

Great Falls, MT National Compensation Survey November 2007



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Great Falls, MT, Metropolitan Statistical Area (MSA). Data were collected between September 2007 and January 2008; the average reference month is November 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

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

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

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

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Great Falls, MT, November 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$16.16	3.6	35.2	\$15.42	4.0	35.3	\$22.07	6.9	34.5
Worker characteristics^{4,5}									
Management, professional, and related	24.39	5.1	38.7	23.50	5.7	39.8	27.94	10.1	34.9
Management, business, and financial	27.86	10.0	40.0	26.61	9.8	40.0	32.59	17.7	40.0
Professional and related	23.17	5.1	38.3	22.42	6.2	39.8	26.21	5.5	33.3
Service	9.25	3.2	30.8	8.31	1.9	31.1	16.53	15.2	29.0
Sales and office	13.10	6.3	34.6	12.93	6.8	34.3	15.68	12.2	40.0
Sales and related	14.14	14.0	32.2	14.14	14.0	32.2	—	—	—
Office and administrative support	12.43	3.5	36.5	12.04	3.6	36.1	15.68	12.2	40.0
Natural resources, construction, and maintenance	18.88	8.7	39.5	19.17	9.8	39.5	16.28	6.8	40.0
Construction and extraction	18.29	11.8	39.5	18.55	13.8	39.4	—	—	—
Installation, maintenance, and repair	19.66	13.7	39.6	19.89	14.4	39.6	—	—	—
Production, transportation, and material moving	14.95	8.5	34.8	14.95	8.5	34.8	—	—	—
Production	17.53	12.1	36.6	17.53	12.1	36.6	—	—	—
Transportation and material moving	14.33	10.7	34.4	14.33	10.7	34.5	—	—	—
Full time	17.14	3.7	39.3	16.36	4.1	39.3	23.18	9.1	39.3
Part time	9.36	8.1	20.4	9.22	8.6	21.0	10.99	20.0	15.6
Union	18.46	3.4	37.6	17.26	6.5	37.8	19.70	4.5	37.3
Nonunion	15.73	4.1	34.8	15.24	4.2	35.1	27.39	14.2	29.5
Time	15.91	3.8	35.2	15.11	4.3	35.3	22.07	6.9	34.5
Incentive	23.36	26.8	35.6	23.36	26.8	35.6	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	14.77	4.1	34.8	(⁶)	(⁶)	(⁶)
1-99 workers	14.50	5.4	34.4	14.45	5.6	34.3	16.19	11.0	35.7
100-499 workers	18.74	7.2	35.4	18.34	9.0	35.7	20.69	6.5	34.3
500 workers or more	17.99	6.3	37.7	15.15	4.4	39.3	—	—	—

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Great Falls, MT, November 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.16	3.6	\$17.14	3.7	\$9.36	8.1
Management occupations	27.63	12.1	27.63	12.1	–	–
Business and financial operations occupations	28.82	14.7	28.82	14.7	–	–
Architecture and engineering occupations	30.23	13.3	–	–	–	–
Community and social services occupations	15.47	9.2	14.88	10.3	–	–
Education, training, and library occupations	27.13	8.6	27.80	8.1	13.99	30.0
Level 8	33.51	.2	–	–	–	–
Level 9	30.78	3.9	30.78	3.9	–	–
Not able to be leveled	8.97	2.6	–	–	9.08	6.2
Postsecondary teachers	38.34	14.4	–	–	–	–
Primary, secondary, and special education school teachers	25.94	19.0	25.94	19.0	–	–
Level 9	29.60	1.0	29.60	1.0	–	–
Other teachers and instructors	27.35	22.0	–	–	9.08	6.2
Not able to be leveled	9.08	6.2	–	–	9.08	6.2
Arts, design, entertainment, sports, and media occupations	17.81	19.7	17.81	19.7	–	–
Healthcare practitioner and technical occupations	25.54	1.9	25.22	.4	–	–
Level 7	19.37	10.5	–	–	–	–
Healthcare support occupations	9.89	2.6	10.05	2.1	–	–
Level 3	10.12	2.0	10.20	1.8	–	–
Nursing, psychiatric, and home health aides	10.17	1.4	10.20	1.3	–	–
Level 3	10.16	2.0	–	–	–	–
Nursing aides, orderlies, and attendants	10.51	.9	–	–	–	–
Protective service occupations	24.24	14.2	24.49	13.8	–	–
Food preparation and serving related occupations	7.60	3.4	8.01	4.0	6.94	2.4
Level 1	6.83	9.7	–	–	–	–
Level 2	7.71	5.9	8.58	7.5	6.72	2.5
Level 3	6.70	1.0	–	–	–	–
Cooks	8.04	1.5	8.29	1.8	–	–
Cooks, restaurant	7.87	1.7	–	–	–	–
Food service, tipped	6.46	3.1	6.51	5.5	6.38	.8
Level 2	6.71	2.8	–	–	6.46	.6
Waiters and waitresses	6.26	.9	–	–	–	–
Level 2	6.38	.6	–	–	–	–
Combined food preparation and serving workers, including fast food	7.94	6.2	–	–	–	–
Building and grounds cleaning and maintenance occupations	9.23	5.6	9.67	7.3	7.96	4.1
Level 1	8.31	3.2	8.41	2.4	–	–
Level 3	9.03	5.0	–	–	–	–
Building cleaning workers	8.88	4.1	9.23	5.4	7.88	4.0
Level 1	8.31	3.2	8.41	2.4	–	–
Level 3	9.03	5.0	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	8.85	7.2	9.16	10.1	8.04	4.7
Level 1	7.94	4.5	–	–	–	–
Level 3	9.03	5.0	–	–	–	–
Maids and housekeeping cleaners	8.95	9.6	–	–	–	–
Personal care and service occupations	8.52	6.1	–	–	7.17	1.4
Sales and related occupations	14.14	14.0	16.01	15.1	7.58	2.3
Level 1	8.97	8.9	–	–	–	–
Level 2	7.75	7.1	–	–	7.23	6.9
Level 3	9.67	10.5	10.05	11.5	8.45	2.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Great Falls, MT, November 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Level 4	\$19.40	5.6	\$19.48	5.7	—	—
Level 5	14.62	9.9	14.65	10.1	—	—
First-line supervisors/managers, sales workers	12.95	38.6	14.30	36.9	—	—
Retail sales workers	11.21	10.9	12.73	14.0	\$7.55	3.2
Level 2	7.61	8.3	—	—	7.23	6.9
Level 3	9.98	14.1	10.01	16.1	—	—
Level 4	21.49	9.8	21.61	10.0	—	—
Level 5	12.61	16.5	—	—	—	—
Cashiers, all workers	8.38	5.2	9.32	2.8	7.29	5.8
Level 2	7.52	8.9	—	—	7.19	7.6
Level 3	9.17	9.8	—	—	—	—
Cashiers	8.38	5.2	9.32	2.8	7.29	5.8
Level 2	7.52	8.9	—	—	7.19	7.6
Level 3	9.17	9.8	—	—	—	—
Retail salespersons	13.91	19.5	14.83	20.0	8.51	5.1
Level 3	10.81	16.7	10.87	20.8	—	—
Level 4	24.75	9.9	24.93	10.2	—	—
Office and administrative support occupations	12.43	3.5	12.59	3.8	10.74	6.2
Level 2	9.70	4.6	9.83	4.9	—	—
Level 3	10.91	4.0	10.95	4.1	—	—
Level 4	11.65	2.7	11.71	2.9	11.22	4.5
Level 5	17.28	20.8	17.09	22.5	—	—
Level 6	15.29	7.6	15.29	7.6	—	—
Not able to be leveled	14.12	9.1	14.12	9.1	—	—
Financial clerks	11.67	7.3	11.76	8.3	11.15	5.5
Level 4	10.87	3.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks	11.90	8.6	12.08	9.9	—	—
Level 4	10.78	3.1	—	—	—	—
Receptionists and information clerks	10.99	5.2	11.09	5.3	—	—
Secretaries and administrative assistants	11.32	7.0	11.32	7.0	—	—
Office clerks, general	11.51	4.5	12.10	6.3	—	—
Level 4	11.86	8.4	—	—	—	—
Construction and extraction occupations	18.29	11.8	18.29	11.8	—	—
Installation, maintenance, and repair occupations	19.66	13.7	19.66	13.7	—	—
Level 7	28.10	5.9	28.10	5.9	—	—
Production occupations	17.53	12.1	18.12	13.1	—	—
Level 4	12.24	6.9	12.24	6.9	—	—
Transportation and material moving occupations	14.33	10.7	14.90	10.0	10.59	3.9
Level 1	8.37	6.3	8.01	5.7	—	—
Level 2	10.59	11.1	—	—	—	—
Level 3	14.52	11.2	14.52	11.2	—	—
Level 4	19.02	25.6	—	—	—	—
Driver/sales workers and truck drivers	17.06	17.4	17.53	17.1	—	—
Laborers and material movers, hand	9.90	3.6	9.87	4.0	—	—
Level 1	8.60	6.1	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.02	5.6	10.03	5.9	—	—

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

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

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Great Falls, MT, November 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.42	4.0	\$16.36	4.1	\$9.22	8.6
Management occupations	25.58	10.1	25.58	10.1	—	—
Business and financial operations occupations	30.59	15.0	30.59	15.0	—	—
Education, training, and library occupations	22.44	27.9	—	—	—	—
Level 8	33.51	.2	—	—	—	—
Arts, design, entertainment, sports, and media occupations	17.81	19.7	17.81	19.7	—	—
Healthcare practitioner and technical occupations	25.54	1.9	25.22	.4	—	—
Level 7	19.37	10.5	—	—	—	—
Healthcare support occupations	9.89	2.6	10.05	2.1	—	—
Level 3	10.12	2.0	10.20	1.8	—	—
Nursing, psychiatric, and home health aides	10.17	1.4	10.20	1.3	—	—
Level 3	10.16	2.0	—	—	—	—
Nursing aides, orderlies, and attendants	10.51	.9	—	—	—	—
Food preparation and serving related occupations	7.56	3.5	8.00	4.1	6.85	2.0
Level 1	6.83	9.7	—	—	—	—
Level 2	7.71	5.9	8.58	7.5	6.72	2.5
Level 3	6.70	1.0	—	—	—	—
Cooks	7.91	1.4	—	—	—	—
Cooks, restaurant	7.87	1.7	—	—	—	—
Food service, tipped	6.46	3.1	6.51	5.5	6.38	.8
Level 2	6.71	2.8	—	—	6.46	.6
Waiters and waitresses	6.26	.9	—	—	—	—
Level 2	6.38	.6	—	—	—	—
Combined food preparation and serving workers, including fast food	7.94	6.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	8.60	2.8	8.74	3.0	8.10	5.0
Level 1	8.31	3.2	8.41	2.4	—	—
Building cleaning workers	8.60	2.8	8.74	3.0	8.10	5.0
Level 1	8.31	3.2	8.41	2.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.45	6.0	8.44	7.8	—	—
Level 1	7.94	4.5	—	—	—	—
Maids and housekeeping cleaners	8.95	9.6	—	—	—	—
Personal care and service occupations	8.52	6.1	—	—	7.17	1.4
Sales and related occupations	14.14	14.0	16.01	15.1	7.58	2.3
Level 1	8.97	8.9	—	—	—	—
Level 2	7.75	7.1	—	—	7.23	6.9
Level 3	9.67	10.5	10.05	11.5	8.45	2.1
Level 4	19.40	5.6	19.48	5.7	—	—
Level 5	14.62	9.9	14.65	10.1	—	—
First-line supervisors/managers, sales workers	12.95	38.6	14.30	36.9	—	—
Retail sales workers	11.21	10.9	12.73	14.0	7.55	3.2
Level 2	7.61	8.3	—	—	7.23	6.9
Level 3	9.98	14.1	10.01	16.1	—	—
Level 4	21.49	9.8	21.61	10.0	—	—
Level 5	12.61	16.5	—	—	—	—
Cashiers, all workers	8.38	5.2	9.32	2.8	7.29	5.8
Level 2	7.52	8.9	—	—	7.19	7.6
Level 3	9.17	9.8	—	—	—	—
Cashiers	8.38	5.2	9.32	2.8	7.29	5.8
Level 2	7.52	8.9	—	—	7.19	7.6
Level 3	9.17	9.8	—	—	—	—
Retail salespersons	13.91	19.5	14.83	20.0	8.51	5.1
Level 3	10.81	16.7	10.87	20.8	—	—
Level 4	24.75	9.9	24.93	10.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Great Falls, MT, November 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations	\$12.04	3.6	\$12.18	4.0	\$10.73	6.2
Level 2	9.70	4.6	9.83	4.9	—	—
Level 3	10.80	4.9	10.83	5.1	—	—
Level 4	11.65	2.7	11.71	2.9	11.22	4.5
Level 5	17.68	24.0	17.48	26.3	—	—
Level 6	15.43	8.9	15.43	8.9	—	—
Financial clerks	11.43	7.7	11.48	8.8	11.14	5.6
Level 4	10.87	3.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks	11.62	9.3	11.77	10.8	—	—
Level 4	10.78	3.1	—	—	—	—
Receptionists and information clerks	10.99	5.2	11.09	5.3	—	—
Office clerks, general	11.50	6.0	12.40	9.9	—	—
Level 4	11.86	8.4	—	—	—	—
Construction and extraction occupations	18.55	13.8	18.55	13.8	—	—
Installation, maintenance, and repair occupations	19.89	14.4	19.89	14.4	—	—
Level 7	28.10	5.9	28.10	5.9	—	—
Production occupations	17.53	12.1	18.12	13.1	—	—
Level 4	12.24	6.9	12.24	6.9	—	—
Transportation and material moving occupations	14.33	10.7	14.90	10.0	10.58	4.0
Level 1	8.37	6.3	8.01	5.7	—	—
Level 2	10.58	11.2	—	—	—	—
Level 3	14.52	11.2	14.52	11.2	—	—
Level 4	19.02	25.6	—	—	—	—
Driver/sales workers and truck drivers	17.06	17.4	17.53	17.1	—	—
Laborers and material movers, hand	9.90	3.6	9.87	4.0	—	—
Level 1	8.60	6.1	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.02	5.6	10.03	5.9	—	—

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

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

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Great Falls, MT, November 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.07	6.9	\$23.18	9.1	\$10.99	20.0
Management occupations	34.92	18.8	34.92	18.8	–	–
Education, training, and library occupations	28.67	8.4	29.73	7.2	9.19	6.5
Level 9	30.78	3.9	30.78	3.9	–	–
Not able to be leveled	9.08	6.2	–	–	9.08	6.2
Primary, secondary, and special education school teachers	29.59	1.0	29.60	1.0	–	–
Level 9	29.60	1.0	29.60	1.0	–	–
Other teachers and instructors	29.31	18.1	–	–	9.08	6.2
Not able to be leveled	9.08	6.2	–	–	9.08	6.2
Protective service occupations	24.82	14.5	–	–	–	–
Building and grounds cleaning and maintenance occupations	11.11	13.8	13.02	4.9	–	–
Level 3	8.74	3.5	–	–	–	–
Building cleaning workers	10.10	14.9	–	–	–	–
Level 3	8.74	3.5	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	10.10	14.9	–	–	–	–
Level 3	8.74	3.5	–	–	–	–
Office and administrative support occupations	15.68	12.2	15.68	12.2	–	–

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

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

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Great Falls, MT, November 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.16	3.6	\$17.14	3.7	\$9.36	8.1
Management occupations	27.63	12.1	27.63	12.1	—	—
Group II	18.46	6.1	—	—	—	—
Group III	28.86	13.9	—	—	—	—
Business and financial operations occupations	28.82	14.7	28.82	14.7	—	—
Architecture and engineering occupations	30.23	13.3	—	—	—	—
Community and social services occupations	15.47	9.2	14.88	10.3	—	—
Education, training, and library occupations	27.13	8.6	27.80	8.1	13.99	30.0
Group II	23.11	26.4	—	—	—	—
Group III	31.68	4.7	—	—	—	—
Postsecondary teachers	38.34	14.4	—	—	—	—
Primary, secondary, and special education school teachers	25.94	19.0	25.94	19.0	—	—
Group III	29.60	1.0	—	—	—	—
Other teachers and instructors	27.35	22.0	—	—	9.08	6.2
Arts, design, entertainment, sports, and media occupations	17.81	19.7	17.81	19.7	—	—
Healthcare practitioner and technical occupations	25.54	1.9	25.22	.4	—	—
Group II	22.27	17.2	—	—	—	—
Healthcare support occupations	9.89	2.6	10.05	2.1	—	—
Group I	9.69	2.5	—	—	—	—
Nursing, psychiatric, and home health aides	10.17	1.4	10.20	1.3	—	—
Group I	10.13	1.2	—	—	—	—
Nursing aides, orderlies, and attendants	10.51	.9	—	—	—	—
Protective service occupations	24.24	14.2	24.49	13.8	—	—
Food preparation and serving related occupations	7.60	3.4	8.01	4.0	6.94	2.4
Group I	7.38	3.7	—	—	—	—
Cooks	8.04	1.5	8.29	1.8	—	—
Group I	7.96	1.4	—	—	—	—
Cooks, restaurant	7.87	1.7	—	—	—	—
Group I	7.87	1.7	—	—	—	—
Food service, tipped	6.46	3.1	6.51	5.5	6.38	.8
Group I	6.46	3.1	—	—	—	—
Waiters and waitresses	6.26	.9	—	—	—	—
Group I	6.26	.9	—	—	—	—
Combined food preparation and serving workers, including fast food	7.94	6.2	—	—	—	—
Group I	7.94	6.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	9.23	5.6	9.67	7.3	7.96	4.1
Group I	8.78	4.0	—	—	—	—
Building cleaning workers	8.88	4.1	9.23	5.4	7.88	4.0
Group I	8.77	4.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.85	7.2	9.16	10.1	8.04	4.7
Group I	8.71	7.4	8.99	10.9	8.04	4.7
Maids and housekeeping cleaners	8.95	9.6	—	—	—	—
Group I	8.95	9.6	—	—	—	—
Personal care and service occupations	8.52	6.1	—	—	7.17	1.4
Group I	8.52	6.2	—	—	—	—
Sales and related occupations	14.14	14.0	16.01	15.1	7.58	2.3
Group I	10.74	8.4	—	—	—	—
Group II	16.15	4.4	—	—	—	—
First-line supervisors/managers, sales workers	12.95	38.6	14.30	36.9	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Great Falls, MT, November 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Retail sales workers	\$11.21	10.9	\$12.73	14.0	\$7.55	3.2
Group I	11.24	13.2	—	—	—	—
Group II	12.64	15.3	—	—	—	—
Cashiers, all workers	8.38	5.2	9.32	2.8	7.29	5.8
Group I	8.05	7.3	—	—	—	—
Cashiers	8.38	5.2	9.32	2.8	7.29	5.8
Group I	8.05	7.3	9.03	5.9	7.29	5.8
Retail salespersons	13.91	19.5	14.83	20.0	8.51	5.1
Group I	15.39	22.1	17.40	20.8	8.44	4.4
Group II	12.29	16.8	—	—	—	—
Office and administrative support occupations						
Group I	12.43	3.5	12.59	3.8	10.74	6.2
Group II	10.89	1.7	—	—	—	—
Group II	16.06	10.3	—	—	—	—
Financial clerks	11.67	7.3	11.76	8.3	11.15	5.5
Group I	10.34	3.9	—	—	—	—
Bookkeeping, accounting, and auditing clerks	11.90	8.6	12.08	9.9	—	—
Group I	10.32	5.0	10.15	4.0	—	—
Receptionists and information clerks	10.99	5.2	11.09	5.3	—	—
Group I	11.19	6.2	—	—	—	—
Secretaries and administrative assistants	11.32	7.0	11.32	7.0	—	—
Office clerks, general	11.51	4.5	12.10	6.3	—	—
Group I	11.21	4.2	11.73	6.3	—	—
Construction and extraction occupations						
Group I	18.29	11.8	18.29	11.8	—	—
Group I	16.02	5.3	—	—	—	—
Installation, maintenance, and repair occupations						
Group II	19.66	13.7	19.66	13.7	—	—
Group II	26.02	8.8	—	—	—	—
Production occupations						
Group I	17.53	12.1	18.12	13.1	—	—
Group I	12.58	6.2	—	—	—	—
Group II	24.25	11.3	—	—	—	—
Transportation and material moving occupations						
Group I	14.33	10.7	14.90	10.0	10.59	3.9
Group I	14.01	12.8	—	—	—	—
Driver/sales workers and truck drivers	17.06	17.4	17.53	17.1	—	—
Group I	17.13	18.8	—	—	—	—
Laborers and material movers, hand	9.90	3.6	9.87	4.0	—	—
Group I	9.90	3.6	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.02	5.6	10.03	5.9	—	—
Group I	10.02	5.6	10.03	5.9	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Great Falls, MT, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.25	\$9.15	\$12.50	\$19.00	\$28.66
Management occupations	13.05	20.00	23.43	38.00	45.00
Business and financial operations occupations	19.50	19.93	35.10	37.34	40.14
Architecture and engineering occupations	14.42	21.63	21.63	47.16	47.16
Community and social services occupations	12.18	12.18	14.42	16.64	21.41
Education, training, and library occupations	10.20	21.11	28.07	35.46	39.93
Postsecondary teachers	28.40	28.40	39.93	51.37	51.37
Primary, secondary, and special education school teachers	9.09	21.98	27.11	31.20	38.89
Other teachers and instructors	12.00	21.11	27.60	36.95	42.83
Arts, design, entertainment, sports, and media occupations	9.00	10.00	16.64	25.66	25.66
Healthcare practitioner and technical occupations	13.46	14.72	21.28	26.71	48.00
Healthcare support occupations	7.79	9.12	9.85	10.50	11.56
Nursing, psychiatric, and home health aides	8.34	9.48	9.95	10.77	11.56
Nursing aides, orderlies, and attendants	9.48	9.91	10.16	10.75	12.27
Protective service occupations	19.75	20.39	21.23	28.81	30.73
Food preparation and serving related occupations	6.15	6.15	7.00	8.25	9.75
Cooks	7.00	7.19	7.50	9.00	9.17
Cooks, restaurant	7.00	7.19	7.50	9.00	9.00
Food service, tipped	6.04	6.15	6.15	6.50	7.56
Waiters and waitresses	6.15	6.15	6.15	6.25	6.50
Combined food preparation and serving workers, including fast food	6.50	6.85	8.25	8.56	8.90
Building and grounds cleaning and maintenance occupations	7.00	7.25	8.50	11.00	13.22
Building cleaning workers	7.00	7.25	8.30	10.40	11.76
Janitors and cleaners, except maids and housekeeping cleaners	7.00	7.25	8.25	10.00	11.85
Maids and housekeeping cleaners	7.00	7.25	8.64	11.00	11.00
Personal care and service occupations	6.88	7.50	8.00	9.50	10.40
Sales and related occupations	7.00	8.00	10.08	13.91	19.02
First-line supervisors/managers, sales workers	7.46	8.25	10.14	13.50	21.92
Retail sales workers	6.50	7.75	9.00	11.21	15.75
Cashiers, all workers	6.27	6.60	8.00	9.99	10.55
Cashiers	6.27	6.60	8.00	9.99	10.55
Retail salespersons	7.81	8.65	10.12	14.04	19.02
Office and administrative support occupations	8.34	9.81	11.67	14.14	16.86
Financial clerks	8.67	9.50	10.69	14.02	17.65
Bookkeeping, accounting, and auditing clerks	8.50	9.81	10.69	14.82	17.65
Receptionists and information clerks	9.30	10.00	10.30	12.50	13.08
Secretaries and administrative assistants	8.34	8.34	10.73	12.50	15.40
Office clerks, general	8.00	8.94	11.56	12.62	16.50
Construction and extraction occupations	11.00	16.00	18.17	19.00	25.00
Installation, maintenance, and repair occupations	10.00	12.00	16.60	22.34	33.76
Production occupations	10.25	11.44	15.50	24.01	30.02
Transportation and material moving occupations	8.56	9.50	13.71	16.00	21.59

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Great Falls, MT, November 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Driver/sales workers and truck drivers	\$8.00	\$13.98	\$15.50	\$19.13	\$28.26
Laborers and material movers, hand	7.22	8.56	9.50	11.00	13.00
Laborers and freight, stock, and material movers, hand	8.56	8.56	9.50	11.00	13.00

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Great Falls, MT, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.19	\$9.00	\$12.00	\$17.84	\$27.61
Management occupations	13.05	16.83	20.07	35.85	40.72
Business and financial operations occupations	19.50	20.54	35.10	37.34	40.14
Education, training, and library occupations	8.20	10.20	28.40	31.97	37.50
Arts, design, entertainment, sports, and media occupations	9.00	10.00	16.64	25.66	25.66
Healthcare practitioner and technical occupations	13.46	14.72	21.28	26.71	48.00
Healthcare support occupations	7.79	9.12	9.85	10.50	11.56
Nursing, psychiatric, and home health aides	8.34	9.48	9.95	10.77	11.56
Nursing aides, orderlies, and attendants	9.48	9.91	10.16	10.75	12.27
Food preparation and serving related occupations	6.15	6.15	7.00	8.10	9.75
Cooks	7.00	7.19	7.50	9.00	9.00
Cooks, restaurant	7.00	7.19	7.50	9.00	9.00
Food service, tipped	6.04	6.15	6.15	6.50	7.56
Waiters and waitresses	6.15	6.15	6.15	6.25	6.50
Combined food preparation and serving workers, including fast food	6.50	6.85	8.25	8.56	8.90
Building and grounds cleaning and maintenance occupations	7.00	7.15	8.15	10.00	11.00
Building cleaning workers	7.00	7.15	8.15	10.00	11.00
Janitors and cleaners, except maids and housekeeping cleaners	7.00	7.00	8.00	9.50	10.40
Maids and housekeeping cleaners	7.00	7.25	8.64	11.00	11.00
Personal care and service occupations	6.88	7.50	8.00	9.50	10.40
Sales and related occupations	7.00	8.00	10.08	13.91	19.02
First-line supervisors/managers, sales workers	7.46	8.25	10.14	13.50	21.92
Retail sales workers	6.50	7.75	9.00	11.21	15.75
Cashiers, all workers	6.27	6.60	8.00	9.99	10.55
Cashiers	6.27	6.60	8.00	9.99	10.55
Retail salespersons	7.81	8.65	10.12	14.04	19.02
Office and administrative support occupations	8.34	9.42	10.97	13.19	16.27
Financial clerks	8.50	9.25	10.69	12.00	17.65
Bookkeeping, accounting, and auditing clerks	8.50	9.81	10.69	12.09	17.65
Receptionists and information clerks	9.30	10.00	10.30	12.50	13.08
Office clerks, general	8.00	8.94	11.26	12.62	16.50
Construction and extraction occupations	11.00	16.00	18.17	20.00	25.00
Installation, maintenance, and repair occupations	10.00	12.00	16.60	22.34	34.05
Production occupations	10.25	11.44	15.50	24.01	30.02
Transportation and material moving occupations	8.56	9.50	13.71	16.00	21.59
Driver/sales workers and truck drivers	8.00	13.98	15.50	19.13	28.26
Laborers and material movers, hand	7.22	8.56	9.50	11.00	13.00
Laborers and freight, stock, and material movers, hand	8.56	8.56	9.50	11.00	13.00

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Great Falls, MT, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$10.85	\$14.02	\$19.93	\$28.07	\$39.25
Management occupations	14.44	23.43	36.64	44.37	47.58
Education, training, and library occupations	12.86	22.69	28.07	36.95	42.02
Primary, secondary, and special education school teachers	22.69	26.16	28.07	32.85	40.40
Other teachers and instructors	9.08	22.61	31.26	37.24	42.83
Protective service occupations	19.83	20.58	21.24	30.73	30.73
Building and grounds cleaning and maintenance occupations	7.28	7.28	11.76	13.87	14.54
Building cleaning workers	7.28	7.28	9.50	13.44	13.87
Janitors and cleaners, except maids and housekeeping cleaners	7.28	7.28	9.50	13.44	13.87
Office and administrative support occupations	10.92	12.11	14.92	16.86	26.19

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Great Falls, MT, November 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.06	\$10.00	\$13.88	\$20.00	\$30.02
Management occupations	13.05	20.00	23.43	38.00	45.00
Business and financial operations occupations	19.50	19.93	35.10	37.34	40.14
Community and social services occupations	12.18	12.18	14.42	16.36	20.65
Education, training, and library occupations	12.49	21.86	28.07	36.95	40.40
Primary, secondary, and special education school teachers	9.09	21.98	27.11	31.20	38.89
Arts, design, entertainment, sports, and media occupations	9.00	10.00	16.64	25.66	25.66
Healthcare practitioner and technical occupations	13.29	14.72	21.09	25.68	48.00
Healthcare support occupations	8.34	9.30	9.95	10.77	11.56
Nursing, psychiatric, and home health aides	8.34	9.55	9.96	10.94	11.56
Protective service occupations	19.83	20.58	21.24	30.73	30.73
Food preparation and serving related occupations	6.15	6.15	7.50	9.00	11.25
Cooks	7.00	7.50	9.00	9.00	9.00
Food service, tipped	6.15	6.15	6.15	6.84	7.56
Building and grounds cleaning and maintenance occupations	7.00	7.25	9.50	11.00	13.44
Building cleaning workers	7.00	7.25	8.96	11.00	11.91
Janitors and cleaners, except maids and housekeeping cleaners	7.00	7.00	8.30	10.40	12.65
Sales and related occupations	8.00	9.20	11.04	16.15	21.92
First-line supervisors/managers, sales workers	7.50	10.14	10.14	13.50	21.92
Retail sales workers	7.81	8.75	10.00	13.08	16.15
Cashiers, all workers	6.15	8.00	9.40	10.00	11.85
Cashiers	6.15	8.00	9.40	10.00	11.85
Retail salespersons	8.63	8.95	10.76	14.42	19.02
Office and administrative support occupations	8.34	10.00	11.96	14.31	16.86
Financial clerks	9.00	9.25	10.69	14.27	17.65
Bookkeeping, accounting, and auditing clerks	8.56	9.81	10.69	14.92	17.65
Receptionists and information clerks	9.30	10.00	10.48	12.50	13.08
Secretaries and administrative assistants	8.34	8.34	10.73	12.50	15.40
Office clerks, general	8.00	10.65	12.21	12.76	16.50
Construction and extraction occupations	11.00	16.00	18.17	19.00	25.00
Installation, maintenance, and repair occupations	10.00	12.00	16.60	22.34	33.76
Production occupations	10.25	11.69	15.66	24.01	30.02
Transportation and material moving occupations	8.56	10.50	14.13	17.31	25.77
Driver/sales workers and truck drivers	8.00	15.50	15.50	28.16	28.26
Laborers and material movers, hand	7.22	8.56	9.50	11.00	13.00
Laborers and freight, stock, and material movers, hand	8.56	8.56	9.50	11.00	13.00

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Great Falls, MT, November 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.25	\$6.88	\$7.57	\$9.25	\$13.75
Education, training, and library occupations	7.75	9.08	9.08	12.00	34.45
Other teachers and instructors	7.50	9.08	9.08	9.08	10.00
Food preparation and serving related occupations	6.04	6.25	6.75	7.25	8.25
Food service, tipped	6.04	6.15	6.25	6.50	7.00
Building and grounds cleaning and maintenance occupations	7.00	7.25	7.28	8.50	9.54
Building cleaning workers	7.00	7.25	7.28	8.25	9.50
Janitors and cleaners, except maids and housekeeping cleaners	7.28	7.28	8.00	8.50	10.00
Personal care and service occupations	6.88	6.88	6.88	7.57	8.00
Sales and related occupations	6.50	6.50	7.25	8.25	9.30
Retail sales workers	6.35	6.50	7.21	8.00	9.65
Cashiers, all workers	6.27	6.50	6.85	7.80	9.00
Cashiers	6.27	6.50	6.85	7.80	9.00
Retail salespersons	7.21	7.40	7.99	9.88	11.31
Office and administrative support occupations	7.61	8.75	10.01	12.00	14.04
Financial clerks	8.50	9.50	12.00	12.00	14.04
Transportation and material moving occupations	8.91	9.25	9.25	13.75	13.75

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Great Falls, MT, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.14	\$13.88	\$674	\$555	39.3	\$34,213	\$27,999	1,996
Management occupations	27.63	23.43	1,105	937	40.0	56,358	48,734	2,040
Business and financial operations occupations	28.82	35.10	1,153	1,404	40.0	59,947	73,008	2,080
Community and social services occupations	14.88	14.42	733	731	49.3	37,945	37,998	2,550
Education, training, and library occupations	27.80	28.07	1,054	1,053	37.9	42,402	40,731	1,525
Primary, secondary, and special education school teachers	25.94	27.11	988	1,041	38.1	38,735	39,364	1,493
Arts, design, entertainment, sports, and media occupations	17.81	16.64	708	666	39.8	36,831	34,611	2,068
Healthcare practitioner and technical occupations	25.22	21.09	989	848	39.2	51,414	44,096	2,038
Healthcare support occupations	10.05	9.95	392	387	39.0	20,402	20,114	2,030
Nursing, psychiatric, and home health aides	10.20	9.96	396	394	38.9	20,616	20,509	2,020
Protective service occupations	24.49	21.24	989	879	40.4	50,470	45,689	2,061
Food preparation and serving related occupations	8.01	7.50	286	252	35.7	14,848	13,112	1,853
Cooks	8.29	9.00	281	288	33.9	14,446	14,976	1,742
Food service, tipped	6.51	6.15	224	197	34.4	11,655	10,234	1,790
Building and grounds cleaning and maintenance occupations	9.67	9.50	375	360	38.8	19,522	18,720	2,020
Building cleaning workers	9.23	8.96	358	332	38.7	18,595	17,258	2,014
Janitors and cleaners, except maids and housekeeping cleaners	9.16	8.30	361	332	39.5	18,795	17,258	2,053
Sales and related occupations	16.01	11.04	614	426	38.3	31,927	22,152	1,994
First-line supervisors/managers, sales workers	14.30	10.14	—	—	—	—	—	—
Retail sales workers	12.73	10.00	489	399	38.4	25,445	20,758	1,999
Cashiers, all workers	9.32	9.40	333	360	35.8	17,329	18,720	1,860
Cashiers	9.32	9.40	333	360	35.8	17,329	18,720	1,860
Retail salespersons	14.83	10.76	594	430	40.0	30,876	22,383	2,082
Office and administrative support occupations	12.59	11.96	499	467	39.6	25,544	23,421	2,029
Financial clerks	11.76	10.69	462	428	39.3	24,007	22,241	2,042
Bookkeeping, accounting, and auditing clerks	12.08	10.69	472	428	39.1	24,557	22,241	2,033
Receptionists and information clerks ..	11.09	10.48	443	419	40.0	23,059	21,798	2,080
Secretaries and administrative assistants	11.32	10.73	453	429	40.0	23,279	22,320	2,056
Office clerks, general	12.10	12.21	459	426	37.9	20,767	18,885	1,717
Construction and extraction occupations	18.29	18.17	722	671	39.5	34,785	32,885	1,902
Installation, maintenance, and repair occupations	19.66	16.60	778	664	39.6	40,480	34,528	2,059
Production occupations	18.12	15.66	710	626	39.2	36,941	32,575	2,038

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Great Falls, MT, November 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$14.90	\$14.13	\$592	\$559	39.7	\$29,905	\$29,232	2,008
Driver/sales workers and truck drivers	17.53	15.50	701	620	40.0	36,461	32,240	2,080
Laborers and material movers, hand ..	9.87	9.50	376	380	38.1	19,543	19,760	1,980
Laborers and freight, stock, and material movers, hand	10.03	9.50	387	380	38.6	20,136	19,760	2,008

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Great Falls, MT, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.36	\$13.00	\$643	\$503	39.3	\$33,156	\$25,251	2,027
Management occupations	25.58	20.07	1,024	803	40.0	53,223	41,752	2,080
Business and financial operations occupations	30.59	35.10	1,224	1,404	40.0	63,637	73,008	2,080
Arts, design, entertainment, sports, and media occupations	17.81	16.64	708	666	39.8	36,831	34,611	2,068
Healthcare practitioner and technical occupations	25.22	21.09	989	848	39.2	51,414	44,096	2,038
Healthcare support occupations	10.05	9.95	392	387	39.0	20,402	20,114	2,030
Nursing, psychiatric, and home health aides	10.20	9.96	396	394	38.9	20,616	20,509	2,020
Food preparation and serving related occupations	8.00	7.50	285	252	35.7	14,840	13,112	1,856
Food service, tipped	6.51	6.15	224	197	34.4	11,655	10,234	1,790
Building and grounds cleaning and maintenance occupations	8.74	8.30	337	314	38.5	17,514	16,307	2,004
Building cleaning workers	8.74	8.30	337	314	38.5	17,514	16,307	2,004
Janitors and cleaners, except maids and housekeeping cleaners	8.44	8.00	332	314	39.4	17,269	16,307	2,047
Sales and related occupations	16.01	11.04	614	426	38.3	31,927	22,152	1,994
First-line supervisors/managers, sales workers	14.30	10.14	—	—	—	—	—	—
Retail sales workers	12.73	10.00	489	399	38.4	25,445	20,758	1,999
Cashiers, all workers	9.32	9.40	333	360	35.8	17,329	18,720	1,860
Cashiers	9.32	9.40	333	360	35.8	17,329	18,720	1,860
Retail salespersons	14.83	10.76	594	430	40.0	30,876	22,383	2,082
Office and administrative support occupations	12.18	11.36	482	439	39.6	25,053	22,820	2,057
Financial clerks	11.48	10.69	450	428	39.2	23,409	22,241	2,039
Bookkeeping, accounting, and auditing clerks	11.77	10.69	459	428	39.0	23,864	22,241	2,028
Receptionists and information clerks ..	11.09	10.48	443	419	40.0	23,059	21,798	2,080
Office clerks, general	12.40	12.21	458	391	36.9	23,792	20,314	1,918
Construction and extraction occupations	18.55	18.17	731	671	39.4	34,776	33,280	1,875
Installation, maintenance, and repair occupations	19.89	16.60	787	664	39.6	40,924	34,528	2,058
Production occupations	18.12	15.66	710	626	39.2	36,941	32,575	2,038
Transportation and material moving occupations	14.90	14.13	592	559	39.7	29,905	29,232	2,008

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Great Falls, MT, November 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations —Continued								
Driver/sales workers and truck drivers	\$17.53	\$15.50	\$701	\$620	40.0	\$36,461	\$32,240	2,080
Laborers and material movers, hand ..	9.87	9.50	376	380	38.1	19,543	19,760	1,980
Laborers and freight, stock, and material movers, hand	10.03	9.50	387	380	38.6	20,136	19,760	2,008

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Great Falls, MT, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.18	\$20.72	\$910	\$829	39.3	\$41,362	\$39,364	1,784
Management occupations	34.92	36.64	1,397	1,466	40.0	66,612	76,220	1,907
Education, training, and library occupations	29.73	28.07	1,108	1,053	37.3	42,020	40,334	1,414
Primary, secondary, and special education school teachers	29.60	28.07	1,116	1,053	37.7	41,666	39,364	1,408
Building and grounds cleaning and maintenance occupations	13.02	13.27	521	531	40.0	27,085	27,602	2,080
Office and administrative support occupations	15.68	14.92	627	597	40.0	28,841	31,034	1,840

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Great Falls, MT, November 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$15.42	\$14.45	\$18.34	\$15.15
Management, professional, and related	23.50	21.88	30.83	—
Management, business, and financial	26.61	25.98	—	—
Professional and related	22.42	20.40	35.08	—
Service	8.31	7.83	8.98	—
Sales and office	12.93	13.06	14.18	10.67
Sales and related	14.14	13.16	17.93	—
Office and administrative support	12.04	12.99	10.27	10.98
Natural resources, construction, and maintenance	19.17	18.43	—	—
Construction and extraction	18.55	16.65	—	—
Installation, maintenance, and repair	19.89	20.21	—	—
Production, transportation, and material moving	14.95	14.35	16.29	—
Production	17.53	18.24	—	—
Transportation and material moving	14.33	13.20	16.53	—
	Relative error ³ (percent)			
All workers	4.0	5.6	9.0	4.4
Management, professional, and related	5.7	12.6	9.6	—
Management, business, and financial	9.8	15.7	—	—
Professional and related	6.2	13.8	11.6	—
Service	1.9	2.5	2.4	—
Sales and office	6.8	3.1	25.6	2.6
Sales and related	14.0	4.0	34.8	—
Office and administrative support	3.6	4.3	4.0	3.0
Natural resources, construction, and maintenance	9.8	8.8	—	—
Construction and extraction	13.8	7.2	—	—
Installation, maintenance, and repair	14.4	16.1	—	—
Production, transportation, and material moving	8.5	6.5	20.2	—
Production	12.1	14.0	—	—
Transportation and material moving	10.7	7.4	22.5	—

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Great Falls, MT, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$15.46	\$12.50	\$607	\$486	39.3	\$31,157	\$24,960	2,015
Management occupations	22.27	16.83	891	673	40.0	46,336	35,000	2,081
Business and financial operations occupations ...	33.44	35.10	1,338	1,404	40.0	69,560	73,008	2,080
Food preparation and serving related occupations	7.70	7.00	272	245	35.3	14,153	12,740	1,837
Sales and related occupations	15.18	13.46	568	390	37.4	29,554	20,300	1,946
First-line supervisors/managers, sales workers	14.40	10.14	—	—	—	—	—	—
Retail sales workers	15.02	9.20	561	368	37.4	29,185	19,134	1,943
Retail salespersons	17.92	10.08	723	430	40.3	37,597	22,383	2,098
Office and administrative support occupations	13.17	12.08	517	481	39.3	26,892	25,000	2,042
Financial clerks	12.01	10.69	467	428	38.9	24,274	22,241	2,022
Office clerks, general	12.40	12.21	458	391	36.9	23,792	20,314	1,918
Construction and extraction occupations	16.65	18.00	654	671	39.3	30,462	28,800	1,829
Installation, maintenance, and repair occupations	20.21	16.60	799	664	39.5	41,561	34,528	2,056
Production occupations	19.12	16.88	754	669	39.4	39,198	34,788	2,050
Transportation and material moving occupations	13.40	11.82	533	445	39.8	26,614	24,960	1,986
Driver/sales workers and truck drivers	10.67	8.00	427	320	40.0	22,183	16,640	2,080
Laborers and material movers, hand	9.81	9.50	377	380	38.4	19,586	19,760	1,996
Laborers and freight, stock, and material movers, hand	9.95	9.50	384	380	38.5	19,950	19,760	2,004

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Great Falls, MT, November 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.76	\$13.53	\$699	\$536	39.4	\$36,331	\$27,893	2,045
Healthcare support occupations	9.91	9.95	387	385	39.1	20,136	20,010	2,032
Nursing, psychiatric, and home health aides	10.20	9.96	396	394	38.9	20,616	20,509	2,020
Building and grounds cleaning and maintenance occupations	9.19	8.96	338	332	36.8	17,576	17,258	1,912
Building cleaning workers	9.19	8.96	338	332	36.8	17,576	17,258	1,912
Sales and related occupations	17.11	10.88	678	435	39.6	35,259	22,616	2,061
Retail sales workers	10.65	10.00	420	400	39.5	21,861	20,800	2,053
Cashiers, all workers	10.10	10.00	397	400	39.3	20,644	20,800	2,043
Cashiers	10.10	10.00	397	400	39.3	20,644	20,800	2,043
Retail salespersons	11.16	10.95	443	436	39.7	23,021	22,693	2,062
Office and administrative support occupations	10.77	10.43	431	417	40.0	22,410	21,694	2,080
Transportation and material moving occupations	18.16	15.50	718	620	39.5	37,338	32,240	2,056

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Great Falls, MT, November 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$18.46	\$17.26	\$19.70	\$15.73	\$15.24	\$27.39
Management, professional, and related	25.74	—	25.74	24.19	23.50	31.86
Management, business, and financial	—	—	—	28.21	26.61	35.04
Professional and related	26.36	—	26.36	22.54	22.42	25.46
Service	11.13	—	13.92	8.93	8.32	21.45
Sales and office	12.51	—	13.76	13.16	13.01	—
Sales and related	—	—	—	14.24	14.24	—
Office and administrative support	12.80	—	13.76	12.37	12.08	—
Natural resources, construction, and maintenance	21.08	23.14	—	17.90	17.92	—
Construction and extraction	18.61	—	—	18.14	18.18	—
Installation, maintenance, and repair	24.71	26.31	—	17.60	17.60	—
Production, transportation, and material moving	20.13	20.13	—	12.62	12.62	—
Production	25.80	25.80	—	13.58	13.58	—
Transportation and material moving	18.69	18.69	—	12.39	12.39	—
	Relative error ⁴ (percent)					
All workers	3.4	6.5	4.5	4.1	4.2	14.2
Management, professional, and related	4.3	—	4.3	5.7	5.7	19.5
Management, business, and financial	—	—	—	10.4	9.8	15.1
Professional and related	3.9	—	3.9	6.1	6.2	25.1
Service	12.1	—	18.5	4.5	2.0	16.9
Sales and office	8.0	—	9.6	6.8	7.0	—
Sales and related	—	—	—	14.2	14.2	—
Office and administrative support	8.4	—	9.6	4.0	3.4	—
Natural resources, construction, and maintenance	5.2	9.2	—	12.1	12.1	—
Construction and extraction	5.6	—	—	18.4	18.6	—
Installation, maintenance, and repair	10.8	11.2	—	17.2	17.2	—
Production, transportation, and material moving	11.1	11.1	—	5.5	5.5	—
Production	5.8	5.8	—	7.4	7.4	—
Transportation and material moving	13.8	13.8	—	7.6	7.6	—

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

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Great Falls, MT, November 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$15.91	\$15.11	\$23.36	\$23.36
Management, professional, and related	24.38	23.49	—	—
Management, business, and financial	27.86	26.60	—	—
Professional and related	23.17	22.42	—	—
Service	9.25	8.30	—	—
Sales and office	11.83	11.53	24.39	24.39
Sales and related	10.61	10.61	25.22	25.22
Office and administrative support	12.44	12.05	—	—
Natural resources, construction, and maintenance	18.88	19.17	—	—
Construction and extraction	—	18.55	—	—
Installation, maintenance, and repair	19.66	19.89	—	—
Production, transportation, and material moving	14.95	14.95	—	—
Production	17.53	17.53	—	—
Transportation and material moving	14.33	14.33	—	—
	Relative error ⁴ (percent)			
All workers	3.8	4.3	26.8	26.8
Management, professional, and related	5.1	5.7	—	—
Management, business, and financial	10.0	9.9	—	—
Professional and related	5.1	6.2	—	—
Service	3.2	1.8	—	—
Sales and office	2.4	2.5	27.9	27.9
Sales and related	6.3	6.3	28.4	28.4
Office and administrative support	3.5	3.6	—	—
Natural resources, construction, and maintenance	8.7	9.8	—	—
Construction and extraction	—	13.8	—	—
Installation, maintenance, and repair	13.7	14.4	—	—
Production, transportation, and material moving	8.5	8.5	—	—
Production	12.1	12.1	—	—
Transportation and material moving	10.7	10.7	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Great Falls, MT, November 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	–	\$19.07	\$15.40	–	\$17.53	\$16.63	\$16.42	–	–
Management, professional, and related	–	–	24.26	–	22.71	27.47	23.74	–	–
Professional and related	–	–	21.85	–	16.76	–	23.46	–	–
Service	–	–	–	–	–	–	9.73	–	–
Sales and office	–	16.55	12.02	–	16.85	12.46	10.87	–	–
Sales and related	–	–	11.67	–	–	–	–	–	–
Office and administrative support	–	–	13.22	–	11.69	12.33	10.96	–	–
Natural resources, construction, and maintenance	–	–	22.21	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	–	22.21	–	–	–	–	–	–
Production, transportation, and material moving	–	15.38	14.56	–	–	–	–	–	–
Production	–	15.57	–	–	–	–	–	–	–
Transportation and material moving ...	–	15.16	13.74	–	–	–	–	–	–
	Relative error ⁴ (percent)								
All workers	–	12.2	5.1	–	14.3	20.6	4.5	–	–
Management, professional, and related	–	–	21.9	–	9.3	9.1	2.0	–	–
Professional and related	–	–	21.0	–	4.1	–	1.7	–	–
Service	–	–	–	–	–	–	2.0	–	–
Sales and office	–	28.0	5.7	–	22.4	7.6	2.6	–	–
Sales and related	–	–	3.5	–	–	–	–	–	–
Office and administrative support	–	–	16.7	–	.7	9.8	2.9	–	–
Natural resources, construction, and maintenance	–	–	16.1	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	–	16.1	–	–	–	–	–	–
Production, transportation, and material moving	–	.3	14.1	–	–	–	–	–	–
Production	–	6.5	–	–	–	–	–	–	–
Transportation and material moving ...	–	7.5	15.9	–	–	–	–	–	–

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

Planning for the survey

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

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Great Falls, MT, Metropolitan Statistical Area (MSA) consists of Cascade County, MT.

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 workers¹ represented by the survey, Great Falls, MT, November 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	32,900	28,800	4,100
Management, professional, and related	8,300	6,200	2,200
Management, business, and financial	2,000	1,600	400
Professional and related	6,300	4,600	1,700
Service	8,400	7,400	1,000
Sales and office	10,000	9,400	600
Sales and related	4,100	4,100	–
Office and administrative support	5,900	5,200	600
Natural resources, construction, and maintenance	3,000	2,800	300
Construction and extraction	1,800	1,600	–
Installation, maintenance, and repair	1,300	1,200	–
Production, transportation, and material moving	3,100	3,100	–
Production	600	600	–
Transportation and material moving	2,500	2,500	–

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

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Great Falls, MT, November 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	1,651	1,590	61
Total in sample	207	192	15
Responding	128	114	14
Refused or unable to provide data	41	41	0
Out of business or not in survey scope	38	37	1

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

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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