	489	39.7	25,199	25,438	2,064
Food service, tipped .....	5.65	4.25	214	159	38.0	11,146	8,258	1,974
Waiters and waitresses .....	5.60	3.94	224	158	40.0	11,653	8,195	2,080
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.51	11.32	420	453	40.0	21,855	23,546	2,080
Building cleaning workers .....	10.31	11.32	412	453	40.0	21,441	23,546	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	10.72	11.32	429	453	40.0	22,304	23,546	2,080
Maids and housekeeping cleaners .....	10.10	11.32	404	453	40.0	21,016	23,546	2,080
<b>Personal care and service occupations</b> .....	10.62	11.94	425	478	40.0	22,081	24,835	2,080
<b>Sales and related occupations</b> .....	18.42	13.37	732	537	39.7	38,066	27,914	2,067
First-line supervisors/managers, sales workers .....	20.08	19.12	803	765	40.0	41,772	39,770	2,080
Retail sales workers .....	11.85	10.93	467	439	39.4	24,275	22,818	2,048
Cashiers, all workers .....	10.32	10.56	413	422	40.0	21,462	21,965	2,080
Cashiers .....	10.32	10.56	413	422	40.0	21,462	21,965	2,080
<b>Office and administrative support occupations</b> .....	15.82	15.25	632	610	40.0	32,859	31,720	2,077
Financial clerks .....	16.59	17.26	660	673	39.8	34,322	35,003	2,069
Receptionists and information clerks .....	11.40	12.91	456	516	40.0	23,707	26,853	2,080
Secretaries and administrative assistants .....	14.99	14.69	598	584	39.9	31,032	30,347	2,070
Executive secretaries and administrative assistants .....	18.42	18.28	735	731	39.9	38,223	38,012	2,075
Secretaries, except legal, medical, and executive .....	14.96	14.90	595	596	39.8	30,639	30,992	2,048
<b>Installation, maintenance, and repair occupations</b> .....	19.75	18.10	790	724	40.0	41,079	37,642	2,080
<b>Production occupations</b> .....	11.61	6.65	464	266	40.0	24,152	13,840	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-time<sup>1</sup> private industry workers, Orlando, FL, April 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations .....</b>	\$17.52	\$14.35	\$701	\$574	40.0	\$36,402	\$29,848	2,078

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> 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.

<sup>5</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Orlando, FL, April 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$17.17	\$14.89	\$22.69	\$16.66	\$16.28	\$21.48
Management, professional, and related .....	22.92	–	25.67	28.00	28.17	27.14
Management, business, and financial .....	–	–	–	31.08	31.65	28.13
Professional and related .....	22.92	–	25.67	26.18	26.11	26.54
Service .....	11.62	–	20.98	9.99	9.46	15.04
Sales and office .....	16.82	–	–	14.13	14.13	14.05
Sales and related .....	–	–	–	14.95	14.96	–
Office and administrative support .....	–	–	–	13.44	13.39	14.19
Natural resources, construction, and maintenance ....	–	–	–	15.42	15.33	17.85
Construction and extraction .....	–	–	–	14.91	14.78	–
Installation, maintenance, and repair .....	–	–	–	17.75	18.01	–
Production, transportation, and material moving .....	17.85	–	–	12.71	12.54	17.62
Production .....	–	–	–	13.91	13.62	17.96
Transportation and material moving .....	17.85	–	–	11.78	11.76	–
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	3.7	10.3	2.4	5.8	6.1	8.6
Management, professional, and related .....	5.5	–	6.4	4.7	5.3	9.9
Management, business, and financial .....	–	–	–	8.9	10.2	15.5
Professional and related .....	5.5	–	6.4	5.9	6.4	15.2
Service .....	4.5	–	3.1	9.5	10.6	9.6
Sales and office .....	13.8	–	–	9.5	9.8	4.4
Sales and related .....	–	–	–	23.6	23.7	–
Office and administrative support .....	–	–	–	3.9	4.2	3.8
Natural resources, construction, and maintenance ....	–	–	–	3.1	3.1	11.6
Construction and extraction .....	–	–	–	3.2	3.2	–
Installation, maintenance, and repair .....	–	–	–	8.7	9.6	–
Production, transportation, and material moving .....	12.4	–	–	12.2	13.0	8.9
Production .....	–	–	–	12.1	13.2	12.7
Transportation and material moving .....	12.4	–	–	16.9	17.0	–

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Orlando, FL, April 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$16.40	\$15.73	\$21.62	\$21.62
Management, professional, and related .....	27.18	27.39	27.98	27.98
Management, business, and financial .....	31.51	32.24	—	—
Professional and related .....	25.35	25.09	—	—
Service .....	10.43	9.70	—	—
Sales and office .....	13.19	13.18	31.26	31.26
Sales and related .....	11.94	11.95	37.76	37.76
Office and administrative support .....	14.07	14.11	—	—
Natural resources, construction, and maintenance .....	15.60	15.49	—	—
Construction and extraction .....	—	14.06	—	—
Installation, maintenance, and repair .....	19.06	19.38	—	—
Production, transportation, and material moving .....	13.05	12.91	—	—
Production .....	13.73	13.38	—	—
Transportation and material moving .....	12.66	12.65	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	5.6	6.1	12.1	12.1
Management, professional, and related .....	4.2	5.0	27.8	27.8
Management, business, and financial .....	8.5	10.0	—	—
Professional and related .....	4.8	6.0	—	—
Service .....	8.5	9.6	—	—
Sales and office .....	7.8	8.2	20.1	20.1
Sales and related .....	13.7	13.7	18.8	18.8
Office and administrative support .....	6.2	6.6	—	—
Natural resources, construction, and maintenance .....	4.9	5.2	—	—
Construction and extraction .....	—	6.1	—	—
Installation, maintenance, and repair .....	10.3	10.9	—	—
Production, transportation, and material moving .....	11.3	12.1	—	—
Production .....	13.9	15.3	—	—
Transportation and material moving .....	13.5	14.0	—	—

<sup>1</sup> Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Orlando, FL, April 2007

Occupational group <sup>3</sup>	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
<b>All workers</b> .....	\$15.68	\$24.19	\$13.46	-	-	-	-	\$10.82	-
Management, professional, and related .....	-	42.76	24.17	-	-	-	-	22.53	-
Management, business, and financial .....	-	51.98	-	-	-	-	-	27.72	-
Professional and related .....	-	39.18	-	-	-	-	-	18.90	-
Service .....	-	-	-	-	-	-	-	8.33	-
Sales and office .....	-	-	12.87	-	-	-	-	10.85	-
Sales and related .....	-	-	13.28	-	-	-	-	-	-
Office and administrative support .....	-	-	11.72	-	-	-	-	11.50	-
Natural resources, construction, and maintenance .....	14.24	-	18.34	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	18.26	-	-	-	-	-	-
Production, transportation, and material moving .....	-	15.14	11.32	-	-	-	-	-	-
Production .....	-	15.14	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	13.21	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	5.2	11.2	12.3	-	-	-	-	11.0	-
Management, professional, and related .....	-	2.4	35.4	-	-	-	-	13.6	-
Management, business, and financial .....	-	5.3	-	-	-	-	-	29.7	-
Professional and related .....	-	6.7	-	-	-	-	-	1.2	-
Service .....	-	-	-	-	-	-	-	8.0	-
Sales and office .....	-	-	17.4	-	-	-	-	8.8	-
Sales and related .....	-	-	27.1	-	-	-	-	-	-
Office and administrative support .....	-	-	10.1	-	-	-	-	10.8	-
Natural resources, construction, and maintenance .....	.1	-	10.7	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	10.5	-	-	-	-	-	-
Production, transportation, and material moving .....	-	1.2	16.7	-	-	-	-	-	-
Production .....	-	1.2	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	13.6	-	-	-	-	-	-

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

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# 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 Orlando, FL, Metropolitan Statistical Area (MSA) includes Lake, Orange, Osceola, and Seminole Counties, FL.

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

## Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free 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 characteris-

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

### **Data reliability**

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$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 workers<sup>1</sup> represented by the survey, Orlando, FL, April 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	981,900	881,000	100,900
Management, professional, and related .....	235,500	174,500	61,000
Management, business, and financial .....	66,800	55,500	11,300
Professional and related .....	168,700	119,000	49,600
Service .....	210,500	191,600	18,900
Sales and office .....	312,100	300,800	11,300
Sales and related .....	133,800	133,600	–
Office and administrative support .....	178,300	167,200	11,100
Natural resources, construction, and maintenance ....	79,000	76,200	2,800
Construction and extraction .....	62,400	60,900	–
Installation, maintenance, and repair .....	16,600	15,300	–
Production, transportation, and material moving .....	144,700	137,900	6,900
Production .....	49,700	46,600	3,100
Transportation and material moving .....	95,000	91,300	–

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

<sup>2</sup> Workers are classified by occupation using the

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Orlando, FL, April 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	41,410	41,156	254
Total in sample .....	247	228	19
Responding .....	143	124	19
Refused or unable to provide data .....	56	56	0
Out of business or not in survey scope .....	48	48	0

<sup>1</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.