

Kansas City, MO–KS National Compensation Survey October 2005



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Preface

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

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

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

2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

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

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 Kansas City, MO–KS, metropolitan area. Data were collected between March 2005 and April 2006; the average reference month is October 2005. 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 firefighters, 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. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). 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 1–1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

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

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

Tables 6–1 through 6–5 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 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$20.09	3.1	37.1	\$19.73	3.9	37.2	\$21.35	1.6	36.8
Worker characteristics:⁴									
White-collar occupations ⁵	22.19	4.3	37.2	21.84	5.6	37.5	23.34	2.0	36.0
Professional specialty and technical	29.34	2.1	37.2	30.65	2.8	38.1	27.14	2.8	35.8
Executive, administrative, and managerial	27.40	8.2	39.9	27.33	9.7	40.7	27.71	10.9	36.5
Sales	15.12	19.3	31.3	15.13	19.4	31.2	-	-	-
Administrative support	14.93	6.1	38.3	15.25	7.3	38.8	13.48	2.1	36.2
Blue-collar occupations ⁵	17.97	7.2	38.1	18.07	7.8	38.0	16.84	6.0	38.7
Precision production, craft, and repair	21.28	9.3	40.1	21.57	10.8	40.1	19.30	6.8	40.0
Machine operators, assemblers, and inspectors	18.66	16.4	37.9	18.66	16.4	37.9	-	-	-
Transportation and material moving	15.37	15.2	39.4	15.49	18.0	40.0	14.57	2.0	36.0
Handlers, equipment cleaners, helpers, and laborers	14.87	17.5	35.1	14.92	18.8	34.8	14.26	10.8	40.0
Service occupations ⁵	13.45	2.4	35.7	11.28	3.4	34.1	17.04	3.0	38.8
Full time	20.97	3.6	40.0	20.76	4.5	40.2	21.70	1.7	39.5
Part time	10.66	7.1	21.1	9.79	6.7	21.9	15.70	2.5	17.4
Union	22.93	3.0	39.3	23.65	4.0	39.3	22.09	4.6	39.2
Nonunion	19.59	3.6	36.8	19.28	4.3	37.0	21.02	3.8	35.8
Time	20.03	3.3	36.9	19.63	4.3	36.9	21.35	1.6	36.8
Incentive	20.97	6.3	42.5	20.97	6.3	42.5	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	18.67	4.7	36.3	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	17.03	5.3	36.6	17.03	5.3	36.6	-	-	-
100-499 workers	18.99	8.1	36.4	18.62	9.1	36.3	22.39	4.6	37.1
500 workers or more	22.16	3.3	37.9	22.83	5.3	38.8	21.17	2.4	36.8

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

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

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

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

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

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

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

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.09	3.1	\$19.73	3.9	\$21.35	1.6
All excluding sales	20.49	3.0	20.22	3.9	21.36	1.6
White collar	22.19	4.3	21.84	5.6	23.34	2.0
White collar excluding sales	23.11	4.0	23.02	5.4	23.36	2.0
Professional specialty and technical	29.34	2.1	30.65	2.8	27.14	2.8
Professional specialty	30.82	2.5	32.56	3.6	28.08	3.2
Engineers, architects, and surveyors	39.19	2.2	39.74	2.1	—	—
Electrical and electronic engineers	32.71	9.2	32.71	9.2	—	—
Engineers, n.e.c.	37.15	7.1	38.53	5.6	—	—
Mathematical and computer scientists	28.14	6.3	28.37	6.7	—	—
Computer systems analysts and scientists	28.87	5.5	29.18	5.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	30.70	2.7	32.14	3.9	26.65	5.3
Registered nurses	25.52	2.5	25.56	2.7	25.44	5.6
Teachers, college and university	35.18	7.2	28.05	5.1	38.21	7.7
Medical science teachers	37.20	10.3	—	—	—	—
Teachers, except college and university	29.52	3.5	26.32	21.2	30.09	1.3
Elementary school teachers	31.28	2.1	—	—	31.16	2.3
Secondary school teachers	31.90	2.0	—	—	31.43	2.0
Teachers, n.e.c.	28.56	3.3	—	—	27.99	2.8
Librarians, archivists, and curators	29.76	8.2	—	—	32.24	8.2
Librarians	29.76	8.2	—	—	32.24	8.2
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.71	7.7	—	—	17.53	8.1
Social workers	16.13	7.5	—	—	16.83	8.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.91	9.7	28.09	9.6	—	—
Editors and reporters	32.39	10.5	32.39	10.5	—	—
Technical	20.25	7.7	20.68	10.2	19.15	3.7
Clinical laboratory technologists and technicians	23.40	8.6	21.91	10.7	—	—
Radiological technicians	24.09	2.3	—	—	—	—
Licensed practical nurses	16.15	2.3	17.16	2.5	12.95	8.3
Health technologists and technicians, n.e.c.	16.42	7.9	—	—	—	—
Executive, administrative, and managerial	27.40	8.2	27.33	9.7	27.71	10.9
Executives, administrators, and managers	32.57	9.0	32.17	11.9	33.62	8.4
Administrators, education and related fields	41.14	7.2	—	—	41.14	7.2
Managers and administrators, n.e.c.	34.40	13.9	34.41	14.8	—	—
Management related	23.58	10.0	24.43	10.6	16.79	9.5
Other financial officers	26.77	16.0	26.77	16.0	—	—
Management related, n.e.c.	21.51	8.3	—	—	—	—
Sales	15.12	19.3	15.13	19.4	—	—
Sales workers, other commodities	13.79	28.1	13.79	28.1	—	—
Cashiers	9.16	4.6	9.12	4.6	—	—
Administrative support, including clerical	14.93	6.1	15.25	7.3	13.48	2.1
Secretaries	17.98	5.0	19.02	6.2	14.73	5.4
Order clerks	13.93	10.4	13.93	10.4	—	—
Library clerks	9.10	1.4	—	—	9.10	1.4
Records clerks, n.e.c.	13.29	9.3	—	—	13.42	16.2
Bookkeepers, accounting and auditing clerks	13.65	5.7	13.74	6.2	—	—
General office clerks	13.97	5.3	14.99	7.6	12.60	7.0
Teachers' aides	11.41	2.2	—	—	11.41	2.2
Administrative support, n.e.c.	15.38	3.4	15.52	2.9	—	—
Blue collar	17.97	7.2	18.07	7.8	16.84	6.0
Precision production, craft, and repair	21.28	9.3	21.57	10.8	19.30	6.8
Supervisors, mechanics and repairers	24.81	8.0	—	—	—	—
Mechanics and repairers, n.e.c.	21.75	8.1	—	—	—	—
Electricians	29.98	7.8	31.81	2.5	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$18.66	16.4	\$18.66	16.4	—	—
Assemblers	19.85	18.3	19.85	18.3	—	—
Transportation and material moving	15.37	15.2	15.49	18.0	\$14.57	2.0
Industrial truck and tractor equipment operators ..	18.23	13.9	18.23	13.9	—	—
Handlers, equipment cleaners, helpers, and laborers	14.87	17.5	14.92	18.8	14.26	10.8
Groundskeepers and gardeners, except farm	11.06	13.5	—	—	—	—
Stock handlers and baggers	8.18	4.6	8.18	4.6	—	—
Service	13.45	2.4	11.28	3.4	17.04	3.0
Protective service	18.40	8.3	—	—	20.66	5.4
Firefighting	19.21	6.7	—	—	19.21	6.7
Police and detectives, public service	22.44	2.8	—	—	22.44	2.8
Guards and police, except public service	9.97	15.4	—	—	—	—
Food service	8.96	3.8	8.88	4.2	9.41	4.3
Waiters, waitresses, and bartenders	—	—	—	—	—	—
Other food service	10.15	2.7	10.34	2.8	9.41	4.3
Cooks	10.54	2.9	10.65	3.2	—	—
Kitchen workers, food preparation	10.17	4.7	10.20	4.9	—	—
Health service	11.55	4.3	11.68	5.2	—	—
Nursing aides, orderlies and attendants	11.30	4.0	11.41	5.1	—	—
Cleaning and building service	16.11	12.5	—	—	13.90	2.3
Janitors and cleaners	12.15	3.3	11.64	13.0	12.23	3.0
Personal service	11.06	5.5	11.03	6.4	11.44	7.3
Attendants, amusement, and recreation facilities	8.65	9.2	8.65	9.2	—	—
Child care workers, n.e.c.	9.07	8.3	—	—	11.92	9.5

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

² All workers include full-time and part-time workers.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.97	3.6	\$20.76	4.5	\$21.70	1.7
All excluding sales	21.12	3.7	20.94	4.8	21.71	1.7
White collar	22.88	4.2	22.64	5.5	23.65	2.0
White collar excluding sales	23.28	4.1	23.15	5.5	23.67	2.0
Professional specialty and technical	29.61	2.2	30.84	2.9	27.49	3.2
Professional specialty	31.10	2.6	32.79	3.7	28.39	3.7
Engineers, architects, and surveyors	39.19	2.2	39.74	2.1	—	—
Electrical and electronic engineers	32.71	9.2	32.71	9.2	—	—
Engineers, n.e.c.	37.15	7.1	38.53	5.6	—	—
Mathematical and computer scientists	28.14	6.3	28.37	6.7	—	—
Computer systems analysts and scientists	28.87	5.5	29.18	5.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.26	3.2	33.06	4.2	25.61	6.8
Registered nurses	25.35	3.2	25.29	3.3	25.53	8.3
Teachers, college and university	35.25	7.3	27.84	4.3	38.21	7.7
Medical science teachers	37.20	10.3	—	—	—	—
Teachers, except college and university	30.11	4.0	26.32	21.2	30.82	2.2
Elementary school teachers	31.28	2.1	—	—	31.16	2.3
Secondary school teachers	31.90	2.0	—	—	31.43	2.0
Teachers, n.e.c.	29.40	4.2	—	—	28.84	3.9
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.68	7.8	—	—	17.53	8.1
Social workers	16.09	7.6	—	—	16.83	8.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.95	9.7	28.13	9.6	—	—
Editors and reporters	32.39	10.5	32.39	10.5	—	—
Technical	20.36	8.0	20.75	10.3	19.25	4.6
Clinical laboratory technologists and technicians	23.46	8.8	—	—	—	—
Licensed practical nurses	16.01	2.7	17.14	2.5	—	—
Health technologists and technicians, n.e.c.	16.66	7.7	—	—	—	—
Executive, administrative, and managerial	27.46	8.3	27.39	9.8	27.79	10.9
Executives, administrators, and managers	32.61	9.0	32.17	11.9	33.78	8.4
Administrators, education and related fields	41.14	7.2	—	—	41.14	7.2
Managers and administrators, n.e.c.	34.40	13.9	34.41	14.8	—	—
Management related	23.62	10.0	24.48	10.7	16.79	9.5
Other financial officers	26.77	16.0	26.77	16.0	—	—
Management related, n.e.c.	21.61	8.6	—	—	—	—
Sales	18.41	17.5	18.43	17.6	—	—
Administrative support, including clerical	15.08	6.2	15.38	7.4	13.66	2.5
Secretaries	18.13	5.1	19.02	6.2	15.02	5.7
Order clerks	13.85	10.1	13.85	10.1	—	—
Records clerks, n.e.c.	13.40	9.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.65	5.7	13.74	6.2	—	—
General office clerks	14.04	5.4	14.99	7.6	12.66	7.5
Teachers' aides	11.29	1.1	—	—	11.29	1.1
Administrative support, n.e.c.	15.44	3.1	15.52	2.9	—	—
Blue collar	18.68	7.4	18.84	8.2	16.94	6.1
Precision production, craft, and repair	21.28	9.3	21.57	10.8	19.30	6.8
Supervisors, mechanics and repairers	24.81	8.0	—	—	—	—
Mechanics and repairers, n.e.c.	21.75	8.1	—	—	—	—
Electricians	29.98	7.8	31.81	2.5	—	—
Machine operators, assemblers, and inspectors	19.16	17.4	19.16	17.4	—	—
Assemblers	19.85	18.3	19.85	18.3	—	—
Transportation and material moving	15.39	15.5	15.49	18.0	14.64	1.9
Industrial truck and tractor equipment operators ..	18.23	13.9	18.23	13.9	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$16.73	14.0	\$16.98	14.7	\$14.26	10.8
Groundskeepers and gardeners, except farm	11.06	13.5	—	—	—	—
Service	14.72	7.4	12.51	11.5	17.59	3.6
Protective service	20.54	5.8	—	—	20.87	5.9
Firefighting	19.21	6.7	—	—	19.21	6.7
Police and detectives, public service	22.44	2.8	—	—	22.44	2.8
Guards and police, except public service	12.90	4.7	—	—	—	—
Food service	9.71	7.0	9.72	8.4	9.69	5.1
Other food service	10.72	3.1	11.00	3.2	9.69	5.1
Cooks	10.90	5.9	11.03	6.7	—	—
Health service	11.56	4.3	11.69	5.3	—	—
Nursing aides, orderlies and attendants	11.31	4.1	11.41	5.2	—	—
Cleaning and building service	16.11	12.5	—	—	13.90	2.3
Janitors and cleaners	12.15	3.3	11.64	13.0	12.23	3.0
Personal service	11.67	3.7	—	—	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$10.66	7.1	\$9.79	6.7	\$15.70	2.5
All excluding sales	11.50	9.2	10.39	9.5	15.70	2.5
White collar	12.76	8.3	11.38	9.5	18.32	5.8
White collar excluding sales	18.15	4.7	18.00	7.3	18.32	5.8
Professional specialty and technical	23.57	5.2	25.26	3.5	22.09	8.3
Professional specialty	24.58	5.3	26.25	1.3	23.00	10.1
Health related	27.79	2.5	26.35	1.7	—	—
Registered nurses	26.14	.8	26.57	1.1	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	14.93	11.8	—	—	14.93	11.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.32	9.7	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.64	9.1	8.64	9.1	—	—
Cashiers	7.99	2.7	7.99	2.7	—	—
Administrative support, including clerical	10.49	5.5	10.14	8.2	11.06	4.2
Blue collar	9.07	10.4	8.92	10.0	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.76	11.9	8.76	11.9	—	—
Stock handlers and baggers	7.39	4.9	7.39	4.9	—	—
Service	8.01	1.9	7.84	2.9	9.14	5.4
Protective service	—	—	—	—	—	—
Food service	8.07	3.3	—	—	—	—
Other food service	9.27	4.3	9.36	4.9	—	—
Health service	—	—	—	—	—	—
Personal service	7.50	10.6	—	—	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$839	3.3	40.0	\$834	4.2	40.2	\$858	2.0	39.5
All excluding sales	845	3.5	40.0	841	4.5	40.2	858	2.0	39.5
White collar	910	4.2	39.8	907	5.5	40.0	919	2.1	38.9
White collar excluding sales	925	4.0	39.7	927	5.4	40.1	920	2.1	38.9
Professional specialty and technical	1,169	2.1	39.5	1,231	2.7	39.9	1,065	3.3	38.8
Professional specialty	1,226	2.6	39.4	1,309	3.5	39.9	1,096	3.9	38.6
Engineers, architects, and surveyors	1,568	2.2	40.0	1,590	2.1	40.0	-	-	-
Electrical and electronic engineers	1,308	9.2	40.0	1,308	9.2	40.0	-	-	-
Engineers, n.e.c.	1,486	7.1	40.0	1,541	5.6	40.0	-	-	-
Mathematical and computer scientists	1,125	6.3	40.0	1,135	6.7	40.0	-	-	-
Computer systems analysts and scientists	1,155	5.5	40.0	1,167	5.7	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,242	3.0	39.7	1,316	3.3	39.8	1,011	6.6	39.5
Registered nurses	976	3.1	38.5	966	3.0	38.2	1,008	9.1	39.5
Teachers, college and university	1,409	7.7	40.0	1,160	5.4	41.7	1,503	8.6	39.3
Medical science teachers	1,474	10.8	39.6	-	-	-	-	-	-
Teachers, except college and university	1,149	4.0	38.2	1,043	20.7	39.6	1,168	2.8	37.9
Elementary school teachers ...	1,206	2.7	38.6	-	-	-	1,200	3.1	38.5
Secondary school teachers ...	1,219	2.8	38.2	-	-	-	1,195	3.2	38.0
Teachers, n.e.c.	1,091	4.2	37.1	-	-	-	1,066	3.8	36.9
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	663	7.6	39.7	-	-	-	695	8.0	39.7
Social workers	639	7.3	39.7	-	-	-	667	8.2	39.6
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,118	9.7	40.0	1,125	9.6	40.0	-	-	-
Editors and reporters	1,296	10.5	40.0	1,296	10.5	40.0	-	-	-
Technical	811	8.0	39.9	825	10.4	39.7	773	4.3	40.2
Clinical laboratory technologists and technicians	927	8.7	39.5	-	-	-	-	-	-
Licensed practical nurses	626	3.4	39.1	672	3.7	39.2	-	-	-
Health technologists and technicians, n.e.c.	684	8.4	41.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,115	8.5	40.6	1,117	10.1	40.8	1,105	11.0	39.7
Executives, administrators, and managers	1,348	9.2	41.3	1,351	12.4	42.0	1,338	8.3	39.6
Administrators, education and related fields	1,646	7.2	40.0	-	-	-	1,646	7.2	40.0
Managers and administrators, n.e.c.	1,473	21.0	42.8	1,480	22.6	43.0	-	-	-
Management related	946	9.8	40.1	981	10.4	40.1	672	9.5	40.0
Other financial officers	1,063	15.8	39.7	1,063	15.8	39.7	-	-	-
Management related, n.e.c.	864	8.6	40.0	-	-	-	-	-	-
Sales	734	17.7	39.9	735	17.7	39.9	-	-	-
Administrative support, including clerical	599	6.2	39.7	614	7.3	39.9	529	3.1	38.7

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Secretaries	\$719	5.0	39.6	\$756	6.0	39.7	\$591	6.2	39.3
Order clerks	554	10.1	40.0	554	10.1	40.0	—	—	—
Records clerks, n.e.c.	535	9.4	39.9	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	545	5.6	39.9	548	6.1	39.9	—	—	—
General office clerks	556	5.1	39.6	593	7.0	39.5	503	7.4	39.7
Teachers' aides	393	1.6	34.8	—	—	—	393	1.6	34.8
Administrative support, n.e.c.	614	3.7	39.7	617	3.5	39.7	—	—	—
Blue collar	757	8.3	40.5	765	9.1	40.6	670	6.3	39.5
Precision production, craft, and repair	853	9.4	40.1	865	10.9	40.1	772	6.8	40.0
Supervisors, mechanics and repairers	992	8.0	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	870	8.1	40.0	—	—	—	—	—	—
Electricians	1,199	7.8	40.0	1,272	2.5	40.0	—	—	—
Machine operators, assemblers, and inspectors	762	17.3	39.8	762	17.3	39.8	—	—	—
Assemblers	794	18.3	40.0	794	18.3	40.0	—	—	—
Transportation and material moving	612	15.3	39.8	620	18.0	40.0	561	3.3	38.3
Industrial truck and tractor equipment operators	729	13.9	40.0	729	13.9	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	722	20.3	43.1	738	21.4	43.5	571	10.8	40.0
Groundskeepers and gardeners, except farm	442	13.5	40.0	—	—	—	—	—	—
Service	596	7.8	40.5	496	11.4	39.7	732	5.3	41.6
Protective service	892	8.7	43.4	—	—	—	909	9.0	43.6
Firefighting	993	7.4	51.7	—	—	—	993	7.4	51.7
Police and detectives, public service	898	2.8	40.0	—	—	—	898	2.8	40.0
Guards and police, except public service	516	4.7	40.0	—	—	—	—	—	—
Food service	381	7.1	39.2	389	8.4	40.0	349	6.1	36.0
Other food service	419	4.1	39.1	440	3.2	40.0	349	6.1	36.0
Cooks	430	6.1	39.5	441	6.7	40.0	—	—	—
Health service	444	5.1	38.4	448	6.2	38.3	—	—	—
Nursing aides, orderlies and attendants	432	4.9	38.2	435	6.2	38.1	—	—	—
Cleaning and building service	644	12.5	40.0	—	—	—	556	2.3	40.0
Janitors and cleaners	486	3.3	40.0	466	13.0	40.0	489	3.0	40.0
Personal service	466	3.9	39.9	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$42,265	3.3	2,015	\$43,213	4.2	2,081	\$39,441	2.0	1,817
All excluding sales	42,492	3.5	2,012	43,588	4.5	2,082	39,454	2.0	1,817
White collar	45,354	4.2	1,982	46,912	5.5	2,072	41,124	2.1	1,739
White collar excluding sales	45,967	4.0	1,974	47,953	5.4	2,071	41,144	2.1	1,738
Professional specialty and technical	55,671	2.1	1,880	63,016	2.7	2,043	45,416	3.3	1,652
Professional specialty	57,610	2.6	1,852	66,856	3.5	2,039	45,855	3.9	1,615
Engineers, architects, and surveyors	81,513	2.2	2,080	82,667	2.1	2,080	-	-	-
Electrical and electronic engineers	68,036	9.2	2,080	68,036	9.2	2,080	-	-	-
Engineers, n.e.c.	77,277	7.1	2,080	80,136	5.6	2,080	-	-	-
Mathematical and computer scientists	58,526	6.3	2,080	59,009	6.7	2,080	-	-	-
Computer systems analysts and scientists	60,052	5.5	2,080	60,701	5.7	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	63,193	3.0	2,022	68,420	3.3	2,070	48,227	6.6	1,883
Registered nurses	49,703	3.1	1,961	50,240	3.0	1,987	48,191	9.1	1,888
Teachers, college and university	68,698	7.7	1,949	58,125	5.4	2,088	72,539	8.6	1,898
Medical science teachers	75,967	10.8	2,042	-	-	-	-	-	-
Teachers, except college and university	44,025	4.0	1,462	42,973	20.7	1,633	44,201	2.8	1,434
Elementary school teachers ...	44,917	2.7	1,436	-	-	-	44,956	3.1	1,443
Secondary school teachers ...	45,023	2.8	1,411	-	-	-	44,501	3.2	1,416
Teachers, n.e.c.	41,776	4.2	1,421	-	-	-	40,205	3.8	1,394
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	33,506	7.6	2,009	-	-	-	34,848	8.0	1,987
Social workers	32,246	7.3	2,004	-	-	-	33,300	8.2	1,978
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	58,141	9.7	2,080	58,503	9.6	2,080	-	-	-
Editors and reporters	67,380	10.5	2,080	67,380	10.5	2,080	-	-	-
Technical	42,192	8.0	2,072	42,883	10.4	2,067	40,202	4.3	2,089
Clinical laboratory technologists and technicians	48,201	8.7	2,054	-	-	-	-	-	-
Licensed practical nurses	32,530	3.4	2,032	34,927	3.7	2,038	-	-	-
Health technologists and technicians, n.e.c.	35,551	8.4	2,134	-	-	-	-	-	-
Executive, administrative, and managerial	57,415	8.5	2,091	58,081	10.1	2,121	54,642	11.0	1,966
Executives, administrators, and managers	68,510	9.2	2,101	70,265	12.4	2,184	64,492	8.3	1,909
Administrators, education and related fields	79,245	7.2	1,926	-	-	-	79,245	7.2	1,926
Managers and administrators, n.e.c.	76,612	21.0	2,227	76,986	22.6	2,237	-	-	-
Management related	49,212	9.8	2,083	51,019	10.4	2,084	34,923	9.5	2,080
Other financial officers	55,290	15.8	2,065	55,290	15.8	2,065	-	-	-
Management related, n.e.c.	44,950	8.6	2,080	-	-	-	-	-	-
Sales	38,171	17.7	2,074	38,228	17.7	2,074	-	-	-
Administrative support, including clerical	30,664	6.2	2,033	31,916	7.3	2,075	25,354	3.1	1,856

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Secretaries	\$36,926	5.0	2,037	\$39,296	6.0	2,066	\$29,186	6.2	1,943
Order clerks	28,809	10.1	2,080	28,809	10.1	2,080	—	—	—
Records clerks, n.e.c.	27,816	9.4	2,076	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	28,336	5.6	2,075	28,516	6.1	2,075	—	—	—
General office clerks	28,906	5.1	2,059	30,823	7.0	2,056	26,140	7.4	2,065
Teachers' aides	15,371	1.6	1,361	—	—	—	15,371	1.6	1,361
Administrative support, n.e.c.	31,910	3.7	2,066	32,060	3.5	2,066	—	—	—
Blue collar	39,296	8.3	2,104	39,799	9.1	2,112	34,123	6.3	2,015
Precision production, craft, and repair	44,354	9.4	2,084	44,975	10.9	2,085	40,140	6.8	2,080
Supervisors, mechanics and repairers	51,597	8.0	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	45,246	8.1	2,080	—	—	—	—	—	—
Electricians	62,368	7.8	2,080	66,165	2.5	2,080	—	—	—
Machine operators, assemblers, and inspectors	39,635	17.3	2,068	39,635	17.3	2,068	—	—	—
Assemblers	41,279	18.3	2,080	41,279	18.3	2,080	—	—	—
Transportation and material moving	31,542	15.3	2,050	32,222	18.0	2,080	27,120	3.3	1,853
Industrial truck and tractor equipment operators	37,923	13.9	2,080	37,923	13.9	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	37,521	20.3	2,243	38,399	21.4	2,261	29,671	10.8	2,080
Groundskeepers and gardeners, except farm	23,004	13.5	2,080	—	—	—	—	—	—
Service	30,088	7.8	2,044	25,812	11.4	2,064	35,530	5.3	2,019
Protective service	43,669	8.7	2,126	—	—	—	44,418	9.0	2,128
Firefighting	51,652	7.4	2,689	—	—	—	51,652	7.4	2,689
Police and detectives, public service	46,685	2.8	2,080	—	—	—	46,685	2.8	2,080
Guards and police, except public service	25,956	4.7	2,013	—	—	—	—	—	—
Food service	18,416	7.1	1,896	20,206	8.4	2,079	13,146	6.1	1,356
Other food service	20,033	4.1	1,869	22,875	3.2	2,080	13,146	6.1	1,356
Cooks	22,097	6.1	2,027	22,943	6.7	2,080	—	—	—
Health service	23,090	5.1	1,998	23,294	6.2	1,992	—	—	—
Nursing aides, orderlies and attendants	22,485	4.9	1,989	22,605	6.2	1,981	—	—	—
Cleaning and building service	33,443	12.5	2,076	—	—	—	28,798	2.3	2,072
Janitors and cleaners	25,191	3.3	2,073	24,210	13.0	2,080	25,340	3.0	2,071
Personal service	24,021	3.9	2,058	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.09	3.1	\$19.73	3.9	\$21.35	1.6
All excluding sales	20.49	3.0	20.22	3.9	21.36	1.6
White collar	22.19	4.3	21.84	5.6	23.34	2.0
1	8.51	9.9	8.46	10.5	—	—
2	11.46	4.7	11.59	4.7	10.36	3.6
3	10.92	5.1	10.77	6.1	11.61	2.5
4	14.54	2.4	15.01	2.5	12.62	2.6
5	16.62	4.4	16.99	4.9	13.98	2.4
6	17.80	4.8	18.43	6.4	15.67	6.3
7	20.80	5.1	19.59	3.5	24.09	10.2
8	25.78	2.9	25.22	5.2	26.55	2.3
9	27.39	2.7	27.09	3.9	27.97	2.9
10	31.44	6.3	—	—	—	—
11	38.51	5.6	39.57	5.8	30.96	14.8
12	42.28	.8	42.28	.8	—	—
13	47.57	11.0	53.11	5.6	—	—
Not able to be leveled	27.78	23.2	25.65	30.6	33.79	12.9
White collar excluding sales	23.11	4.0	23.02	5.4	23.36	2.0
2	11.75	3.2	—	—	10.36	3.6
3	11.40	5.6	11.34	7.2	11.60	2.6
4	14.51	2.5	14.99	2.6	12.62	2.6
5	15.58	2.1	15.89	2.2	13.98	2.4
6	17.68	4.7	18.29	6.2	15.67	6.3
7	21.02	5.3	19.58	3.9	24.09	10.2
8	25.78	2.9	25.22	5.2	26.55	2.3
9	27.70	2.7	27.56	3.8	27.97	2.9
10	31.44	6.3	—	—	—	—
11	38.51	5.6	39.57	5.8	30.96	14.8
12	42.28	.8	42.28	.8	—	—
13	47.57	11.0	53.11	5.6	—	—
Not able to be leveled	32.69	9.5	32.00	12.6	33.79	12.9
Professional specialty and technical	29.34	2.1	30.65	2.8	27.14	2.8
Professional specialty	30.82	2.5	32.56	3.6	28.08	3.2
7	23.63	8.4	20.90	5.2	26.75	12.5
8	26.06	3.7	24.03	8.7	27.36	2.2
9	29.47	1.4	29.27	2.3	29.72	1.7
10	29.48	9.7	—	—	—	—
11	39.71	6.7	41.38	6.6	30.96	14.8
12	42.21	.9	42.21	.9	—	—
Not able to be leveled	30.79	13.6	31.83	17.1	28.85	22.5
Engineers, architects, and surveyors	39.19	2.2	39.74	2.1	—	—
9	31.82	3.4	32.80	3.4	—	—
12	43.93	.8	43.93	.8	—	—
Electrical and electronic engineers	32.71	9.2	32.71	9.2	—	—
Engineers, n.e.c.	37.15	7.1	38.53	5.6	—	—
Mathematical and computer scientists	28.14	6.3	28.37	6.7	—	—
Computer systems analysts and scientists	28.87	5.5	29.18	5.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	30.70	2.7	32.14	3.9	26.65	5.3
7	23.03	.6	23.15	.4	—	—
8	23.78	5.0	24.46	6.0	—	—
9	26.72	1.6	26.30	1.0	27.42	3.8
11	34.89	9.6	34.81	11.9	—	—
Registered nurses	25.52	2.5	25.56	2.7	25.44	5.6
7	23.68	1.5	—	—	—	—
8	23.75	5.2	24.45	6.2	—	—
9	26.15	.7	26.42	.8	—	—
Teachers, college and university	35.18	7.2	28.05	5.1	38.21	7.7
Medical science teachers	37.20	10.3	—	—	—	—
Teachers, except college and university	29.52	3.5	26.32	21.2	30.09	1.3
7	25.59	13.7	—	—	29.12	10.1
8	30.15	1.6	—	—	29.74	.9
9	33.11	2.9	—	—	33.22	3.1
Elementary school teachers	31.28	2.1	—	—	31.16	2.3

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Elementary school teachers –Continued						
8	\$29.08	3.3	–	–	–	–
9	33.79	1.9	–	–	\$33.98	2.0
Secondary school teachers	31.90	2.0	–	–	31.43	2.0
Teachers, n.e.c.	28.56	3.3	–	–	27.99	2.8
Librarians, archivists, and curators	29.76	8.2	–	–	32.24	8.2
Librarians	29.76	8.2	–	–	32.24	8.2
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	16.71	7.7	–	–	17.53	8.1
Social workers	16.13	7.5	–	–	16.83	8.4
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.91	9.7	\$28.09	9.6	–	–
9	28.09	7.5	28.09	7.5	–	–
Editors and reporters	32.39	10.5	32.39	10.5	–	–
Technical	20.25	7.7	20.68	10.2	19.15	3.7
5	14.76	7.0	14.36	9.5	15.65	4.4
6	18.86	7.2	19.07	7.5	–	–
7	20.79	6.6	–	–	–	–
8	21.39	6.5	21.55	9.2	–	–
9	28.55	13.5	30.51	12.9	–	–
Clinical laboratory technologists and technicians	23.40	8.6	21.91	10.7	–	–
Radiological technicians	24.09	2.3	–	–	–	–
Licensed practical nurses	16.15	2.3	17.16	2.5	12.95	8.3
5	16.14	2.7	–	–	–	–
Health technologists and technicians, n.e.c.	16.42	7.9	–	–	–	–
Executive, administrative, and managerial						
7	18.69	4.5	19.12	5.2	–	–
9	24.09	7.6	24.53	8.9	22.38	13.8
11	34.49	7.6	34.49	7.6	–	–
Not able to be leveled	44.72	12.4	52.89	23.4	39.01	8.5
Executives, administrators, and managers	32.57	9.0	32.17	11.9	33.62	8.4
9	23.35	9.7	22.67	10.1	–	–
11	36.11	8.9	36.11	8.9	–	–
Not able to be leveled	44.72	12.4	52.89	23.4	39.01	8.5
Administrators, education and related fields	41.14	7.2	–	–	41.14	7.2
Not able to be leveled	41.27	8.5	–	–	41.27	8.5
Managers and administrators, n.e.c.	34.40	13.9	34.41	14.8	–	–
Management related	23.58	10.0	24.43	10.6	16.79	9.5
7	18.59	4.5	18.92	4.7	–	–
9	25.07	11.4	27.19	10.3	–	–
Other financial officers	26.77	16.0	26.77	16.0	–	–
Management related, n.e.c.	21.51	8.3	–	–	–	–
Sales						
1	8.26	12.2	8.26	12.2	–	–
Sales workers, other commodities	13.79	28.1	13.79	28.1	–	–
Cashiers	9.16	4.6	9.12	4.6	–	–
Administrative support, including clerical						
2	11.75	3.2	–	–	10.36	3.6
3	11.43	5.8	11.37	7.6	11.60	2.6
4	14.65	2.4	15.02	2.7	12.98	2.3
5	15.47	2.3	15.86	2.3	13.54	3.0
6	17.51	6.5	18.36	9.3	15.47	8.0
7	18.73	6.3	18.58	7.0	–	–
Secretaries	17.98	5.0	19.02	6.2	14.73	5.4
Order clerks	13.93	10.4	13.93	10.4	–	–
4	14.02	12.0	14.02	12.0	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Library clerks	\$9.10	1.4	—	—	\$9.10	1.4
Records clerks, n.e.c.	13.29	9.3	—	—	13.42	16.2
Bookkeepers, accounting and auditing clerks	13.65	5.7	\$13.74	6.2	—	—
General office clerks	13.97	5.3	14.99	7.6	12.60	7.0
4	16.30	10.0	—	—	—	—
5	13.42	6.8	—	—	—	—
Teachers' aides	11.41	2.2	—	—	11.41	2.2
Administrative support, n.e.c.	15.38	3.4	15.52	2.9	—	—
Blue collar	17.97	7.2	18.07	7.8	16.84	6.0
1	8.37	5.1	8.37	5.1	—	—
2	10.86	8.9	10.86	8.9	—	—
3	23.12	3.6	23.89	5.2	13.44	8.6
4	17.21	15.1	17.47	16.8	—	—
5	15.27	11.2	15.15	12.9	16.08	.9
6	19.81	9.3	21.08	11.6	16.92	1.4
7	23.09	2.5	23.32	2.8	20.69	9.9
8	28.00	3.1	—	—	—	—
9	34.73	3.1	34.73	3.1	—	—
10	33.80	3.4	33.80	3.4	—	—
Precision production, craft, and repair	21.28	9.3	21.57	10.8	19.30	6.8
6	19.98	9.3	20.83	12.9	—	—
7	23.02	2.3	23.27	2.8	20.69	9.9
8	28.31	2.5	—	—	—	—
10	33.80	3.4	33.80	3.4	—	—
Supervisors, mechanics and repairers	24.81	8.0	—	—	—	—
Mechanics and repairers, n.e.c.	21.75	8.1	—	—	—	—
Electricians	29.98	7.8	31.81	2.5	—	—
7	26.61	14.2	—	—	—	—
Machine operators, assemblers, and inspectors	18.66	16.4	18.66	16.4	—	—
3	26.41	2.5	26.41	2.5	—	—
Assemblers	19.85	18.3	19.85	18.3	—	—
Transportation and material moving	15.37	15.2	15.49	18.0	14.57	2.0
3	18.92	19.1	—	—	—	—
4	20.34	3.8	21.44	3.2	—	—
Truck drivers	—	—	—	—	—	—
4	21.16	3.9	—	—	—	—
Industrial truck and tractor equipment operators ..	18.23	13.9	18.23	13.9	—	—
Handlers, equipment cleaners, helpers, and laborers	14.87	17.5	14.92	18.8	14.26	10.8
1	8.41	7.7	8.41	7.7	—	—
2	12.28	9.5	12.28	9.5	—	—
Groundskeepers and gardeners, except farm	11.06	13.5	—	—	—	—
Stock handlers and baggers	8.18	4.6	8.18	4.6	—	—
1	7.43	7.3	7.43	7.3	—	—
Service	13.45	2.4	11.28	3.4	17.04	3.0
1	8.23	14.0	6.86	14.3	10.63	7.0
2	8.65	2.7	8.13	5.5	9.66	1.2
3	10.15	5.2	9.56	6.2	11.86	3.6
4	11.80	6.4	11.50	6.5	—	—
5	15.12	2.8	—	—	14.93	3.3
7	21.43	4.5	—	—	20.45	5.7
9	26.32	4.2	—	—	26.32	4.2
Not able to be leveled	14.83	20.6	—	—	—	—
Protective service	18.40	8.3	—	—	20.66	5.4
3	10.69	8.8	—	—	—	—
5	15.08	2.5	—	—	—	—
7	19.07	4.5	—	—	19.07	4.5

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Protective service—Continued						
9	\$26.32	4.2	—	—	\$26.32	4.2
Firefighting	19.21	6.7	—	—	19.21	6.7
Police and detectives, public service	22.44	2.8	—	—	22.44	2.8
Guards and police, except public service	9.97	15.4	—	—	—	—
Food service	8.96	3.8	\$8.88	4.2	9.41	4.3
1	7.04	14.0	—	—	8.75	6.4
2	8.88	3.9	8.76	4.8	—	—
3	8.87	13.6	8.86	14.2	—	—
Other food service	10.15	2.7	10.34	2.8	9.41	4.3
1	8.52	2.9	—	—	8.75	6.4
2	8.99	3.6	—	—	—	—
3	10.52	6.4	10.57	6.9	—	—
Cooks	10.54	2.9	10.65	3.2	—	—
Kitchen workers, food preparation	10.17	4.7	10.20	4.9	—	—
Health service	11.55	4.3	11.68	5.2	—	—
3	10.95	4.9	—	—	—	—
4	12.64	1.2	12.64	1.2	—	—
Nursing aides, orderlies and attendants	11.30	4.0	11.41	5.1	—	—
3	10.95	4.9	—	—	—	—
Cleaning and building service	16.11	12.5	—	—	13.90	2.3
1	12.04	12.6	—	—	—	—
2	10.99	6.0	—	—	—	—
3	12.17	2.8	—	—	12.58	2.2
Janitors and cleaners	12.15	3.3	11.64	13.0	12.23	3.0
2	10.99	6.0	—	—	—	—
3	12.25	2.7	—	—	12.58	2.2
Personal service	11.06	5.5	11.03	6.4	11.44	7.3
2	6.97	12.2	—	—	—	—
Attendants, amusement, and recreation facilities	8.65	9.2	8.65	9.2	—	—
Child care workers, n.e.c.	9.07	8.3	—	—	11.92	9.5

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

² Each occupation for which data are collected in an establishment is evaluated based on 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.

³ All workers include full-time and part-time workers.

⁴ Earnings are the straight-time hourly wages or salaries paid to

employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.97	3.6	\$20.76	4.5	\$21.70	1.7
All excluding sales	21.12	3.7	20.94	4.8	21.71	1.7
White collar	22.88	4.2	22.64	5.5	23.65	2.0
2	11.73	3.2	—	—	—	—
3	11.47	6.1	11.45	7.6	11.60	3.2
4	14.57	2.4	15.00	2.6	12.76	2.2
5	16.61	4.5	16.98	5.0	13.79	2.3
6	17.77	4.9	18.43	6.4	15.42	6.9
7	20.79	5.2	19.53	3.4	24.39	10.4
8	25.86	2.9	25.32	5.3	26.56	2.3
9	27.40	2.8	27.06	4.0	28.09	3.1
10	31.44	6.3	—	—	—	—
11	38.55	5.6	39.62	5.8	30.96	14.8
12	42.28	.8	42.28	.8	—	—
13	47.57	11.0	53.11	5.6	—	—
Not able to be leveled	29.13	20.7	27.21	27.7	34.16	13.0
White collar excluding sales	23.28	4.1	23.15	5.5	23.67	2.0
3	11.52	6.5	11.50	8.2	11.59	3.3
4	14.58	2.4	15.01	2.6	12.76	2.2
5	15.54	2.2	15.86	2.2	13.79	2.3
6	17.66	4.7	18.29	6.2	15.42	6.9
7	21.01	5.4	19.50	3.8	24.39	10.4
8	25.85	2.9	25.31	5.3	26.56	2.3
9	27.73	2.8	27.54	4.0	28.09	3.1
10	31.44	6.3	—	—	—	—
11	38.55	5.6	39.62	5.8	30.96	14.8
12	42.28	.8	42.28	.8	—	—
13	47.57	11.0	53.11	5.6	—	—
Not able to be leveled	32.89	9.6	32.10	12.8	34.16	13.0
Professional specialty and technical	29.61	2.2	30.84	2.9	27.49	3.2
Professional specialty	31.10	2.6	32.79	3.7	28.39	3.7
7	23.69	8.5	20.72	5.0	27.15	12.1
8	26.11	3.9	23.98	9.5	27.39	2.2
9	29.65	1.5	29.36	2.4	30.02	2.0
10	29.48	9.7	—	—	—	—
11	39.76	6.8	41.45	6.6	30.96	14.8
12	42.21	.9	42.21	.9	—	—
Not able to be leveled	31.03	13.5	31.98	16.9	29.21	22.6
Engineers, architects, and surveyors	39.19	2.2	39.74	2.1	—	—
9	31.82	3.4	32.80	3.4	—	—
12	43.93	.8	43.93	.8	—	—
Electrical and electronic engineers	32.71	9.2	32.71	9.2	—	—
Engineers, n.e.c.	37.15	7.1	38.53	5.6	—	—
Mathematical and computer scientists	28.14	6.3	28.37	6.7	—	—
Computer systems analysts and scientists	28.87	5.5	29.18	5.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.26	3.2	33.06	4.2	25.61	6.8
7	22.71	.6	22.71	.6	—	—
8	23.60	6.2	—	—	—	—
9	26.55	2.2	25.83	.8	28.01	6.9
11	35.02	10.3	34.98	12.8	—	—
Registered nurses	25.35	3.2	25.29	3.3	25.53	8.3
8	23.56	6.4	—	—	—	—
9	25.72	1.0	25.92	1.1	—	—
Teachers, college and university	35.25	7.3	27.84	4.3	38.21	7.7
Medical science teachers	37.20	10.3	—	—	—	—
Teachers, except college and university	30.11	4.0	26.32	21.2	30.82	2.2
7	25.75	13.4	—	—	29.42	8.8
8	30.21	1.6	—	—	29.80	.7
9	33.19	2.9	—	—	33.30	3.2
Elementary school teachers	31.28	2.1	—	—	31.16	2.3
8	29.08	3.3	—	—	—	—
9	33.79	1.9	—	—	33.98	2.0
Secondary school teachers	31.90	2.0	—	—	31.43	2.0

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Teachers, n.e.c.	\$29.40	4.2	—	—	\$28.84	3.9
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.68	7.8	—	—	17.53	8.1
Social workers	16.09	7.6	—	—	16.83	8.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.95	9.7	\$28.13	9.6	—	—
9	28.09	7.5	28.09	7.5	—	—
Editors and reporters	32.39	10.5	32.39	10.5	—	—
Technical	20.36	8.0	20.75	10.3	19.25	4.6
5	14.40	7.6	14.19	9.9	—	—
6	18.88	7.4	19.07	7.5	—	—
7	20.94	7.4	—	—	—	—
8	21.24	6.7	21.32	9.6	—	—
9	28.55	13.5	30.51	12.9	—	—
Clinical laboratory technologists and technicians	23.46	8.8	—	—	—	—
Licensed practical nurses	16.01	2.7	17.14	2.5	—	—
5	15.83	2.4	—	—	—	—
Health technologists and technicians, n.e.c.	16.66	7.7	—	—	—	—
Executive, administrative, and managerial	27.46	8.3	27.39	9.8	27.79	10.9
7	18.69	4.5	19.12	5.2	—	—
9	24.09	7.6	24.53	8.9	22.38	13.8
11	34.49	7.6	34.49	7.6	—	—
Not able to be leveled	44.94	12.3	52.89	23.4	39.33	8.6
Executives, administrators, and managers	32.61	9.0	32.17	11.9	33.78	8.4
9	23.35	9.7	22.67	10.1	—	—
11	36.11	8.9	36.11	8.9	—	—
Not able to be leveled	44.94	12.3	52.89	23.4	39.33	8.6
Administrators, education and related fields	41.14	7.2	—	—	41.14	7.2
Not able to be leveled	41.27	8.5	—	—	41.27	8.5
Managers and administrators, n.e.c.	34.40	13.9	34.41	14.8	—	—
Management related	23.62	10.0	24.48	10.7	16.79	9.5
7	18.59	4.5	18.92	4.7	—	—
9	25.07	11.4	27.19	10.3	—	—
Other financial officers	26.77	16.0	26.77	16.0	—	—
Management related, n.e.c.	21.61	8.6	—	—	—	—
Sales	18.41	17.5	18.43	17.6	—	—
3	10.52	5.1	—	—	—	—
Administrative support, including clerical	15.08	6.2	15.38	7.4	13.66	2.5
3	11.55	6.7	11.54	8.6	11.59	3.3
4	14.67	2.4	15.05	2.7	12.98	2.3
5	15.44	2.2	15.82	2.2	13.54	3.0
6	17.51	6.5	18.36	9.3	15.47	8.0
7	18.73	6.3	18.58	7.0	—	—
Secretaries	18.13	5.1	19.02	6.2	15.02	5.7
Order clerks	13.85	10.1	13.85	10.1	—	—
4	14.02	12.0	14.02	12.0	—	—
Records clerks, n.e.c.	13.40	9.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.65	5.7	13.74	6.2	—	—
General office clerks	14.04	5.4	14.99	7.6	12.66	7.5
4	16.30	10.0	—	—	—	—
5	13.42	6.8	—	—	—	—
Teachers' aides	11.29	1.1	—	—	11.29	1.1
Administrative support, n.e.c.	15.44	3.1	15.52	2.9	—	—
Blue collar	18.68	7.4	18.84	8.2	16.94	6.1

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
1	\$8.75	6.6	\$8.75	6.6	—	—
2	10.82	10.2	10.82	10.2	—	—
3	23.16	3.7	23.89	5.2	—	—
4	17.25	15.3	17.48	16.9	—	—
5	15.27	11.3	15.15	12.9	\$16.16	0.9
6	19.95	9.7	21.33	12.7	16.92	1.4
7	23.09	2.5	23.32	2.8	20.69	9.9
8	28.00	3.1	—	—	—	—
9	34.73	3.1	34.73	3.1	—	—
10	33.80	3.4	33.80	3.4	—	—
Precision production, craft, and repair	21.28	9.3	21.57	10.8	19.30	6.8
6	19.98	9.3	20.83	12.9	—	—
7	23.02	2.3	23.27	2.8	20.69	9.9
8	28.31	2.5	—	—	—	—
10	33.80	3.4	33.80	3.4	—	—
Supervisors, mechanics and repairers	24.81	8.0	—	—	—	—
Mechanics and repairers, n.e.c.	21.75	8.1	—	—	—	—
Electricians	29.98	7.8	31.81	2.5	—	—
7	26.61	14.2	—	—	—	—
Machine operators, assemblers, and inspectors	19.16	17.4	19.16	17.4	—	—
3	26.41	2.5	26.41	2.5	—	—
Assemblers	19.85	18.3	19.85	18.3	—	—
Transportation and material moving	15.39	15.5	15.49	18.0	14.64	1.9
3	19.25	19.9	—	—	—	—
4	20.44	3.7	21.44	3.2	—	—
Truck drivers						
4	21.16	3.9	—	—	—	—
Industrial truck and tractor equipment operators ..	18.23	13.9	18.23	13.9	—	—
Handlers, equipment cleaners, helpers, and laborers	16.73	14.0	16.98	14.7	14.26	10.8
1	9.69	5.8	9.69	5.8	—	—
2	12.91	9.6	12.91	9.6	—	—
Groundskeepers and gardeners, except farm	11.06	13.5	—	—	—	—
Service	14.72	7.4	12.51	11.5	17.59	3.6
1	10.03	5.6	—	—	10.72	7.0
2	9.62	3.7	9.05	8.0	10.14	2.3
3	10.27	5.9	9.61	7.3	12.03	2.8
4	12.62	2.2	12.33	2.3	—	—
5	15.25	2.1	—	—	15.09	2.5
7	21.43	4.5	—	—	20.45	5.7
9	26.32	4.2	—	—	26.32	4.2
Protective service	20.54	5.8	—	—	20.87	5.9
5	15.08	2.5	—	—	—	—
7	19.07	4.5	—	—	19.07	4.5
9	26.32	4.2	—	—	26.32	4.2
Firefighting	19.21	6.7	—	—	19.21	6.7
Police and detectives, public service	22.44	2.8	—	—	22.44	2.8
Guards and police, except public service	12.90	4.7	—	—	—	—
Food service	9.71	7.0	9.72	8.4	9.69	5.1
1	8.64	3.7	—	—	—	—
3	8.86	18.2	8.86	18.2	—	—
4	11.40	4.8	—	—	—	—
Other food service	10.72	3.1	11.00	3.2	9.69	5.1
1	8.63	4.1	—	—	—	—
4	11.40	4.8	—	—	—	—
Cooks	10.90	5.9	11.03	6.7	—	—
Health service	11.56	4.3	11.69	5.3	—	—
3	10.94	5.1	—	—	—	—
4	12.64	1.2	12.64	1.2	—	—
Nursing aides, orderlies and attendants	11.31	4.1	11.41	5.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Health service—Continued						
Nursing aides, orderlies and attendants—Continued						
3	\$10.94	5.1	—	—	—	—
Cleaning and building service	16.11	12.5	—	—	\$13.90	2.3
1	12.04	12.6	—	—	—	—
2	10.99	6.0	—	—	—	—
3	12.17	2.8	—	—	12.58	2.2
Janitors and cleaners	12.15	3.3	\$11.64	13.0	12.23	3.0
2	10.99	6.0	—	—	—	—
3	12.25	2.7	—	—	12.58	2.2
Personal service	11.67	3.7	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 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.

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$10.66	7.1	\$9.79	6.7	\$15.70	2.5
All excluding sales	11.50	9.2	10.39	9.5	15.70	2.5
White collar	12.76	8.3	11.38	9.5	18.32	5.8
1	8.26	12.5	—	—	—	—
3	8.95	6.4	8.33	1.3	11.66	1.6
4	13.88	11.3	—	—	—	—
5	16.92	5.1	—	—	—	—
7	21.37	8.6	—	—	—	—
8	23.66	3.8	—	—	—	—
9	27.07	2.9	27.95	4.3	—	—
Not able to be leveled	9.01	13.3	—	—	—	—
White collar excluding sales	18.15	4.7	18.00	7.3	18.32	5.8
3	10.29	8.7	—	—	11.66	1.6
5	16.92	5.1	—	—	—	—
7	21.37	8.6	—	—	—	—
8	23.66	3.8	—	—	—	—
9	27.07	2.9	27.95	4.3	—	—
Not able to be leveled	15.68	14.8	—	—	—	—
Professional specialty and technical	23.57	5.2	25.26	3.5	22.09	8.3
Professional specialty	24.58	5.3	26.25	1.3	23.00	10.1
9	27.07	2.9	27.95	4.3	—	—
Health related	27.79	2.5	26.35	1.7	—	—
9	27.16	2.5	27.90	3.6	—	—
Registered nurses	26.14	.8	26.57	1.1	—	—
9	27.12	2.7	27.90	3.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	14.93	11.8	—	—	14.93	11.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.32	9.7	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.64	9.1	8.64	9.1	—	—
Cashiers	7.99	2.7	7.99	2.7	—	—
Administrative support, including clerical	10.49	5.5	10.14	8.2	11.06	4.2
3	10.25	9.0	—	—	11.66	1.6
Blue collar	9.07	10.4	8.92	10.0	—	—
1	7.46	13.4	7.46	13.5	—	—
2	11.05	10.5	11.05	10.5	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.76	11.9	8.76	11.9	—	—
1	7.29	13.7	7.29	13.7	—	—
2	11.05	10.5	11.05	10.5	—	—
Stock handlers and baggers	7.39	4.9	7.39	4.9	—	—
Service	8.01	1.9	7.84	2.9	9.14	5.4
1	6.44	15.1	—	—	—	—
2	7.59	6.7	7.54	8.2	—	—
3	9.26	5.6	9.25	6.7	—	—
Protective service	—	—	—	—	—	—
Food service	8.07	3.3	—	—	—	—
Other food service	9.27	4.3	9.36	4.9	—	—
Health service	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$7.50	10.6	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 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.

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Kansas City, MO-KS, October 2005**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$20.97	\$10.66	\$22.93	\$19.59	\$20.03	\$20.97
All excluding sales	21.12	11.50	22.94	20.02	20.52	19.50
White collar	22.88	12.76	24.82	21.96	22.25	21.21
White-collar excluding sales	23.28	18.15	24.86	22.94	23.20	—
Professional specialty and technical	29.61	23.57	30.74	29.15	29.34	—
Professional specialty	31.10	24.58	30.78	30.82	30.82	—
Technical	20.36	18.32	—	20.19	20.25	—
Executive, administrative, and managerial	27.46	—	—	27.75	27.28	—
Sales	18.41	8.64	—	15.06	10.04	22.30
Administrative support, including clerical	15.08	10.49	16.74	14.78	15.04	—
Blue collar	18.68	9.07	23.28	15.00	17.72	—
Precision production, craft, and repair	21.28	—	24.26	19.22	21.28	—
Machine operators, assemblers, and inspectors	19.16	—	25.45	12.83	18.66	—
Transportation and material moving	15.39	—	21.99	11.82	15.30	—
Handlers, equipment cleaners, helpers, and laborers	16.73	8.76	16.68	14.45	11.79	—
Service	14.72	8.01	16.62	12.91	13.45	—
	Relative error ⁶ (percent)					
All occupations	3.6	7.1	3.0	3.6	3.3	6.3
All excluding sales	3.7	9.2	3.0	3.6	3.1	7.3
White collar	4.2	8.3	4.8	4.7	4.4	9.4
White-collar excluding sales	4.1	4.7	4.8	4.5	4.0	—
Professional specialty and technical	2.2	5.2	3.5	2.3	2.1	—
Professional specialty	2.6	5.3	3.5	2.8	2.5	—
Technical	8.0	9.7	—	7.8	7.7	—
Executive, administrative, and managerial	8.3	—	—	8.6	8.4	—
Sales	17.5	9.1	—	19.6	8.4	7.8
Administrative support, including clerical	6.2	5.5	4.4	6.6	6.2	—
Blue collar	7.4	10.4	3.8	10.6	7.5	—
Precision production, craft, and repair	9.3	—	3.8	15.5	9.3	—
Machine operators, assemblers, and inspectors	17.4	—	4.7	17.1	16.4	—
Transportation and material moving	15.5	—	3.8	16.7	15.8	—
Handlers, equipment cleaners, helpers, and laborers	14.0	11.9	7.6	23.3	10.3	—
Service	7.4	1.9	8.7	3.2	2.4	—

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

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

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

⁴ Union workers are those whose wages are determined through collective bargaining.

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$19.73	-	-	-	-	\$18.67	\$24.69	\$15.40	-	\$18.73
All excluding sales	20.22	-	-	-	-	19.18	24.67	15.66	-	18.87
White collar	21.84	-	-	-	-	21.21	27.34	17.62	-	23.79
White-collar excluding sales	23.02	-	-	-	-	22.48	27.33	20.20	-	24.17
Professional specialty and technical	30.65	-	-	-	-	28.79	29.75	-	-	28.10
Professional specialty	32.56	-	-	-	-	30.67	31.24	-	-	30.80
Technical	20.68	-	-	-	-	20.25	-	-	-	18.41
Executive, administrative, and managerial	27.33	-	-	-	-	27.13	-	-	-	30.48
Sales	15.13	-	-	-	-	14.84	-	14.94	-	10.66
Administrative support, including clerical	15.25	-	-	-	-	14.90	19.96	17.92	-	12.59
Blue collar	18.07	-	-	\$24.20	-	13.80	19.32	9.34	-	-
Precision production, craft, and repair	21.57	-	-	30.04	-	17.72	23.75	-	-	-
Machine operators, assemblers, and inspectors	18.66	-	-	-	-	-	-	-	-	-
Transportation and material moving	15.49	-	-	-	-	14.26	18.10	-	-	-
Handlers, equipment cleaners, helpers, and laborers	14.92	-	-	-	-	9.96	15.67	8.82	-	-
Service	11.28	-	-	-	-	11.24	-	7.17	-	11.51
	Relative error ⁵ (percent)									
All occupations	3.9	-	-	-	-	4.7	6.6	13.5	-	4.5
All excluding sales	3.9	-	-	-	-	4.5	6.7	8.6	-	4.1
White collar	5.6	-	-	-	-	5.9	2.8	18.3	-	4.8
White-collar excluding sales	5.4	-	-	-	-	5.4	2.9	13.1	-	4.3
Professional specialty and technical	2.8	-	-	-	-	3.5	5.4	-	-	5.0
Professional specialty	3.6	-	-	-	-	4.5	5.7	-	-	7.4
Technical	10.2	-	-	-	-	11.6	-	-	-	5.0
Executive, administrative, and managerial	9.7	-	-	-	-	10.6	-	-	-	17.9
Sales	19.4	-	-	-	-	21.0	-	22.6	-	.9
Administrative support, including clerical	7.3	-	-	-	-	9.4	4.2	15.1	-	7.1
Blue collar	7.8	-	-	8.0	-	13.1	12.5	3.5	-	-
Precision production, craft, and repair	10.8	-	-	4.7	-	20.5	9.9	-	-	-
Machine operators, assemblers, and inspectors	16.4	-	-	-	-	-	-	-	-	-
Transportation and material moving	18.0	-	-	-	-	18.9	8.7	-	-	-
Handlers, equipment cleaners, helpers, and laborers	18.8	-	-	-	-	8.6	3.8	7.7	-	-
Service	3.4	-	-	-	-	3.5	-	17.7	-	3.3

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

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

³ Goods-producing industries include mining, construction, and manufacturing.

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$19.73	\$17.03	\$20.61	\$18.62	\$22.83
All excluding sales	20.22	17.03	21.17	19.39	22.97
White collar	21.84	18.78	22.73	21.72	23.66
White-collar excluding sales	23.02	19.37	23.94	24.01	23.89
Professional specialty and technical	30.65	27.09	30.98	29.02	32.43
Professional specialty	32.56	28.64	32.77	30.89	34.13
Technical	20.68	—	19.01	17.71	20.13
Executive, administrative, and managerial	27.33	30.34	27.00	26.55	27.65
Sales	15.13	17.04	13.96	13.27	17.71
Administrative support, including clerical	15.25	16.54	14.61	14.88	14.47
Blue collar	18.07	15.73	19.19	15.42	24.48
Precision production, craft, and repair	21.57	—	23.58	22.49	26.35
Machine operators, assemblers, and inspectors	18.66	—	18.98	—	25.81
Transportation and material moving	15.49	—	19.31	—	25.00
Handlers, equipment cleaners, helpers, and laborers	14.92	17.79	11.25	10.20	13.85
Service	11.28	8.84	11.76	12.18	10.80
Relative error ⁴ (percent)					
All occupations	3.9	5.3	4.4	9.1	5.3
All excluding sales	3.9	4.0	3.9	8.6	5.4
White collar	5.6	16.3	5.5	10.4	7.3
White-collar excluding sales	5.4	15.5	4.8	7.9	7.5
Professional specialty and technical	2.8	17.6	2.7	9.4	4.3
Professional specialty	3.6	11.6	3.7	10.0	4.5
Technical	10.2	—	2.4	8.2	4.3
Executive, administrative, and managerial	9.7	11.6	10.5	10.3	18.3
Sales	19.4	28.7	21.4	24.3	9.2
Administrative support, including clerical	7.3	15.6	5.7	7.3	7.6
Blue collar	7.8	20.1	7.4	9.1	1.1
Precision production, craft, and repair	10.8	—	3.6	5.6	3.0
Machine operators, assemblers, and inspectors	16.4	—	17.1	—	1.1
Transportation and material moving	18.0	—	9.6	—	6.9
Handlers, equipment cleaners, helpers, and laborers	18.8	17.2	14.0	17.4	5.1
Service	3.4	15.5	2.4	3.2	3.0

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

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

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$11.75	\$17.14	\$25.82	\$34.12
All excluding sales	9.50	12.37	17.67	26.37	34.58
White collar	10.13	13.46	18.80	28.56	38.46
White collar excluding sales	10.98	14.42	19.96	28.85	39.59
Professional specialty and technical	16.03	20.56	26.88	35.66	45.24
Professional specialty	17.52	22.07	28.54	37.63	45.81
Engineers, architects, and surveyors	27.52	35.50	40.99	46.44	46.71
Electrical and electronic engineers	25.28	28.46	31.00	40.99	40.99
Engineers, n.e.c.	23.73	26.44	41.25	42.45	47.26
Mathematical and computer scientists	20.43	22.30	27.60	33.17	37.07
Computer systems analysts and scientists	20.72	23.07	29.06	33.54	38.46
Natural scientists	—	—	—	—	—
Health related	18.68	21.63	26.44	31.35	44.77
Registered nurses	19.48	22.07	25.52	29.21	31.35
Teachers, college and university	21.58	24.96	31.50	39.81	56.48
Medical science teachers	18.82	23.46	30.74	47.02	66.11
Teachers, except college and university	18.85	23.61	28.63	36.25	40.45
Elementary school teachers	22.64	25.82	29.80	37.63	41.83
Secondary school teachers	23.56	25.88	31.24	36.41	41.93
Teachers, n.e.c.	17.20	23.42	27.19	34.61	38.96
Librarians, archivists, and curators	20.80	25.36	25.36	37.63	37.63
Librarians	20.80	25.36	25.36	37.63	37.63
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.69	14.06	15.95	18.18	23.90
Social workers	12.69	14.06	15.39	17.52	20.88
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.42	17.63	21.70	28.85	43.75
Editors and reporters	17.79	19.95	23.56	39.66	56.73
Technical	11.85	15.81	18.89	24.16	29.58
Clinical laboratory technologists and technicians	13.00	23.69	24.48	26.75	27.77
Radiological technicians	19.65	21.62	23.22	26.65	28.28
Licensed practical nurses	10.05	15.00	17.50	18.03	19.18
Health technologists and technicians, n.e.c.	11.15	12.93	17.14	19.40	19.96
Executive, administrative, and managerial	16.40	17.95	24.49	31.45	44.25
Executives, administrators, and managers	17.14	22.14	27.92	42.42	52.56
Administrators, education and related fields	24.99	32.32	42.68	46.81	54.33
Managers and administrators, n.e.c.	22.43	24.37	30.50	44.95	52.56
Management related	15.63	17.31	21.74	30.27	33.65
Other financial officers	15.85	17.95	30.27	31.45	36.62
Management related, n.e.c.	15.09	17.27	22.49	24.98	26.97
Sales	7.30	8.60	11.19	16.86	24.63
Sales workers, other commodities	6.52	7.57	9.85	16.47	32.68
Cashiers	7.00	7.90	8.80	10.14	11.70
Administrative support, including clerical	10.10	11.18	13.70	16.35	21.89
Secretaries	13.69	14.75	18.38	20.98	22.46
Order clerks	11.00	11.40	13.00	13.50	20.79
Library clerks	6.95	8.09	9.02	9.83	11.05
Records clerks, n.e.c.	9.00	10.25	13.06	15.06	19.45
Bookkeepers, accounting and auditing clerks	10.74	12.86	13.46	16.00	16.73
General office clerks	9.94	11.46	13.35	16.83	18.80
Teachers' aides	9.56	10.41	11.44	12.36	13.05
Administrative support, n.e.c.	12.45	15.39	16.00	16.00	16.83
Blue collar	8.10	10.00	17.00	23.75	28.29
Precision production, craft, and repair	10.00	15.46	20.94	26.31	32.76
Supervisors, mechanics and repairers	17.18	20.12	25.00	27.48	35.03
Mechanics and repairers, n.e.c.	14.93	18.73	23.75	23.75	25.49
Electricians	21.09	30.30	32.13	33.73	33.73
Machine operators, assemblers, and inspectors	8.00	9.84	20.23	26.92	28.29
Assemblers	8.00	9.84	26.58	28.29	28.29
Transportation and material moving	8.00	8.00	14.50	16.85	26.36

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Industrial truck and tractor equipment operators ..	\$14.70	\$14.75	\$14.95	\$19.25	\$26.40
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.10	9.00	15.12	21.25	21.25
Stock handlers and baggers	8.00	8.68	9.46	13.08	16.72
	5.50	6.25	8.32	9.50	11.05
Service					
Protective service	7.40	9.10	12.00	15.97	22.60
Firefighting	8.00	12.79	18.14	23.67	29.24
Police and detectives, public service	14.01	17.95	19.35	20.41	26.22
Guards and police, except public service	16.13	17.79	22.68	26.74	29.24
Food service	7.50	7.50	8.00	12.69	14.30
Waiters, waitresses, and bartenders	5.15	7.10	9.00	10.79	13.00
Other food service	—	—	—	—	—
Cooks	7.65	8.94	9.66	11.50	13.20
Kitchen workers, food preparation	9.00	9.00	10.00	11.75	13.00
Health service	8.02	8.50	9.20	11.33	14.91
Nursing aides, orderlies and attendants	9.50	10.00	11.05	12.83	14.00
Cleaning and building service	9.50	10.00	10.69	12.82	13.80
Janitors and cleaners	9.82	10.47	14.49	22.60	22.60
Personal service	9.46	10.07	10.86	13.31	15.93
Attendants, amusement, and recreation facilities	6.70	9.00	13.00	13.25	13.25
Child care workers, n.e.c.	4.89	5.55	7.00	10.30	19.55
	6.00	8.50	9.00	9.29	12.18

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 All workers include full-time and part-time workers.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.75	\$11.19	\$16.59	\$25.28	\$33.49
All excluding sales	9.00	11.93	17.31	26.36	33.73
White collar	9.84	13.24	17.95	27.92	37.96
White collar excluding sales	10.85	14.42	19.46	28.85	39.75
Professional specialty and technical	16.47	20.66	27.83	38.46	46.44
Professional specialty	18.41	22.51	29.50	40.09	46.44
Engineers, architects, and surveyors	29.11	35.50	41.25	46.44	46.71
Electrical and electronic engineers	25.28	28.46	31.00	40.99	40.99
Engineers, n.e.c.	24.61	27.52	41.25	43.37	47.26
Mathematical and computer scientists	20.43	22.78	28.06	33.17	38.46
Computer systems analysts and scientists	20.73	23.31	29.41	33.65	38.46
Natural scientists	-	-	-	-	-
Health related	18.68	21.76	26.45	31.74	52.20
Registered nurses	18.96	21.84	25.79	29.21	31.35
Teachers, college and university	24.96	25.00	26.87	31.58	33.78
Teachers, except college and university	16.03	17.01	23.09	34.36	38.50
Librarians, archivists, and curators	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.42	17.79	22.28	28.85	43.75
Editors and reporters	17.79	19.95	23.56	39.66	56.73
Technical	11.85	16.48	18.69	24.21	31.25
Clinical laboratory technologists and technicians	13.00	22.14	24.08	24.70	24.83
Licensed practical nurses	14.50	16.40	17.50	18.04	18.89
Executive, administrative, and managerial	17.14	18.27	24.50	30.63	40.22
Executives, administrators, and managers	17.14	22.54	27.47	37.82	52.56
Managers and administrators, n.e.c.	22.12	24.28	29.33	44.95	52.56
Management related	16.64	17.95	22.49	30.27	33.71
Other financial officers	15.85	17.95	30.27	31.45	36.62
Sales	7.30	8.58	11.19	17.07	24.63
Sales workers, other commodities	6.52	7.57	9.85	16.47	32.68
Cashiers	6.90	7.80	8.66	10.00	11.63
Administrative support, including clerical	10.13	11.30	14.52	16.83	22.41
Secretaries	14.00	16.88	19.71	21.82	22.46
Order clerks	11.00	11.40	13.00	13.50	20.79
Bookkeepers, accounting and auditing clerks	10.80	12.86	13.46	16.00	16.35
General office clerks	10.97	12.50	13.76	17.31	19.49
Administrative support, n.e.c.	12.72	15.39	16.00	16.00	16.83
Blue collar	8.00	10.00	18.59	24.52	28.29
Precision production, craft, and repair	10.00	15.46	21.41	27.59	32.93
Electricians	30.30	30.73	32.13	33.73	33.73
Machine operators, assemblers, and inspectors	8.00	9.84	20.23	26.92	28.29
Assemblers	8.00	9.84	26.58	28.29	28.29
Transportation and material moving	8.00	8.00	14.50	19.25	26.40
Industrial truck and tractor equipment operators ..	14.70	14.75	14.95	19.25	26.40
Handlers, equipment cleaners, helpers, and laborers	8.00	8.90	15.44	21.25	21.25
Stock handlers and baggers	5.50	6.25	8.32	9.50	11.05
Service	6.00	8.50	10.30	13.25	17.50
Protective service	-	-	-	-	-
Food service	5.15	6.50	9.00	10.50	13.00
Waiters, waitresses, and bartenders	-	-	-	-	-
Other food service	8.50	9.00	9.69	11.75	13.20
Cooks	9.00	9.00	10.00	11.75	13.00
Kitchen workers, food preparation	8.02	8.50	9.50	11.67	14.91
Health service	9.50	10.05	11.36	12.83	14.12
Nursing aides, orderlies and attendants	9.50	10.00	10.96	12.83	13.80

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	—	—	—	—	—
Janitors and cleaners	\$9.00	\$9.40	\$10.36	\$11.18	\$11.68
Personal service	6.50	9.00	13.00	13.25	13.25
Attendants, amusement, and recreation facilities	4.89	5.55	7.00	10.30	19.55

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 All workers include full-time and part-time workers.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.47	\$13.22	\$18.85	\$26.74	\$37.07
All excluding sales	10.47	13.23	18.85	26.74	37.07
White collar	11.27	14.20	21.48	29.53	38.95
White collar excluding sales	11.27	14.23	21.50	29.55	38.96
Professional specialty and technical	15.39	20.33	25.63	33.93	39.64
Professional specialty	16.19	21.22	26.44	34.58	40.13
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.56	21.37	25.93	29.08	34.58
Registered nurses	20.16	22.09	25.00	27.13	30.38
Teachers, college and university	20.85	24.88	36.79	44.56	63.26
Teachers, except college and university	20.39	24.51	29.24	36.59	41.04
Elementary school teachers	22.39	25.34	29.68	37.63	41.83
Secondary school teachers	23.25	25.54	31.12	36.08	41.12
Teachers, n.e.c.	17.20	23.42	26.57	34.58	39.21
Librarians, archivists, and curators	19.94	25.67	37.63	37.63	37.74
Librarians	19.94	25.67	37.63	37.63	37.74
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.06	14.56	16.25	20.39	23.90
Social workers	14.06	14.56	16.19	18.18	20.88
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.09	14.32	19.49	23.63	26.75
Licensed practical nurses	8.78	9.31	10.71	16.74	19.49
Executive, administrative, and managerial	14.25	15.95	21.74	39.59	46.81
Executives, administrators, and managers	15.95	21.57	34.12	44.88	52.27
Administrators, education and related fields	24.99	32.32	42.68	46.81	54.33
Management related	14.23	14.43	15.23	20.15	21.74
Sales	—	—	—	—	—
Administrative support, including clerical	9.83	10.84	12.23	14.67	18.25
Secretaries	11.00	12.68	14.61	16.16	17.75
Library clerks	6.95	8.09	9.02	9.83	11.05
Records clerks, n.e.c.	10.84	11.35	12.92	15.17	19.23
General office clerks	9.46	10.17	11.82	14.17	18.25
Teachers' aides	9.56	10.41	11.44	12.36	13.05
Blue collar	11.63	14.27	16.38	19.31	21.62
Precision production, craft, and repair	14.32	16.50	18.73	21.24	27.48
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	11.17	12.96	14.93	15.77	16.63
Handlers, equipment cleaners, helpers, and laborers	9.99	11.63	14.68	16.65	17.88
Service	9.40	10.78	15.62	20.74	28.12
Protective service	12.88	16.10	19.35	25.60	30.74
Firefighting	14.01	17.95	19.35	20.41	26.22
Police and detectives, public service	16.13	17.79	22.68	26.74	29.24
Food service	6.79	7.40	9.17	10.98	12.08
Other food service	6.79	7.40	9.17	10.98	12.08
Health service	—	—	—	—	—

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$9.87	\$10.22	\$11.57	\$15.62	\$25.48
Janitors and cleaners	9.82	10.17	10.93	13.82	15.93
Personal service	8.79	9.30	10.36	13.11	15.42
Child care workers, n.e.c.	8.79	9.55	11.95	14.18	15.42

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 All workers include full-time and part-time workers.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	10	25	Median 50	75	90
All	\$10.00	\$13.00	\$18.32	\$26.58	\$35.23
All excluding sales	10.00	13.05	18.56	26.74	35.50
White collar	10.82	14.20	19.49	28.85	39.27
White collar excluding sales	11.01	14.56	20.08	28.85	39.75
Professional specialty and technical	16.19	20.66	27.00	36.71	45.24
Professional specialty	17.55	22.09	28.72	38.02	46.44
Engineers, architects, and surveyors	27.52	35.50	40.99	46.44	46.71
Electrical and electronic engineers	25.28	28.46	31.00	40.99	40.99
Engineers, n.e.c.	23.73	26.44	41.25	42.45	47.26
Mathematical and computer scientists	20.43	22.30	27.60	33.17	37.07
Computer systems analysts and scientists	20.72	23.07	29.06	33.54	38.46
Natural scientists	—	—	—	—	—
Health related	18.56	21.39	26.29	31.74	48.11
Registered nurses	18.96	21.43	25.22	29.21	31.50
Teachers, college and university	21.58	24.96	31.25	40.18	57.69
Medical science teachers	18.82	23.46	30.74	47.02	66.11
Teachers, except college and university	19.80	24.14	29.00	36.70	40.90
Elementary school teachers	22.64	25.82	29.80	37.63	41.83
Secondary school teachers	23.56	25.88	31.24	36.41	41.93
Teachers, n.e.c.	18.85	23.95	28.17	35.48	39.21
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.69	14.06	15.95	18.18	23.90
Social workers	12.69	14.06	15.39	17.52	20.88
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.42	17.79	21.74	28.85	43.75
Editors and reporters	17.79	19.95	23.56	39.66	56.73
Technical	11.85	15.39	18.97	24.48	29.97
Clinical laboratory technologists and technicians	13.00	23.69	24.48	26.75	27.77
Licensed practical nurses	10.05	14.72	17.20	18.03	18.89
Health technologists and technicians, n.e.c.	11.15	13.98	17.58	19.40	19.96
Executive, administrative, and managerial	16.40	17.95	24.50	31.49	44.66
Executives, administrators, and managers	17.14	22.14	27.92	42.42	52.56
Administrators, education and related fields	24.99	32.32	42.68	46.81	54.33
Managers and administrators, n.e.c.	22.43	24.37	30.50	44.95	52.56
Management related	15.50	17.31	21.74	30.27	33.71
Other financial officers	15.85	17.95	30.27	31.45	36.62
Management related, n.e.c.	14.92	17.27	22.49	24.98	27.05
Sales	8.65	10.65	15.86	20.31	32.22
Administrative support, including clerical	10.13	11.30	13.98	16.73	22.06
Secretaries	13.69	14.75	18.87	21.07	22.46
Order clerks	11.00	11.40	13.00	13.50	20.79
Records clerks, n.e.c.	9.00	10.25	13.06	15.17	19.45
Bookkeepers, accounting and auditing clerks	10.74	12.86	13.46	16.00	16.73
General office clerks	9.94	11.57	13.46	16.83	18.80
Teachers' aides	9.56	10.41	11.31	12.30	12.92
Administrative support, n.e.c.	12.45	15.39	16.00	16.00	16.83
Blue collar	8.50	11.44	19.00	24.57	28.29
Precision production, craft, and repair	10.00	15.46	20.94	26.31	32.76
Supervisors, mechanics and repairers	17.18	20.12	25.00	27.48	35.03
Mechanics and repairers, n.e.c.	14.93	18.73	23.75	23.75	25.49
Electricians	21.09	30.30	32.13	33.73	33.73
Machine operators, assemblers, and inspectors	8.00	10.40	21.49	26.92	28.29
Assemblers	8.00	9.84	26.58	28.29	28.29
Transportation and material moving	8.00	8.00	14.50	17.00	26.36
Industrial truck and tractor equipment operators ..	14.70	14.75	14.95	19.25	26.40
Handlers, equipment cleaners, helpers, and laborers	8.90	11.05	20.28	21.25	21.25
Groundskeepers and gardeners, except farm	8.00	8.68	9.46	13.08	16.72

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Kansas City, MO-KS, October 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Service	\$8.96	\$10.17	\$13.09	\$18.44	\$22.75
Protective service	12.88	15.52	19.19	25.45	30.74
Firefighting	14.01	17.95	19.35	20.41	26.22
Police and detectives, public service	16.13	17.79	22.68	26.74	29.24
Guards and police, except public service	10.44	11.93	13.08	14.30	15.45
Food service	4.00	8.26	9.66	11.68	14.51
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	8.02	9.00	10.13	12.00	14.91
Cooks	9.00	9.50	10.20	12.00	15.63
Health service	9.50	10.00	11.05	12.83	14.00
Nursing aides, orderlies and attendants	9.50	10.00	10.69	12.81	13.80
Cleaning and building service	9.82	10.47	14.49	22.60	22.60
Janitors and cleaners	9.46	10.07	10.86	13.31	15.93
Personal service	8.50	9.29	13.00	13.25	13.25

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 Employees are classified as working either a full-time or a part-time

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Kansas City, MO-KS, October 2005

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$7.34	\$9.00	\$10.68	\$19.49
All excluding sales	5.25	7.50	9.00	11.87	22.62
White collar	6.78	7.80	9.25	16.15	25.31
White collar excluding sales	9.00	10.40	16.88	24.92	29.21
Professional specialty and technical	11.71	18.00	23.71	27.81	30.00
Professional specialty	11.33	21.00	24.92	28.73	30.53
Health related	21.14	22.74	26.85	29.24	30.75
Registered nurses	21.22	22.74	26.13	29.21	30.38
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	10.00	10.67	11.87	21.00	24.92
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	13.00	16.88	17.60	19.65	24.42
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.47	7.03	8.40	9.25	9.85
Cashiers	6.50	7.30	8.00	8.50	9.50
Administrative support, including clerical	7.70	9.00	10.00	11.51	13.92
Blue collar	5.75	6.75	8.53	10.00	13.35
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	5.50	6.30	8.10	10.00	13.85
Stock handlers and baggers	5.25	6.00	6.50	8.50	10.00
Service	5.15	6.00	8.00	9.10	11.00
Protective service	—	—	—	—	—
Food service	5.15	5.15	8.50	10.00	11.75
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	7.01	8.50	9.00	10.00	11.75
Health service	—	—	—	—	—
Personal service	6.00	6.00	7.00	8.40	10.00

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 Employees are classified as working either a full-time or a part-time

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

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 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Kansas City, MO–KS, Metropolitan Statistical Area includes Cass, Clay, Clinton, Jackson, Lafayette, Platte, and Ray Counties, MO; and Johnson, Leavenworth, Miami, and Wyandotte Counties, KS.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and ad-

resses, employment levels, industry classification, and other information were updated. 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 follow up 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 Census of Population 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. Special procedures were developed for jobs for which a level could not be determined.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The NCS occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified

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

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. The knowledge factor is tailored to 24 families of closely related occupations. A knowledge guide for each of the 24 families 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>.

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 room and board
- Payments made by third parties (for example, tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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.

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

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

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the 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, 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.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	2,984
Total in sample	255
Responding	167
Out of business or not in survey scope	21
Unable or refused to provide data	67

In this survey, the nonresponse rates for all industries, private industry, and State and local government were within regular survey standards.

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.

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 6-1 through 6-5 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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$12.03 to \$13.55 (\$12.79 minus and plus \$0.76, where \$0.76 is the product of 1.645 times 3.6 percent times \$12.79). 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Kansas City, MO-KS, October 2005**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	377,700	285,600	92,100
All excluding sales	345,300	253,200	92,100
White collar	246,000	180,200	65,800
White-collar excluding sales	213,500	147,800	65,700
Professional specialty and technical	97,300	55,400	41,900
Professional specialty	85,000	46,800	38,200
Technical	12,300	8,600	3,700
Executive, administrative, and managerial	31,800	25,300	6,500
Sales	32,500	32,400	–
Administrative support, including clerical	84,400	67,100	17,300
Blue collar	77,500	71,100	6,400
Precision production, craft, and repair	23,000	20,100	3,000
Machine operators, assemblers, and inspectors	20,500	20,500	–
Transportation and material moving	13,300	–	2,100
Handlers, equipment cleaners, helpers, and laborers	20,600	19,300	1,300
Service	54,300	34,300	20,000

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. Both full-time and part-time workers were included in the survey.

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

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