

Orlando, FL National Compensation Survey April 1998



U.S. Department of Labor
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Bureau of Labor Statistics
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The Bureau of Labor Statistics has identified data errors in the National Compensation Survey bulletin previously published for this area. This revised bulletin presents the corrected data.

Preface

This bulletin provides results of an April 1998 survey of occupational pay in the Orlando, FL, Metropolitan Statistical Area (MSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the 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.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of Dianne Farrior, Assistant Regional Commissioner for Operations of the Atlanta Regional Office. 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 analyzed the survey results.

For additional information regarding this survey, please contact the BLS Atlanta Regional Office at (404) 331-3415. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at the BLS Internet site (<http://stats.bls.gov/comhome.htm>). Data are in three formats: an ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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Introduction

This survey of occupational pay was conducted in the Orlando, FL, Metropolitan Statistical Area (MSA). The MSA includes Lake, Orange, Osceola, and Seminole Counties, FL.

This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS design and products

The Bureau of Labor Statistic's (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

Due to the limited amount of time available to collect this phase of the program, a number of companies were unable to provide complete data before the publication deadline. As a result, some surveys have a high nonresponse rate for the all industries or the private industry iterations. Such instances are noted in the bulletin table footnotes.

NCS more extensive than OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Surveys by providing broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

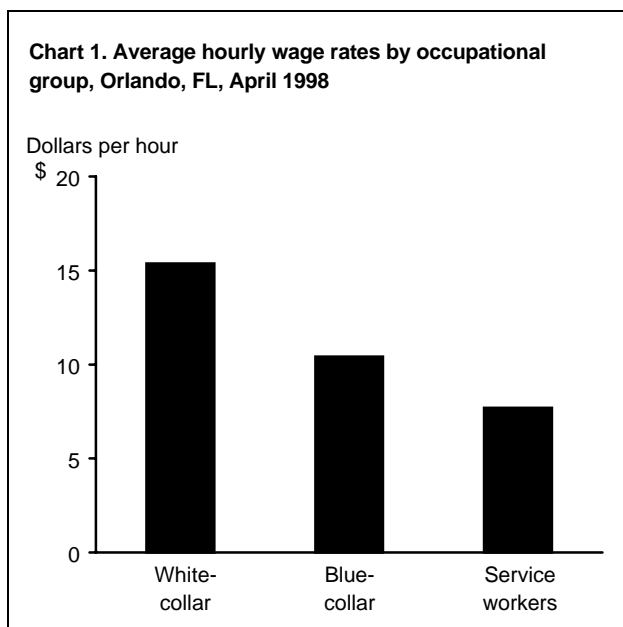
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal Government.

Wages in the Orlando, FL Metropolitan Statistical Area

Straight-time wages in the Orlando, FL, Metropolitan Statistical Area averaged \$12.01 per hour during April 1998. White-collar workers had an average wage of \$15.37 per hour. Blue-collar workers averaged \$10.41 per hour, while service workers had average earnings of \$7.69 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included registered nurses at \$18.88 per hour, secretaries at \$10.65, and receptionists at \$7.64. Among occupations in the blue-collar category, electricians averaged \$13.20 per hour while truck drivers averaged \$8.08. Finally, service occupations included police and detectives at \$15.31 per hour and janitors and cleaners at \$7.86 per hour. Table A-1 presents earnings data for 76 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Orlando, FL earned \$11.43 per hour, while surveyed State and local government workers averaged \$15.31 Table A-2

reports the average hourly rate for white-collar occupations as \$15.04 in private industry and \$16.71 in State and local government. Blue-collar occupations showed an average hourly rate of \$10.26 in private industry and \$12.45 in State and local government. Service occupations within private industry averaged \$6.91 per hour while those found in State and local government averaged \$12.86.

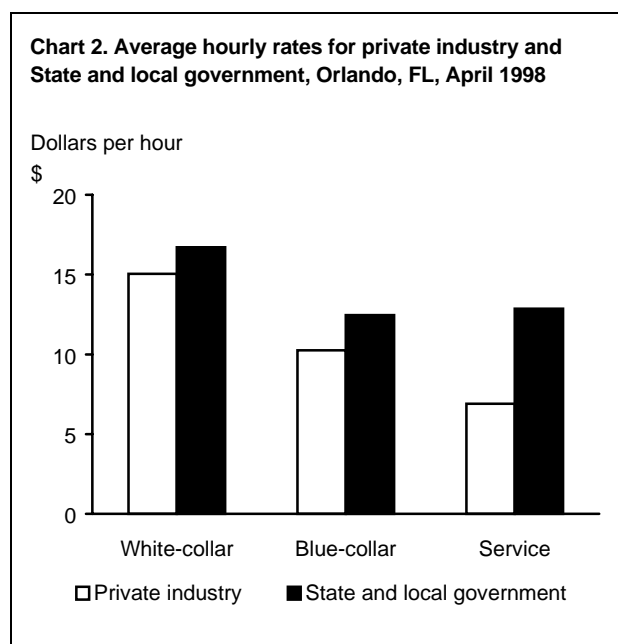
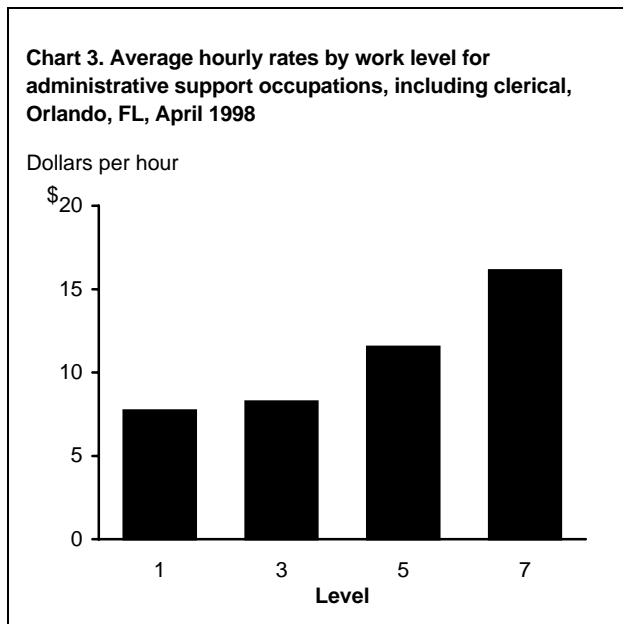


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$12.64 per hour, compared with an average of \$7.16 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and industries) represented by the broad group as well as by the variability of the estimate. Some levels within a group may not be published because no workers were identified at that level or because there were not enough data to guarantee confidentiality and reliability.

Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for administrative support occupations, including clerical, ranged from level 1 to level 8. As illustrated in Chart 3, the average hourly rate was \$7.72 for level 1, \$8.26 for level 3, \$11.54 for level 5, and \$16.12 for level 7.

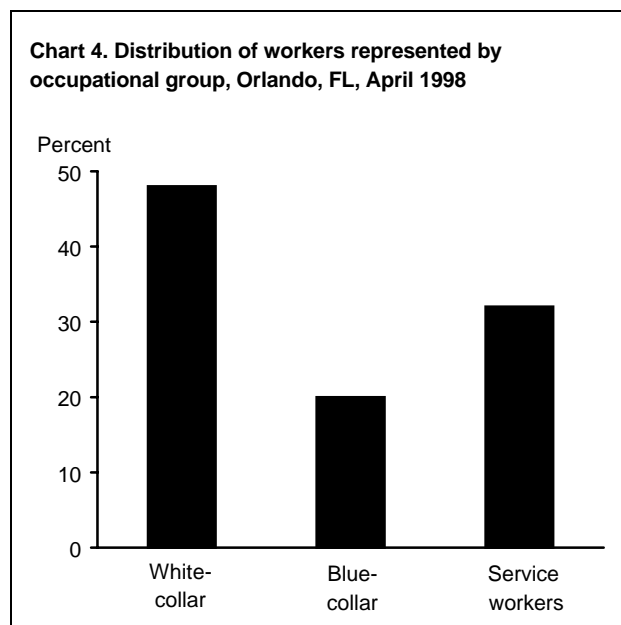


Surveyed union workers had an average hourly rate of \$11.73, as reported in table C-1. Wages for nonunion workers averaged \$12.09. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$11.86 per hour. Incentive workers, whose wages were at least partially based on productivity payments, averaged \$15.86 per hour.

Table C-2 shows wage data for specific industry divisions within private industry. In the private sector, hourly wages averaged \$15.23 in all goods-producing industries

and \$16.25 in manufacturing. In all-service-producing industries, hourly wages averaged \$10.47 in services. Data for other industry divisions did not meet publication criteria.

Table C-4 reports that a total of 432,047 workers were represented by the Orlando, FL survey. White-collar occupations included 207,226 workers, or 48 percent; blue-collar occupations included 88,248 workers, or 20 percent; and service occupations included 136,573 workers, or 32 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Orlando, FL, April 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$12.01	\$5.75	\$7.00	\$9.38	\$14.92	\$21.63
All occupations excluding sales	12.11	5.93	7.18	9.51	15.12	21.80
White-collar occupations	15.37	6.60	8.76	12.90	18.99	26.53
White-collar occupations excluding sales	16.36	7.48	9.90	14.31	20.03	27.02
Professional specialty and technical occupations	19.69	10.89	14.10	18.10	24.03	29.57
Professional specialty occupations	20.71	11.89	15.80	19.05	25.48	31.01
Engineers, architects, and surveyors	28.27	18.52	22.96	27.31	33.94	38.30
Electrical and electronic engineers	26.43	20.90	23.26	23.97	28.54	35.23
Mathematical and computer scientists	27.06	20.55	22.34	25.96	27.88	30.05
Computer systems analysts and scientists	27.45	21.04	24.04	26.18	27.89	30.95
Natural scientists	-	-	-	-	-	-
Health related occupations	18.61	13.55	16.17	18.04	20.87	24.67
Registered nurses	18.88	15.19	16.74	18.22	20.87	23.16
Teachers, college and university	23.92	17.03	17.03	17.03	28.04	41.19
Teachers, except college and university	20.16	15.08	15.99	18.61	25.45	27.93
Elementary school teachers	20.04	15.89	16.53	18.61	22.74	26.55
Secondary school teachers	19.95	14.69	15.69	18.06	25.45	27.24
Teachers, N.E.C.	25.44	15.00	19.05	25.85	31.94	31.94
Vocational and educational counselors	17.33	12.84	15.80	15.80	18.20	25.17
Librarians, archivists, and curators	17.23	13.14	13.77	17.10	19.58	20.99
Librarians	17.23	13.14	13.77	17.10	19.58	20.99
Social scientists and urban planners	22.37	17.43	18.49	24.03	24.03	29.20
Social, recreation, and religious workers	11.29	8.90	9.51	11.20	12.38	13.78
Social workers	11.13	8.90	9.43	10.14	12.59	14.39
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	15.96	6.10	6.43	13.81	22.05	27.41
Editors and reporters	23.68	19.54	21.26	23.49	27.46	28.33
Technical occupations	16.87	9.96	11.33	14.57	18.81	25.48
Clinical laboratory technologists and technicians Licensed practical nurses	17.78	7.45	10.38	16.20	26.52	26.52
Health technologists and technicians, N.E.C.	12.13	10.00	10.90	12.06	13.50	14.38
Electrical and electronic technicians	8.67	7.12	7.61	8.48	9.51	10.16
Technical and related occupations, N.E.C.	17.75	13.35	15.79	17.83	20.38	20.77
Executive, administrative, and managerial occupations ...	12.25	10.29	10.29	10.29	12.38	18.11
Executives, administrators, and managers	23.44	13.50	16.70	20.09	25.75	38.89
Financial managers	25.03	14.26	16.83	21.85	27.52	42.87
Personnel and labor relations managers	24.37	16.83	16.83	16.83	21.55	49.04
Managers, marketing, advertising and public relations	34.59	23.50	23.50	26.25	38.89	71.25
Administrators, education and related fields	19.74	14.68	15.28	16.75	26.31	27.83
Managers, medicine and health	22.30	10.28	11.32	24.39	25.25	26.90
Managers, food servicing and lodging establishments	22.06	14.01	17.05	25.00	27.77	27.88
Managers and administrators, N.E.C.	18.93	11.00	14.32	16.83	21.63	31.34
Management related occupations	25.71	15.40	17.45	19.01	33.86	46.15
Accountants and auditors	19.45	11.90	14.69	18.51	21.88	25.36
Management analysts	18.91	15.54	16.63	19.02	21.62	22.54
Personnel, training, and labor relations specialists	25.16	16.40	22.12	22.60	29.08	33.58
Management related occupations, N.E.C.	12.84	9.53	9.66	10.35	17.13	19.50
Sales occupations	21.56	13.79	14.69	16.98	23.04	31.86
Supervisors, sales occupations	10.98	5.50	6.26	7.90	11.72	19.95
Sales workers, hardware and building supplies ...	11.69	8.00	9.75	10.50	13.09	15.00
Sales workers, other commodities	9.74	6.45	7.50	8.50	10.50	14.50
Cashiers	10.71	5.20	5.70	7.68	12.71	18.21
Administrative support occupations, including clerical Supervisors, general office	6.59	5.37	5.52	6.10	7.47	8.59
Secretaries	10.28	6.72	7.64	9.81	12.11	14.51
Typists	12.77	8.00	10.71	11.29	15.13	17.79
Transportation ticket and reservation agents	10.65	8.22	9.00	10.16	12.46	13.07
Receptionists	10.86	8.38	8.99	10.37	13.33	13.33
Order clerks	15.42	9.62	10.96	17.88	17.88	20.07
Bookkeepers, accounting and auditing clerks	7.64	6.50	7.25	7.50	8.00	8.89
	11.94	9.11	9.60	12.04	13.78	15.46
	10.73	8.25	9.21	10.19	12.11	13.34

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Orlando, FL, April 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Telephone operators	\$10.11	\$6.44	\$6.60	\$7.50	\$13.03	\$15.48
Dispatchers	10.74	6.90	9.00	9.00	14.30	14.95
Stock and inventory clerks	9.52	6.64	7.40	8.84	10.90	12.71
General office clerks	9.88	7.00	8.32	9.15	10.44	12.50
Teachers' aides	6.78	5.84	6.29	6.38	7.01	8.17
Administrative support occupations, N.E.C.	11.72	8.96	10.33	11.92	13.13	14.63
Blue-collar occupations						
Precision production, craft, and repair occupations	10.41	6.33	7.90	9.13	11.90	16.43
Industrial machinery repairers	13.12	8.12	8.44	12.00	16.62	19.99
Mechanics and repairers, N.E.C.	15.01	10.13	11.65	14.00	18.70	19.09
Electricians	11.99	7.67	9.25	10.10	13.44	19.09
Inspectors, testers, and graders	13.20	10.25	11.07	12.50	13.75	18.50
Machine operators, assemblers, and inspectors	15.68	7.91	10.25	18.76	18.76	21.27
Laundry and dry cleaning machine operators	9.77	6.19	7.79	8.93	10.40	15.83
Assemblers	6.64	5.25	5.80	6.70	7.29	8.20
Transportation and material moving occupations	10.04	7.88	8.80	9.07	10.72	12.86
Truck drivers	9.00	6.50	7.50	8.56	10.57	11.38
Handlers, equipment cleaners, helpers, and laborers	8.08	6.31	6.58	7.48	8.51	10.89
Groundskeepers and gardeners except farm	8.97	5.75	6.62	8.54	11.03	11.90
Construction laborers	7.92	6.00	6.62	8.55	8.55	8.81
Stock handlers and baggers	8.36	6.61	7.11	8.40	9.20	10.50
Freight, stock, and material handlers, N.E.C.	6.92	5.25	5.75	6.60	8.24	8.54
Vehicle washers and equipment cleaners	9.12	6.06	7.19	8.65	9.20	11.54
Laborers except construction, N.E.C.	6.94	5.16	5.71	6.50	8.77	9.34
Service occupations						
Protective service occupations	7.69	2.75	5.93	7.04	8.51	11.94
Supervisors, firefighters and fire prevention occupations	11.32	6.00	7.55	10.77	13.56	18.00
Supervisors, police and detectives	17.41	11.67	13.18	17.08	21.92	22.47
Firefighting occupations	21.37	15.65	19.04	22.09	24.74	28.19
Police and detectives, public service	13.05	8.25	9.52	12.54	16.78	18.19
Sheriffs, bailiffs, and other law enforcement officers	15.31	11.45	12.22	15.70	17.71	19.55
Guards and police except public service	12.74	10.16	10.96	12.49	13.99	15.43
Protective service occupations, N.E.C.	8.17	5.70	6.40	8.23	9.97	11.50
Food service occupations	8.52	5.59	6.11	7.41	12.69	12.85
Supervisors, food preparation and service occupations	5.76	2.13	3.50	6.25	7.25	8.50
Bartenders	11.28	5.95	6.66	10.47	13.68	16.98
Waiters and waitresses	4.06	3.35	3.35	4.10	4.55	5.31
Cooks	2.79	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Waiters/Waitresses' assistants	7.96	5.75	6.25	8.00	9.02	10.00
Food preparation occupations, N.E.C.	6.94	5.45	6.41	6.86	8.02	8.02
	6.95	5.71	6.31	6.78	7.00	8.22

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Orlando, FL, April 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Health service occupations	\$7.51	\$6.40	\$6.83	\$7.32	\$8.04	\$8.87
Health aides, except nursing	7.57	6.36	6.65	7.55	8.17	9.00
Nursing aides, orderlies and attendants	7.49	6.49	6.88	7.32	8.04	8.68
Cleaning and building service occupations	7.55	5.85	6.40	7.04	8.25	8.77
Supervisors, cleaning & building service workers	12.87	7.62	10.12	11.16	16.50	17.27
Maids and housemen	6.85	5.50	6.21	6.75	7.60	8.23
Janitors and cleaners	7.86	6.17	6.79	8.18	8.56	9.21
Personal service occupations	9.61	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Attendants, amusement and recreation facilities ..	7.06	5.79	6.02	7.21	7.97	9.45
Service occupations, N.E.C.	6.12	3.66	4.81	5.60	7.56	9.38

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major

occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Orlando, FL, April 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$11.43	\$5.50	\$6.84	\$8.68	\$13.50	\$20.55	\$15.31	\$7.92	\$9.89	\$13.78	\$18.18	\$25.35
All occupations excluding sales	11.47	5.57	6.98	8.81	13.67	20.67	15.37	7.92	10.03	13.95	18.20	25.35
White-collar occupations	15.04	6.45	8.24	12.19	18.68	26.25	16.71	8.18	10.28	15.51	20.15	26.65
White-collar occupations excluding sales	16.21	7.31	9.72	13.72	19.97	27.19	16.83	8.28	10.29	15.72	20.34	26.72
Professional specialty and technical occupations	19.70	10.24	13.35	18.40	24.28	30.05	19.67	13.14	15.80	17.61	23.99	27.93
Professional specialty occupations	21.06	11.06	15.65	19.87	25.93	32.40	20.09	13.56	15.86	18.10	24.03	27.93
Engineers, architects, and surveyors	28.75	18.52	23.26	28.56	34.38	38.56	-	-	-	-	-	-
Electrical and electronic engineers	26.38	20.74	23.26	23.68	28.41	35.23	-	-	-	-	-	-
Mathematical and computer scientists	27.06	20.55	22.34	25.96	27.88	30.05	-	-	-	-	-	-
Computer systems analysts and scientists	27.45	21.04	24.04	26.18	27.89	30.95	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	18.63	13.55	16.21	18.04	20.87	24.67	-	-	-	-	-	-
Registered nurses	18.90	15.21	16.74	18.23	20.87	23.22	-	-	-	-	-	-
Teachers, college and university	18.22	10.68	14.17	15.00	23.66	29.65	24.96	17.03	17.03	17.03	29.91	42.47
Teachers, except college and university	15.60	11.78	13.33	15.38	16.73	21.55	20.48	15.23	16.33	18.88	25.85	27.93
Teachers, N.E.C.	14.69	12.46	13.82	14.89	15.00	16.53	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	17.23	13.14	13.77	17.10	19.58	20.99
Librarians	-	-	-	-	-	-	17.23	13.14	13.77	17.10	19.58	20.99
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	10.74	8.97	9.43	10.14	11.63	12.07	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	15.97	6.10	6.43	13.81	22.05	27.41	-	-	-	-	-	-
Editors and reporters	23.68	19.54	21.26	23.49	27.46	28.33	-	-	-	-	-	-
Technical occupations	17.10	10.00	11.35	14.58	19.34	26.41	13.99	8.90	10.76	14.52	16.06	17.61
Clinical laboratory technologists and technicians	17.78	7.45	10.38	16.20	26.52	26.52	-	-	-	-	-	-
Licensed practical nurses	12.13	10.00	10.90	12.06	13.50	14.38	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	8.67	7.12	7.61	8.48	9.51	10.16	-	-	-	-	-	-
Electrical and electronic technicians	18.03	13.35	16.35	18.41	20.38	20.77	-	-	-	-	-	-
Executive, administrative, and managerial occupations	23.86	14.26	16.83	20.62	25.75	39.00	22.10	10.28	14.38	18.54	26.21	29.92
Executives, administrators, and managers	25.02	14.68	16.83	21.63	26.91	42.87	25.07	10.28	16.46	24.39	27.52	45.14
Personnel and labor relations managers	36.09	23.50	25.75	26.25	38.89	71.25	-	-	-	-	-	-
Managers, marketing, advertising and public relations	19.66	14.68	15.28	16.75	26.31	27.83	-	-	-	-	-	-
Administrators, education and related fields	20.64	10.28	12.89	18.20	25.00	36.88	22.46	10.28	10.28	24.39	25.35	26.90
Managers, food servicing and lodging establishments	18.93	11.00	14.32	16.83	21.63	31.34	-	-	-	-	-	-
Managers and administrators, N.E.C.	26.12	15.40	18.25	19.01	37.35	46.15	-	-	-	-	-	-
Management related occupations	21.10	13.79	16.41	19.02	22.54	27.83	13.54	9.61	9.78	14.69	14.69	18.54
Accountants and auditors	18.99	15.55	16.63	19.02	21.62	22.54	-	-	-	-	-	-
Management analysts	25.16	16.40	22.12	22.60	29.08	33.58	-	-	-	-	-	-
Management related occupations, N.E.C.	23.75	13.79	16.98	19.46	25.32	32.34	-	-	-	-	-	-
Sales occupations	11.02	5.49	6.26	7.89	11.72	20.33	-	-	-	-	-	-
Supervisors, sales occupations	11.69	8.00	9.75	10.50	13.09	15.00	-	-	-	-	-	-
Sales workers, hardware and building supplies	9.74	6.45	7.50	8.50	10.50	14.50	-	-	-	-	-	-
Sales workers, other commodities	10.71	5.20	5.70	7.68	12.71	18.21	-	-	-	-	-	-
Cashiers	6.45	5.30	5.50	6.10	7.16	8.07	-	-	-	-	-	-
Administrative support occupations, including clerical	10.23	6.88	7.50	9.82	12.05	14.51	10.47	6.33	7.95	9.77	12.16	14.92
Secretaries	10.64	8.20	9.02	10.27	12.50	13.03	10.65	8.28	8.86	9.79	11.63	13.60
Transportation ticket and reservation agents	15.42	9.62	10.96	17.88	17.88	20.07	-	-	-	-	-	-
Receptionists	7.64	6.50	7.25	7.50	8.00	8.89	-	-	-	-	-	-
Order clerks	11.94	9.11	9.60	12.04	13.78	15.46	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Orlando, FL, April 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Administrative support occupations, including clerical (-Continued)													
Bookkeepers, accounting and auditing clerks	\$10.34	\$8.24	\$8.71	\$9.90	\$12.03	\$13.00	—	—	—	—	—	—	—
Telephone operators	10.11	6.44	6.60	7.50	13.03	15.48	—	—	—	—	—	—	—
Dispatchers	—	—	—	—	—	—	\$12.49	\$8.82	\$9.64	\$13.17	\$14.72	\$15.94	—
Stock and inventory clerks	9.01	6.56	7.38	8.50	10.50	12.71	—	—	—	—	—	—	—
General office clerks	9.98	7.00	7.97	9.25	10.51	12.87	9.38	8.27	8.53	8.96	9.70	11.25	—
Administrative support occupations, N.E.C.	10.95	8.00	9.38	10.46	12.72	14.34	12.52	9.50	11.43	12.45	13.95	14.99	—
Blue-collar occupations	10.26	6.25	7.77	8.96	11.90	16.43	12.45	8.26	9.66	11.76	14.07	16.70	—
Precision production, craft, and repair occupations	12.95	7.98	8.44	11.20	17.05	19.36	14.48	10.18	11.90	13.43	15.56	22.09	—
Mechanics and repairers, N.E.C.	11.34	7.17	8.78	10.10	12.00	19.09	13.98	12.57	12.57	13.25	14.07	15.03	—
Inspectors, testers, and graders	15.28	7.91	10.25	18.76	18.76	18.76	—	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	9.77	6.19	7.79	8.93	10.40	15.83	—	—	—	—	—	—	—
Laundry and dry cleaning machine operators	6.64	5.25	5.80	6.70	7.29	8.20	—	—	—	—	—	—	—
Assemblers	10.04	7.88	8.80	9.07	10.72	12.86	—	—	—	—	—	—	—
Transportation and material moving occupations	8.78	6.50	7.10	8.25	10.57	10.62	11.04	8.85	9.31	10.52	12.21	13.47	—
Truck drivers	7.80	6.31	6.58	7.10	8.51	10.00	—	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.95	5.71	6.61	8.54	11.03	11.90	9.23	7.37	7.87	8.68	10.04	11.92	—
Construction laborers	8.20	6.40	7.11	8.13	8.79	10.00	—	—	—	—	—	—	—
Stock handlers and baggers	6.92	5.25	5.75	6.60	8.24	8.54	—	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C.	9.12	6.06	7.19	8.65	9.20	11.54	—	—	—	—	—	—	—
Vehicle washers and equipment cleaners	6.94	5.16	5.71	6.50	8.77	9.34	—	—	—	—	—	—	—
Laborers except construction, N.E.C.	11.08	7.26	10.17	11.90	11.90	13.00	—	—	—	—	—	—	—
Service occupations	6.91	2.25	5.50	6.80	8.02	9.28	12.86	7.45	9.17	12.22	15.76	18.84	—
Protective service occupations	8.13	5.70	6.25	7.98	9.97	11.50	14.31	9.32	11.59	13.37	16.85	20.11	—
Supervisors, firefighters and fire prevention occupations	—	—	—	—	—	—	17.41	11.67	13.18	17.08	21.92	22.47	—
Supervisors, police and detectives	—	—	—	—	—	—	21.37	15.65	19.04	22.09	24.74	28.19	—
Firefighting occupations	—	—	—	—	—	—	13.05	8.25	9.52	12.54	16.78	18.19	—
Police and detectives, public service ..	—	—	—	—	—	—	15.31	11.45	12.22	15.70	17.71	19.55	—
Sheriffs, bailiffs, and other law enforcement officers	—	—	—	—	—	—	12.74	10.16	10.96	12.49	13.99	15.43	—
Guards and police except public service	8.15	5.70	6.25	8.44	9.97	11.50	—	—	—	—	—	—	—
Protective service occupations, N.E.C.	—	—	—	—	—	—	10.48	6.98	7.55	10.50	12.85	13.28	—
Food service occupations	5.74	2.13	3.50	6.19	7.25	8.50	—	—	—	—	—	—	—
Supervisors, food preparation and service occupations	11.28	5.95	6.66	10.47	13.68	16.98	—	—	—	—	—	—	—
Bartenders	4.06	3.35	3.35	4.10	4.55	5.31	—	—	—	—	—	—	—
Waiters and waitresses	2.79	(4)	(4)	(4)	(4)	(4)	—	—	—	—	—	—	—
Cooks	7.96	5.75	6.25	8.00	9.02	10.00	—	—	—	—	—	—	—
Waiters'/Waitresses' assistants	6.94	5.45	6.41	6.86	8.02	8.02	—	—	—	—	—	—	—
Food preparation occupations, N.E.C.	6.82	5.50	6.31	6.74	7.00	7.94	—	—	—	—	—	—	—
Health service occupations	7.51	6.40	6.84	7.32	8.04	8.87	—	—	—	—	—	—	—
Health aides, except nursing	7.58	6.34	6.65	7.55	8.17	9.00	—	—	—	—	—	—	—
Nursing aides, orderlies and attendants	7.49	6.49	6.88	7.32	8.04	8.68	—	—	—	—	—	—	—
Cleaning and building service occupations	7.29	5.67	6.30	7.00	8.23	8.56	9.28	6.84	7.58	8.55	9.86	12.81	—
Maids and housemen	6.85	5.50	6.21	6.75	7.60	8.23	—	—	—	—	—	—	—
Janitors and cleaners	7.57	6.00	6.50	7.65	8.56	8.56	—	—	—	—	—	—	—
Personal service occupations	9.63	(4)	(4)	(4)	(4)	(4)	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Orlando, FL, April 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
Service occupations (-Continued)													
Personal service occupations (-Continued)													
Attendants, amusement and recreation facilities	\$7.11	\$5.79	\$6.02	\$7.21	\$8.10	\$9.45	—	—	—	—	—	—	—
Service occupations, N.E.C..	6.12	3.66	4.81	5.60	7.56	9.38	—	—	—	—	—	—	—

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Orlando, FL, April 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$12.64	\$6.20	\$7.50	\$10.09	\$15.69	\$22.54	\$7.16	\$3.17	\$5.50	\$6.26	\$7.38	\$10.53
All occupations excluding sales	12.61	6.25	7.50	10.10	15.78	22.55	7.40	2.13	5.50	6.33	7.92	12.90
White-collar occupations	16.13	7.25	9.62	13.78	19.67	27.12	8.82	5.50	6.00	6.50	8.90	17.03
White-collar occupations excluding sales	16.63	7.63	10.15	14.51	20.18	27.46	11.82	6.10	6.61	8.89	17.03	23.68
Professional specialty and technical occupations	20.11	11.24	14.63	18.48	24.46	29.82	14.86	6.21	8.63	13.81	20.22	24.03
Professional specialty occupations	21.18	12.21	16.10	19.24	25.85	31.69	15.91	6.10	6.43	17.03	20.87	25.00
Engineers, architects, and surveyors	28.27	18.52	22.96	27.31	33.94	38.30	-	-	-	-	-	-
Electrical and electronic engineers	26.43	20.90	23.26	23.97	28.54	35.23	-	-	-	-	-	-
Mathematical and computer scientists	27.06	20.55	22.34	25.96	27.88	30.05	-	-	-	-	-	-
Computer systems analysts and scientists	27.45	21.04	24.04	26.18	27.89	30.95	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	18.35	14.34	16.19	17.64	20.42	23.04	19.81	13.02	16.02	20.22	24.25	27.00
Registered nurses	18.62	15.48	16.74	17.95	20.38	22.71	19.86	13.02	16.32	20.22	24.25	27.00
Teachers, college and university	25.95	15.07	17.03	23.41	31.67	42.47	-	-	-	-	-	-
Teachers, except college and university	20.21	15.09	16.06	18.64	25.45	27.93	12.65	7.14	7.80	15.00	15.00	15.00
Elementary school teachers	20.04	15.89	16.53	18.61	22.74	26.55	-	-	-	-	-	-
Secondary school teachers	19.95	14.69	15.69	18.06	25.45	27.24	-	-	-	-	-	-
Teachers, N.E.C.	26.11	18.10	21.02	27.93	31.94	31.94	-	-	-	-	-	-
Vocational and educational counselors	17.33	12.84	15.80	15.80	18.20	25.17	-	-	-	-	-	-
Librarians, archivists, and curators	17.23	13.14	13.77	17.10	19.58	20.99	-	-	-	-	-	-
Librarians	17.23	13.14	13.77	17.10	19.58	20.99	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	11.29	8.90	9.51	11.20	12.38	13.78	-	-	-	-	-	-
Social workers	11.13	8.90	9.43	10.14	12.59	14.39	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.06	12.45	13.35	20.48	24.09	27.46	-	-	-	-	-	-
Editors and reporters	23.68	19.54	21.26	23.49	27.46	28.33	-	-	-	-	-	-
Technical occupations	17.25	10.24	11.98	15.43	19.34	26.16	10.02	8.24	8.77	9.82	11.00	12.50
Clinical laboratory technologists and technicians	17.78	7.45	10.38	16.20	26.52	26.52	-	-	-	-	-	-
Licensed practical nurses	12.40	10.10	11.13	12.24	13.50	14.46	-	-	-	-	-	-
Electrical and electronic technicians	17.75	13.35	15.79	17.83	20.38	20.77	-	-	-	-	-	-
Technical and related occupations, N.E.C.	12.25	10.29	10.29	10.29	12.38	18.11	-	-	-	-	-	-
Executive, administrative, and managerial occupations	23.44	13.50	16.70	20.09	25.75	38.89	-	-	-	-	-	-
Executives, administrators, and managers	25.04	14.26	16.83	21.85	27.52	42.87	-	-	-	-	-	-
Financial managers	24.37	16.83	16.83	16.83	21.55	49.04	-	-	-	-	-	-
Personnel and labor relations managers	34.59	23.50	23.50	26.25	38.89	71.25	-	-	-	-	-	-
Managers, marketing, advertising and public relations	19.74	14.68	15.28	16.75	26.31	27.83	-	-	-	-	-	-
Administrators, education and related fields	22.30	10.28	11.32	24.39	25.25	26.90	-	-	-	-	-	-
Managers, medicine and health	22.06	14.01	17.05	25.00	27.77	27.88	-	-	-	-	-	-
Managers, food servicing and lodging establishments	18.93	11.00	14.32	16.83	21.63	31.34	-	-	-	-	-	-
Managers and administrators, N.E.C.	25.71	15.40	17.45	19.01	33.86	46.15	-	-	-	-	-	-
Management related occupations	19.45	11.90	14.69	18.51	21.88	25.36	-	-	-	-	-	-
Accountants and auditors	18.91	15.54	16.63	19.02	21.62	22.54	-	-	-	-	-	-
Management analysts	25.16	16.40	22.12	22.60	29.08	33.58	-	-	-	-	-	-
Personnel, training, and labor relations specialists	12.84	9.53	9.66	10.35	17.13	19.50	-	-	-	-	-	-
Management related occupations, N.E.C.	21.56	13.79	14.69	16.98	23.04	31.86	-	-	-	-	-	-
Sales occupations	13.04	5.62	7.38	9.86	14.64	22.32	6.40	5.40	5.56	6.26	6.67	7.90
Supervisors, sales occupations	11.69	8.00	9.75	10.50	13.09	15.00	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Orlando, FL, April 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
White-collar occupations (-Continued)												
Sales occupations (-Continued)												
Sales workers, hardware and building supplies	\$10.39	\$6.45	\$7.89	\$9.25	\$10.77	\$16.96	-	-	-	-	-	-
Sales workers, other commodities	11.85	5.20	5.63	9.46	14.43	21.78	\$7.02	\$5.29	\$6.00	\$6.50	\$6.80	\$9.83
Cashiers	7.40	5.53	6.50	7.47	8.20	9.01	6.15	5.16	5.50	5.81	6.43	7.46
Administrative support occupations, including												
clerical	10.43	6.88	7.76	9.90	12.23	14.53	7.83	5.60	6.50	7.40	8.89	9.73
Supervisors, general office	12.77	8.00	10.71	11.29	15.13	17.79	-	-	-	-	-	-
Secretaries	10.68	8.28	9.00	10.19	12.46	13.07	-	-	-	-	-	-
Typists	10.90	8.38	8.99	10.37	13.33	13.33	-	-	-	-	-	-
Receptionists	7.74	7.00	7.41	7.50	8.00	8.54	-	-	-	-	-	-
Order clerks	11.94	9.11	9.60	12.04	13.78	15.46	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.89	8.25	9.47	10.33	12.11	13.34	-	-	-	-	-	-
Telephone operators	10.15	6.44	6.60	6.88	13.03	15.48	-	-	-	-	-	-
Dispatchers	10.74	6.90	9.00	9.00	14.30	14.95	-	-	-	-	-	-
Stock and inventory clerks	9.90	6.64	7.50	10.50	12.16	12.71	-	-	-	-	-	-
General office clerks	10.05	7.45	8.49	9.25	10.51	12.62	-	-	-	-	-	-
Administrative support occupations, N.E.C.	11.75	8.96	10.33	11.92	13.13	14.63	-	-	-	-	-	-
Blue-collar occupations	10.67	6.61	8.00	9.25	12.00	16.94	6.99	5.15	5.27	6.20	8.50	9.83
Precision production, craft, and repair occupations	13.17	8.26	8.44	12.00	16.62	19.99	-	-	-	-	-	-
Industrial machinery repairers	15.01	10.13	11.65	14.00	18.70	19.09	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	11.99	7.67	9.25	10.10	13.44	19.09	-	-	-	-	-	-
Electricians	13.20	10.25	11.07	12.50	13.75	18.50	-	-	-	-	-	-
Inspectors, testers, and graders	15.68	7.91	10.25	18.76	18.76	21.27	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.78	6.19	7.80	8.93	10.44	15.83	-	-	-	-	-	-
Laundering and dry cleaning machine operators	6.64	5.25	5.80	6.70	7.29	8.20	-	-	-	-	-	-
Assemblers	10.04	7.88	8.80	9.07	10.72	12.86	-	-	-	-	-	-
Transportation and material moving occupations	9.18	6.72	8.00	8.83	10.57	11.62	7.58	5.27	5.71	6.50	9.17	10.80
Truck drivers	8.10	6.31	6.58	7.48	8.51	10.89	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.34	6.25	7.25	8.66	11.90	13.00	6.66	5.15	5.25	5.70	7.30	9.62
Groundskeepers and gardeners except farm	7.92	6.00	6.62	8.55	8.55	8.81	-	-	-	-	-	-
Construction laborers	8.45	6.61	7.46	8.40	9.20	10.50	-	-	-	-	-	-
Stock handlers and baggers	7.35	6.00	6.25	7.25	8.36	9.00	6.01	5.15	5.25	5.50	6.02	8.50
Freight, stock, and material handlers, N.E.C.	9.30	6.06	7.19	8.65	8.70	17.10	-	-	-	-	-	-
Laborers except construction, N.E.C.	11.48	8.45	10.17	11.90	11.90	13.00	-	-	-	-	-	-
Service occupations	8.12	3.50	6.09	7.32	8.71	12.83	5.49	2.13	4.90	6.12	6.50	7.63
Protective service occupations	11.75	6.40	8.44	11.45	14.11	18.19	6.32	5.15	5.50	6.00	6.66	7.92
Supervisors, firefighters and fire prevention occupations	17.41	11.67	13.18	17.08	21.92	22.47	-	-	-	-	-	-
Supervisors, police and detectives	21.40	15.65	19.04	22.09	24.74	28.19	-	-	-	-	-	-
Firefighting occupations	13.47	8.55	9.87	13.56	16.92	18.19	-	-	-	-	-	-
Police and detectives, public service ..	15.31	11.45	12.22	15.70	17.71	19.55	-	-	-	-	-	-
Sheriffs, bailiffs, and other law enforcement officers	12.74	10.16	10.96	12.49	13.99	15.43	-	-	-	-	-	-
Guards and police except public service	8.37	6.00	6.50	8.44	9.97	11.50	-	-	-	-	-	-
Protective service occupations, N.E.C.	9.78	6.35	7.20	8.53	12.84	13.22	-	-	-	-	-	-
Food service occupations	6.05	2.13	3.50	6.55	7.61	8.81	4.86	2.13	2.13	5.50	6.41	6.97
Supervisors, food preparation and service occupations	11.28	5.95	6.66	10.47	13.68	16.98	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Orlando, FL, April 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
Service occupations (-Continued)												
Food service occupations (-Continued)												
Bartenders	\$4.15	\$3.35	\$3.35	\$4.10	\$4.58	\$5.31	—	—	—	—	—	—
Waiters and waitresses	—	—	—	—	—	—	\$2.53	\$2.13	\$2.13	\$2.13	\$2.13	\$3.12
Cooks	8.47	6.25	7.42	8.50	9.45	10.40	6.66	5.15	5.50	6.25	7.27	8.82
Food counter, fountain, and related occupations	—	—	—	—	—	—	5.91	5.25	5.50	6.00	6.33	6.38
Kitchen workers, food preparation	7.48	6.50	6.87	7.01	7.67	9.33	—	—	—	—	—	—
Food preparation occupations, N.E.C.	6.84	5.50	6.31	6.74	7.00	7.94	—	—	—	—	—	—
Health service occupations	7.48	6.40	6.81	7.29	7.93	8.74	—	—	—	—	—	—
Health aides, except nursing	7.57	6.40	6.65	7.48	8.17	9.00	—	—	—	—	—	—
Nursing aides, orderlies and attendants	7.45	6.50	6.88	7.28	7.86	8.55	—	—	—	—	—	—
Cleaning and building service occupations	7.63	5.81	6.46	7.32	8.46	8.94	—	—	—	—	—	—
Supervisors, cleaning & building service workers	12.87	7.62	10.12	11.16	16.50	17.27	—	—	—	—	—	—
Maids and housemen	6.89	5.50	6.09	7.00	7.80	8.23	—	—	—	—	—	—
Janitors and cleaners	7.95	6.19	6.99	8.35	8.56	9.26	—	—	—	—	—	—
Personal service occupations	10.27	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	—	—	—	—	—	—
Service occupations, N.E.C.	6.12	3.66	4.81	5.60	7.56	9.38	—	—	—	—	—	—

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Orlando, FL, April 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.8	\$503	\$401	2,051	\$25,922	\$20,848
All occupations excluding sales	39.7	501	402	2,046	25,801	20,885
White-collar occupations	39.9	644	546	2,041	32,906	27,672
White-collar occupations excluding sales	39.8	662	577	2,028	33,743	28,793
Professional specialty and technical occupations	39.3	790	718	1,960	39,412	35,885
Professional specialty occupations	39.3	833	768	1,933	40,941	38,126
Engineers, architects, and surveyors	40.4	1,141	1,099	2,099	59,348	57,129
Electrical and electronic engineers	40.0	1,057	959	2,080	54,975	49,853
Mathematical and computer scientists	40.0	1,083	1,038	2,080	56,295	53,997
Computer systems analysts and scientists	40.0	1,098	1,047	2,080	57,099	54,454
Natural scientists	-	-	-	-	-	-
Health related occupations	39.8	730	699	2,068	37,944	36,340
Registered nurses	40.0	745	718	2,080	38,739	37,331
Teachers, college and university	38.4	997	887	1,637	42,489	37,277
Teachers, except college and university	37.6	760	699	1,649	33,322	30,678
Elementary school teachers	37.4	751	696	1,624	32,543	30,627
Secondary school teachers	37.5	748	677	1,637	32,662	29,398
Teachers, N.E.C.	37.7	984	1,047	1,628	42,513	45,383
Vocational and educational counselors	37.8	655	593	1,689	29,272	26,070
Librarians, archivists, and curators	39.9	688	684	2,066	35,592	35,577
Librarians	39.9	688	684	2,066	35,592	35,577
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	40.0	452	448	2,080	23,480	23,290
Social workers	40.0	445	406	2,080	23,144	21,091
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	40.2	806	819	2,088	41,878	42,593
Editors and reporters	39.5	935	904	2,053	48,635	47,000
Technical occupations	39.2	676	617	2,036	35,133	32,099
Clinical laboratory technologists and technicians	40.0	711	648	2,080	36,973	33,696
Licensed practical nurses	40.2	498	489	2,088	25,892	25,431
Electrical and electronic technicians	40.0	710	713	2,080	36,911	37,079
Technical and related occupations, N.E.C.	39.9	489	412	2,074	25,408	21,403
Executive, administrative, and managerial occupations	41.1	964	875	2,129	49,893	45,510
Executives, administrators, and managers	41.6	1,041	940	2,150	53,814	47,778
Financial managers	41.2	1,003	673	2,141	52,158	35,006
Personnel and labor relations managers	40.0	1,384	1,050	2,080	71,949	54,600
Managers., marketing, advertising and public relations	40.0	790	670	2,080	41,054	34,837
Administrators, education and related fields	39.4	878	951	1,964	43,800	46,634
Managers, medicine and health	42.1	928	1,040	2,187	48,239	54,080
Managers, food servicing and lodging establishments	42.9	813	673	2,232	42,263	35,006
Managers and administrators, N.E.C.	43.3	1,114	919	2,253	57,918	47,778
Management related occupations	40.0	777	740	2,079	40,425	38,501
Accountants and auditors	40.0	756	761	2,079	39,315	39,568
Management analysts	40.0	1,007	904	2,080	52,341	47,008
Personnel, training, and labor relations specialists	40.0	513	414	2,080	26,697	21,528
Management related occupations, N.E.C.	40.0	862	679	2,080	44,848	35,318
Sales occupations	40.7	531	392	2,117	27,603	20,378
Supervisors, sales occupations	40.0	467	428	2,077	24,289	22,230
Sales workers, hardware and building supplies	39.6	412	350	2,060	21,410	18,200
Sales workers, other commodities	40.0	474	378	2,080	24,657	19,677
Cashiers	39.8	294	299	2,067	15,305	15,538
Administrative support occupations, including clerical	39.8	415	396	2,054	21,421	20,581
Supervisors, general office	40.3	515	464	2,097	26,790	24,133
Secretaries	39.9	426	408	2,074	22,155	21,201
Typists	39.2	427	415	2,038	22,217	21,570
Receptionists	39.9	308	300	2,073	16,037	15,600
Order clerks	39.7	474	482	2,065	24,658	25,040
Bookkeepers, accounting and auditing clerks	39.9	434	413	2,074	22,590	21,483
Telephone operators	39.3	399	275	2,045	20,763	14,310
Dispatchers	39.5	425	360	2,056	22,076	18,720
Stock and inventory clerks	39.9	395	420	2,074	20,535	21,840

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Orlando, FL, April 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
General office clerks	40.0	\$402	\$370	2,080	\$20,914	\$19,240
Administrative support occupations, N.E.C.	40.0	470	477	2,080	24,435	24,794
Blue-collar occupations						
Precision production, craft, and repair occupations	40.1	427	370	2,081	22,203	19,240
Industrial machinery repairers	40.2	530	480	2,091	27,543	24,960
Mechanics and repairers, N.E.C.	40.0	600	560	2,080	31,219	29,120
Electricians	40.0	479	404	2,080	24,931	21,008
Inspectors, testers, and graders	40.0	528	500	2,080	27,456	26,000
Machine operators, assemblers, and inspectors	40.0	627	750	2,080	32,622	39,021
Laundrying and dry cleaning machine operators	40.0	391	357	2,078	20,325	18,576
Assemblers	39.8	264	268	2,069	13,728	13,931
Transportation and material moving occupations	40.0	401	363	2,080	20,874	18,860
Truck drivers	39.9	367	353	2,077	19,076	18,362
Handlers, equipment cleaners, helpers, and laborers	39.8	322	299	2,070	16,770	15,558
Groundskeepers and gardeners except farm	40.0	374	346	2,074	19,381	18,013
Construction laborers	40.0	317	342	2,080	16,465	17,784
Stock handlers and baggers	40.0	337	336	2,078	17,547	17,472
Freight, stock, and material handlers, N.E.C.	39.7	292	290	2,067	15,180	15,080
Laborers except construction, N.E.C.	40.0	372	346	2,080	19,353	17,995
	40.0	459	476	2,080	23,885	24,751
Service occupations						
Protective service occupations	39.4	320	290	2,045	16,611	15,072
Supervisors, firefighters and fire prevention occupations	41.5	487	460	2,156	25,344	23,910
Supervisors, police and detectives	51.2	891	864	2,662	46,355	44,923
Firefighting occupations	40.9	875	887	2,125	45,480	46,128
Police and detectives, public service	52.1	702	719	2,710	36,509	37,382
Sheriffs, bailiffs, and other law enforcement officers	40.3	617	628	2,096	32,094	32,660
Guards and police except public service	41.5	529	520	2,159	27,505	27,014
Protective service occupations, N.E.C.	40.0	335	337	2,080	17,412	17,546
Food service occupations	38.9	380	330	2,023	19,782	17,140
Supervisors, food preparation and service occupations	39.1	237	246	2,032	12,299	12,785
Bartenders	39.8	449	471	2,071	23,365	24,500
Cooks	36.6	152	144	1,903	7,904	7,462
Kitchen workers, food preparation	39.1	331	329	2,035	17,237	17,118
Food preparation occupations, N.E.C.	37.7	282	264	1,963	14,688	13,738
Health service occupations	38.0	260	252	1,977	13,511	13,126
Health aides, except nursing	39.4	295	289	2,048	15,317	15,018
Nursing aides, orderlies and attendants	40.0	303	299	2,080	15,742	15,558
Cleaning and building service occupations	39.2	292	289	2,037	15,179	15,018
Supervisors, cleaning & building service workers	39.5	302	285	2,044	15,604	14,647
Maids and housemen	39.3	506	446	2,045	26,336	23,207
Janitors and cleaners	39.1	270	263	2,035	14,023	13,650
Personal service occupations	40.0	318	334	2,055	16,342	16,812
Service occupations, N.E.C.	36.5	375	309	1,900	19,513	16,048
	42.6	261	226	2,217	13,580	11,752

¹ Earnings 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, 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. The median designates position-one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ 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. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Orlando, FL, April 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$12.01	\$11.43	\$15.31	\$12.64	\$7.16
All occupations excluding sales	12.11	11.47	15.37	12.61	7.40
White-collar occupations	15.37	15.04	16.71	16.13	8.82
Level 1	6.97	6.97	—	7.23	6.36
Level 2	7.57	7.54	—	7.79	6.64
Level 3	7.61	7.49	8.76	8.06	6.66
Level 4	9.86	10.05	8.97	10.16	7.26
Level 5	12.62	12.95	11.40	12.67	10.15
Level 6	12.99	13.42	11.87	13.01	—
Level 7	16.29	16.53	14.33	16.31	—
Level 8	18.52	17.91	20.35	18.60	—
Level 9	20.88	21.03	20.42	20.94	19.79
Level 10	23.46	26.03	18.97	23.87	—
Level 11	24.69	27.81	19.41	24.69	—
Level 12	30.76	31.18	28.89	31.08	—
Level 13	45.60	52.03	—	45.60	—
Level 14	53.52	—	—	53.52	—
Not able to be leveled	14.30	—	17.31	21.33	—
White-collar occupations excluding sales	16.36	16.21	16.83	16.63	11.82
Level 1	7.72	7.74	—	7.85	—
Level 2	7.74	7.72	—	7.82	7.18
Level 3	8.28	8.21	8.76	8.30	8.09
Level 4	10.40	10.81	8.97	10.44	9.48
Level 5	11.97	12.20	11.40	11.98	9.89
Level 6	13.00	13.48	11.87	13.01	—
Level 7	15.93	16.19	14.33	15.96	—
Level 8	17.31	15.99	20.35	17.38	—
Level 9	20.81	20.93	20.42	20.86	19.79
Level 10	23.46	26.03	18.97	23.87	—
Level 11	24.69	27.81	19.41	24.69	—
Level 12	30.63	31.02	28.89	30.95	—
Level 13	45.60	52.03	—	45.60	—
Level 14	53.52	—	—	53.52	—
Not able to be leveled	14.30	—	17.31	21.33	—
Professional specialty and technical occupations	19.69	19.70	19.67	20.11	14.86
Professional specialty occupations	20.71	21.06	20.09	21.18	15.91
Level 5	14.61	14.61	—	14.65	—
Level 6	12.43	14.05	—	12.34	—
Level 7	16.83	18.35	12.90	16.90	—
Level 8	17.63	15.58	20.86	17.62	—
Level 9	20.87	20.58	21.68	20.98	19.79
Level 10	23.50	27.28	19.30	24.16	—
Level 11	22.68	28.03	19.19	22.68	—
Level 12	29.27	29.47	—	29.70	—
Engineers, architects, and surveyors	28.27	28.75	—	28.27	—
Level 9	27.19	27.36	—	27.19	—
Level 11	32.44	35.16	—	32.44	—
Mathematical and computer scientists	27.06	27.06	—	27.06	—
Natural scientists	—	—	—	—	—
Health related occupations	18.61	18.63	—	18.35	19.81
Level 8	16.87	—	—	—	—
Level 9	18.48	18.48	—	18.56	—
Teachers, college and university	23.92	18.22	24.96	25.95	—
Teachers, except college and university	20.16	15.60	20.48	20.21	12.65
Level 8	21.28	—	—	21.28	—
Librarians, archivists, and curators	17.23	—	17.23	17.23	—
Social scientists and urban planners	22.37	—	—	—	—
Social, religious, and recreation workers	11.29	10.74	—	11.29	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	15.96	15.97	—	20.06	—
Level 8	21.16	21.16	—	21.16	—
Technical occupations	16.87	17.10	13.99	17.25	10.02
Level 4	10.12	10.09	—	10.19	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Orlando, FL, April 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Technical occupations (-Continued)					
Level 5	\$12.41	\$12.41	—	\$12.41	—
Level 6	12.69	12.66	—	12.73	—
Level 7	14.42	14.42	—	14.46	—
Level 8	16.54	16.53	—	16.90	—
Level 9	21.95	22.71	—	21.95	—
Executive, administrative, and managerial occupations ...	23.44	23.86	\$22.10	23.44	—
Level 6	13.83	—	—	13.83	—
Level 7	16.81	16.81	—	16.81	—
Level 8	16.07	15.99	—	16.07	—
Level 9	20.21	20.57	19.20	20.21	—
Level 10	20.25	—	—	20.25	—
Level 11	24.92	24.86	—	24.92	—
Level 12	32.78	33.85	—	32.78	—
Level 13	47.04	56.51	—	47.04	—
Level 14	58.52	—	—	58.52	—
Not able to be leveled	28.55	—	—	—	—
Executives, administrators, and managers	25.03	25.02	25.07	25.04	—
Level 8	15.36	15.40	—	15.36	—
Level 9	20.20	19.81	21.45	20.20	—
Level 11	25.28	25.22	—	25.28	—
Level 12	34.22	35.98	—	34.22	—
Level 13	45.02	—	—	45.02	—
Not able to be leveled	28.55	—	—	—	—
Management related occupations	19.45	21.10	13.54	19.45	—
Level 6	12.48	—	—	12.48	—
Level 7	16.75	16.75	—	16.75	—
Level 9	20.23	22.78	—	20.23	—
Level 11	23.47	23.47	—	23.47	—
Sales occupations	10.98	11.02	—	13.04	\$6.40
Level 1	6.44	6.44	—	—	—
Level 2	6.59	6.59	—	—	—
Level 3	6.82	6.70	—	7.45	6.39
Level 4	8.00	8.00	—	8.76	—
Level 5	14.36	14.36	—	14.59	—
Level 7	17.57	17.57	—	17.57	—
Level 8	24.38	24.38	—	24.38	—
Administrative support occupations, including clerical	10.28	10.23	10.47	10.43	7.83
Level 1	7.72	7.74	—	7.85	—
Level 2	7.74	7.72	—	7.82	7.18
Level 3	8.26	8.22	8.57	8.29	—
Level 4	10.42	10.86	8.96	10.45	9.50
Level 5	11.54	11.48	11.66	11.56	—
Level 6	13.10	13.21	12.83	13.10	—
Level 7	16.12	16.26	15.56	16.12	—
Level 8	19.87	—	—	19.87	—
Blue-collar occupations					
Level 1	10.41	10.26	12.45	10.67	6.99
Level 2	7.44	7.44	—	7.90	5.88
Level 3	7.10	6.81	—	6.83	—
Level 4	8.70	8.67	—	8.70	—
Level 5	9.92	9.88	10.89	10.03	8.40
Level 6	10.37	10.19	11.94	10.45	—
Level 7	13.68	13.43	14.76	13.68	—
Level 8	16.96	17.05	16.12	16.96	—
Level 8	20.34	20.86	—	20.34	—
Precision production, craft, and repair occupations	13.12	12.95	14.48	13.17	—
Level 4	7.76	7.64	—	7.81	—
Level 5	12.05	11.97	12.59	12.05	—
Level 6	13.76	13.36	14.88	13.76	—
Level 7	17.05	17.17	16.12	17.05	—
Machine operators, assemblers, and inspectors	9.77	9.77	—	9.78	—
Level 1	6.71	6.71	—	6.71	—
Level 2	6.35	6.35	—	6.35	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Orlando, FL, April 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Machine operators, assemblers, and inspectors (-Continued)					
Level 3	\$8.04	\$8.04	—	\$8.04	—
Level 4	10.13	10.13	—	10.17	—
Transportation and material moving occupations	9.00	8.78	\$11.04	9.18	\$7.58
Level 2	8.16	7.44	—	—	—
Level 3	8.90	8.86	—	8.90	—
Level 4	—	—	11.44	—	—
Handlers, equipment cleaners, helpers, and laborers	8.97	8.95	9.23	9.34	6.66
Level 1	7.71	7.71	—	8.44	5.69
Level 2	6.91	6.91	—	—	—
Level 3	8.95	9.01	—	8.98	—
Level 4	10.31	10.33	—	10.32	—
Service occupations	7.69	6.91	12.86	8.12	5.49
Level 1	5.91	5.77	—	6.10	4.70
Level 2	6.53	6.43	—	6.62	6.06
Level 3	6.43	6.38	8.35	—	5.52
Level 4	8.00	—	9.93	8.26	—
Level 5	7.08	—	—	10.17	—
Level 6	11.30	—	12.99	11.30	—
Level 7	16.03	18.07	13.40	16.25	—
Level 8	15.37	—	15.30	15.37	—
Level 9	17.10	—	17.35	17.10	—
Level 10	18.41	—	18.41	18.41	—
Protective service occupations	11.32	8.13	14.31	11.75	6.32
Level 3	8.14	8.13	8.23	8.39	—
Level 4	8.97	—	10.27	9.08	—
Level 5	9.95	—	—	9.95	—
Level 6	12.98	—	12.98	12.98	—
Level 7	12.79	—	13.06	13.13	—
Level 8	15.30	—	15.30	15.30	—
Level 9	17.35	—	17.35	17.36	—
Level 10	18.41	—	18.41	18.41	—
Food service occupations	5.76	5.74	—	6.05	4.86
Level 1	5.08	5.08	—	5.40	3.39
Level 2	6.51	6.45	—	6.60	6.16
Level 3	5.04	5.04	—	—	5.02
Level 4	8.17	8.17	—	8.44	—
Health service occupations	7.51	7.51	—	7.48	—
Level 3	7.45	7.45	—	7.43	—
Level 4	7.80	7.80	—	7.82	—
Cleaning and building service occupations	7.55	7.29	9.28	7.63	—
Level 1	6.68	6.47	—	6.71	—
Level 2	6.62	6.32	—	6.62	—
Personal service occupations	9.61	9.63	—	10.27	—
Level 2	6.45	6.45	—	—	—
Level 3	6.81	6.81	—	—	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Orlando, FL, April 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Electrical and electronic engineers	\$26.43	\$26.38	—	\$26.43	—
Computer systems analysts and scientists	27.45	27.45	—	27.45	—
Registered nurses	18.88	18.90	—	18.62	\$19.86
Level 9	18.29	18.29	—	18.34	—
Elementary school teachers	20.04	—	—	20.04	—
Secondary school teachers	19.95	—	—	19.95	—
Teachers, N.E.C.	25.44	14.69	—	26.11	—
Vocational and educational counselors	17.33	—	—	17.33	—
Librarians	17.23	—	\$17.23	17.23	—
Social workers	11.13	—	—	11.13	—
Editors and reporters	23.68	23.68	—	23.68	—
Technical occupations:					
Clinical laboratory technologists and technicians	17.78	17.78	—	17.78	—
Licensed practical nurses	12.13	12.13	—	12.40	—
Level 6	11.85	11.85	—	11.87	—
Level 7	12.61	12.61	—	12.59	—
Health technologists and technicians, N.E.C.	8.67	8.67	—	—	—
Electrical and electronic technicians	17.75	18.03	—	17.75	—
Level 7	15.75	—	—	15.75	—
Technical and related occupations, N.E.C.	12.25	—	—	12.25	—
Executive, administrative, and managerial occupations:					
Financial managers	24.37	—	—	24.37	—
Personnel and labor relations managers	34.59	36.09	—	34.59	—
Managers., marketing, advertising and public relations	19.74	19.66	—	19.74	—
Administrators, education and related fields	22.30	20.64	22.46	22.30	—
Managers, medicine and health	22.06	—	—	22.06	—
Managers, food servicing and lodging establishments	18.93	18.93	—	18.93	—
Managers and administrators, N.E.C.	25.71	26.12	—	25.71	—
Level 11	25.45	25.46	—	25.45	—
Level 12	39.78	39.78	—	39.78	—
Accountants and auditors	18.91	18.99	—	18.91	—
Management analysts	25.16	25.16	—	25.16	—
Personnel, training, and labor relations specialists	12.84	—	—	12.84	—
Management related occupations, N.E.C.	21.56	23.75	—	21.56	—
Sales occupations:					
Supervisors, sales occupations	11.69	11.69	—	11.69	—
Sales workers, hardware and building supplies ...	9.74	9.74	—	10.39	—
Sales workers, other commodities	10.71	10.71	—	11.85	7.02
Level 4	7.03	7.03	—	—	—
Cashiers	6.59	6.45	—	7.40	6.15
Level 1	6.27	6.27	—	—	—
Level 3	6.62	6.38	—	—	6.22
Administrative support occupations, including clerical:					
Supervisors, general office	12.77	—	—	12.77	—
Secretaries	10.65	10.64	10.65	10.68	—
Level 4	10.21	10.45	—	10.21	—
Level 5	11.20	—	—	11.20	—
Typists	10.86	—	—	10.90	—
Hotel clerks					
Level 3	7.43	7.43	—	7.43	—
Transportation ticket and reservation agents	15.42	15.42	—	—	—
Level 4	14.40	14.40	—	—	—
Receptionists	7.64	7.64	—	7.74	—
Level 3	7.55	7.55	—	7.79	—
Order clerks	11.94	11.94	—	11.94	—
Records clerks, N.E.C.					
Level 3	8.12	—	—	8.12	—
Bookkeepers, accounting and auditing clerks	10.73	10.34	—	10.89	—
Level 4	10.96	10.23	—	11.15	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Orlando, FL, April 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Telephone operators	\$10.11	\$10.11	—	\$10.15	—
Dispatchers	10.74	—	\$12.49	10.74	—
Stock and inventory clerks	9.52	9.01	—	9.90	—
General office clerks	9.88	9.98	9.38	10.05	—
Level 2	8.02	8.02	—	—	—
Level 3	8.93	—	—	8.93	—
Level 4	9.51	9.57	—	9.60	—
Teachers' aides	6.78	—	—	—	—
Administrative support occupations, N.E.C.	11.72	10.95	12.52	11.75	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Industrial machinery repairers	15.01	—	—	15.01	—
Mechanics and repairers, N.E.C.	11.99	11.34	13.98	11.99	—
Level 5	10.35	10.05	—	10.35	—
Level 7	18.31	—	—	18.31	—
Electricians	13.20	—	—	13.20	—
Inspectors, testers, and graders	15.68	15.28	—	15.68	—
Machine operators, assemblers, and inspectors:					
Laundering and dry cleaning machine operators	6.64	6.64	—	6.64	—
Level 1	6.90	6.90	—	6.90	—
Assemblers	10.04	10.04	—	10.04	—
Transportation and material moving occupations:					
Truck drivers	8.08	7.80	—	8.10	—
Handlers, equipment cleaners, helpers, and laborers:					
Groundskeepers and gardeners except farm	7.92	—	—	7.92	—
Construction laborers	8.36	8.20	—	8.45	—
Stock handlers and baggers	6.92	6.92	—	7.35	\$6.01
Level 1	6.40	6.40	—	—	—
Freight, stock, and material handlers, N.E.C.	9.12	9.12	—	9.30	—
Vehicle washers and equipment cleaners	6.94	6.94	—	—	—
Laborers except construction, N.E.C.	11.04	11.08	—	11.48	—
Service occupations:					
Protective service occupations:					
Supervisors, firefighters and fire prevention occupations	17.41	—	17.41	17.41	—
Supervisors, police and detectives	21.37	—	21.37	21.40	—
Firefighting occupations	13.05	—	13.05	13.47	—
Level 7	11.36	—	11.36	12.23	—
Police and detectives, public service	15.31	—	15.31	15.31	—
Level 6	12.30	—	12.30	12.30	—
Level 8	15.46	—	15.46	15.46	—
Sheriffs, bailiffs, and other law enforcement officers	12.74	—	12.74	12.74	—
Guards and police except public service	8.17	8.15	—	8.37	—
Level 3	8.21	8.22	—	8.42	—
Protective service occupations, N.E.C.	8.52	—	10.48	9.78	—
Food service occupations:					
Supervisors, food preparation and service occupations	11.28	11.28	—	11.28	—
Bartenders	4.06	4.06	—	4.15	—
Waiters and waitresses	2.79	2.79	—	—	2.53
Level 1	2.42	2.42	—	—	—
Level 3	—	—	—	—	2.79
Cooks	7.96	7.96	—	8.47	6.66
Level 3	7.64	7.64	—	8.33	—
Level 4	9.52	9.52	—	9.52	—
Food counter, fountain, and related occupations	—	—	—	—	5.91
Kitchen workers, food preparation	—	—	—	7.48	—
Waiters/Waitresses' assistants	6.94	6.94	—	—	—
Food preparation occupations, N.E.C.	6.95	6.82	—	6.84	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Orlando, FL, April 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Food service occupations: (-Continued)					
Food preparation occupations, N.E.C. (-Continued)					
Level 1	\$6.67	\$6.67	—	\$6.68	—
Health service occupations:					
Health aides, except nursing	7.57	7.58	—	7.57	—
Nursing aides, orderlies and attendants	7.49	7.49	—	7.45	—
Level 3	7.41	7.41	—	7.41	—
Cleaning and building service occupations:					
Supervisors, cleaning & building service workers	12.87	—	—	12.87	—
Maids and housemen	6.85	6.85	—	6.89	—
Level 1	6.47	6.47	—	6.48	—
Level 2	6.06	6.06	—	6.06	—
Janitors and cleaners	7.86	7.57	—	7.95	—
Level 1	7.25	—	—	7.56	—
Level 2	7.08	—	—	7.08	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	7.06	7.11	—	—	—
Level 3	7.08	7.08	—	—	—
Service occupations, N.E.C.	6.12	6.12	—	6.12	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Orlando, FL, April 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$12.64	\$7.16	\$11.73	\$12.09	\$11.86	\$15.86
All occupations excluding sales	12.61	7.40	11.67	12.25	12.10	12.85
White-collar occupations	16.13	8.82	17.67	14.98	15.32	16.22
White-collar excluding sales	16.63	11.82	17.77	16.08	16.47	-
Professional specialty and technical occupations	20.11	14.86	21.48	19.17	19.69	-
Professional specialty occupations	21.18	15.91	20.40	20.84	20.71	-
Technical occupations	17.25	10.02	-	15.80	16.87	-
Executive, administrative, and managerial occupations ...	23.44	-	21.34	23.82	23.40	-
Sales occupations	13.04	6.40	15.60	10.81	8.63	18.13
Administrative support including clerical occupations	10.43	7.83	9.36	10.41	10.33	-
Blue-collar occupations	10.67	6.99	-	10.19	10.19	-
Precision production, craft, and repair occupations	13.17	-	11.80	13.75	12.56	-
Machine operators, assemblers, and inspectors	9.78	-	-	9.70	9.77	-
Transportation and material moving occupations	9.18	7.58	-	8.53	9.00	-
Handlers, equipment cleaners, helpers, and laborers	9.34	6.66	-	8.40	8.97	-
Service occupations	8.12	5.49	-	7.62	7.65	-

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. Individual occupations are classified into one of nine major occupational groups.

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.

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Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Orlando, FL, April 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$11.43	\$15.23	—	—	\$16.25	—	—	—	—	\$10.47
All occupations excluding sales	11.47	15.37	—	—	16.56	—	—	—	—	10.47
White-collar occupations	15.04	20.93	—	—	21.53	—	—	—	—	14.90
White-collar excluding sales	16.21	22.37	—	—	23.28	—	—	—	—	15.30
Professional specialty and technical occupations	19.70	25.99	—	—	26.90	—	—	—	—	17.36
Professional specialty occupations	21.06	28.68	—	—	29.92	—	—	—	—	18.11
Technical occupations	17.10	16.57	—	—	16.41	—	—	—	—	16.03
Executive, administrative, and managerial occupations	23.86	26.70	—	—	29.22	—	—	—	—	23.29
Sales occupations	11.02	—	—	—	—	—	—	—	—	10.56
Administrative support, including clerical occupations	10.23	10.81	—	—	10.95	—	—	—	—	9.81
Blue-collar occupations	10.26	10.98	—	—	11.01	—	—	—	—	8.96
Precision production, craft, and repair occupations	12.95	13.19	—	—	13.57	—	—	—	—	—
Machine operators, assemblers, and inspectors	9.77	10.53	—	—	10.53	—	—	—	—	7.74
Transportation and material moving occupations	8.78	10.16	—	—	—	—	—	—	—	8.67
Handlers, equipment cleaners, helpers, and laborers	8.95	8.56	—	—	9.30	—	—	—	—	9.37
Service occupations	6.91	—	—	—	—	—	—	—	—	6.94

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. 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. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and services.

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Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Orlando, FL, April 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$11.43	\$11.41	\$11.43	\$10.85	\$11.81
All occupations excluding sales	11.47	10.63	11.70	11.35	11.91
White-collar occupations	15.04	14.88	15.08	13.21	16.55
White-collar excluding sales	16.21	14.14	16.73	15.45	17.55
Professional specialty and technical occupations	19.70	14.51	20.97	20.69	21.11
Professional specialty occupations	21.06	14.43	22.29	23.94	21.78
Technical occupations	17.10	14.59	18.06	17.40	18.76
Executive, administrative, and managerial occupations ...	23.86	24.89	23.63	22.74	24.54
Sales occupations	11.02	16.76	8.91	8.12	10.29
Administrative support, including clerical occupations	10.23	10.21	10.24	8.00	11.71
Blue-collar occupations	10.26	10.40	10.22	9.79	10.63
Precision production, craft, and repair occupations	12.95	14.13	12.36	12.68	12.05
Machine operators, assemblers, and inspectors	9.77	9.56	9.83	10.26	-
Transportation and material moving occupations	8.78	7.57	9.10	8.95	-
Handlers, equipment cleaners, helpers, and laborers	8.95	7.67	9.38	7.57	11.05
Service occupations	6.91	6.25	7.05	6.70	-

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. 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. Individual occupations are classified into one of nine major occupational groups.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-4. Number of workers¹ represented by occupational group, Orlando, FL, April 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	432,047	365,507	66,540
All occupations excluding sales	390,799	324,822	65,977
White-collar occupations	207,226	162,057	45,168
White-collar excluding sales	165,978	121,373	44,605
Professional specialty and technical occupations	73,761	49,688	24,072
Professional specialty occupations	56,254	33,684	22,570
Technical occupations	17,507	16,005	1,502
Executive, administrative, and managerial occupations ...	25,483	18,915	6,568
Sales occupations	41,248	40,685	—
Administrative support including clerical occupations	66,734	52,770	13,965
Blue-collar occupations	88,248	81,865	6,383
Precision production, craft, and repair occupations	26,400	23,448	2,952
Machine operators, assemblers, and inspectors	15,396	15,396	—
Transportation and material moving occupations	18,804	16,520	2,285
Handlers, equipment cleaners, helpers, and laborers	27,648	26,502	1,146
Service occupations	136,573	121,584	14,989

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

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. While this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey is based on the type of data to be produced. Establishments that participate in the NCS are studied for several collection cycles. This allows changes in wages within these establishments to be observed over time. Individual wage data are collected for selected jobs during each establishment's initial cycle and updated during subsequent cycles. When data are not available during a collection cycle, efforts are made to collect the data during subsequent cycles and include it in later tabulations. Beginning in the year 2000, the current NCS sample will be replenished on a rotating basis.

Survey scope

This survey of the Orlando, FL, Metropolitan Statistical Area 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 was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The Orlando, FL, MSA includes Lake, Orange, Osceola, and Seminole Counties, FL.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Orlando, FL, Metropolitan Statistical Area. The reference month for the public sector is June 1994. 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 reference month for the private sector is April 1995. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame where the strata are determined by industry and whether the establishment is Private, State government or Local government. 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 the sample units within each stratum represent all the units within the stratum, both sampled and nonsampled. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

Detailed procedures are followed when collecting data from survey respondents. For the initial data collection, field economists, working out of the Regional Office, visited each establishment surveyed. The field economists - through mail, phone, or personal visit - completed update collection, which involved obtaining current pay data.

The following procedures are used for schedules initiated for the first time or reinitiated during an update.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.

3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

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

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

- 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

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

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

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the

survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey was collected from January 1998 through June 1998. The average payroll reference month was April 1998. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

Earnings

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

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

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

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

- given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

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

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

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

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

Straight-time. Time worked at the standard rate of pay for the job.

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

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

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 29.4 percent (representing 142,288 employees) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (3.7 percent of the total sample) 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.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated. The respondent has the option of giving mean data instead of individual wages in the years following the initiation.

In 1998, the publication criteria were changed to allow more data to publish. Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

As a result of the use of sampling weights, the number of workers estimates represent the total in all establishments within the scope of the study not the actual number of workers surveyed.

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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they also were not specifically measured, efforts were made to minimize nonsampling errors by the extensive training of field economists who gathered survey data, computer editing of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Orlando, FL, April 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	2,104	188	57	131	76	55
Private industry	2,040	159	56	103	62	41
Goods-producing industries	274	26	8	18	10	8
Mining	1	1	1	-	-	-
Construction	114	5	3	2	2	-
Manufacturing	159	20	4	16	8	8
Service-producing industries	1,766	133	48	85	52	33
Transportation and public utilities	139	9	2	7	3	4
Wholesale and retail trade	777	32	13	19	12	7
Finance, insurance and real estate	146	7	3	4	2	2
Services	704	85	30	55	35	20
State and local government	64	29	1	28	14	14

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Orlando, FL, April 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	3.0	3.6	3.6
All occupations excluding sales	3.1	3.7	3.6
White-collar occupations	3.3	4.0	4.6
White-collar occupations excluding sales	3.3	4.1	4.6
Professional specialty and technical occupations	4.1	5.6	3.2
Professional specialty occupations	4.2	6.2	3.3
Engineers, architects, and surveyors	5.4	5.6	—
Electrical and electronic engineers	5.4	5.6	—
Mathematical and computer scientists	6.8	6.8	—
Computer systems analysts and scientists	6.8	6.8	—
Natural scientists	—	—	—
Health related occupations	2.5	2.5	—
Registered nurses	2.2	2.3	—
Teachers, college and university	7.4	8.3	8.3
Teachers, except college and university	3.5	4.5	3.6
Elementary school teachers	3.2	—	—
Secondary school teachers	5.7	—	—
Teachers, N.E.C.	12.5	1.5	—
Vocational and educational counselors	8.1	—	—
Librarians, archivists, and curators	6.6	—	6.6
Librarians	6.6	—	6.6
Social scientists and urban planners	8.5	—	—
Social, recreation, and religious workers	6.6	7.2	—
Social workers	8.0	—	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	18.6	18.7	—
Editors and reporters	4.7	4.7	—
Technical occupations	8.7	9.2	9.9
Clinical laboratory technologists and technicians	24.3	24.3	—
Licensed practical nurses	2.9	2.9	—
Health technologists and technicians, N.E.C.	3.8	3.8	—
Electrical and electronic technicians	4.3	4.2	—
Technical and related occupations, N.E.C.	11.2	—	—
Executive, administrative, and managerial occupations ...	4.8	4.8	12.7
Executives, administrators, and managers	5.7	6.1	13.0
Financial managers	16.0	—	—
Personnel and labor relations managers	13.0	13.7	—
Managers., marketing, advertising and public relations	9.0	9.2	—
Administrators, education and related fields	17.6	16.8	19.1
Managers, medicine and health	10.4	—	—
Managers, food servicing and lodging establishments	12.6	12.6	—
Managers and administrators, N.E.C.	10.7	11.0	—
Management related occupations	7.8	7.6	11.2
Accountants and auditors	4.6	4.8	—
Management analysts	9.7	9.7	—
Personnel, training, and labor relations specialists	14.8	—	—
Management related occupations, N.E.C.	16.9	18.0	—
Sales occupations	8.9	9.1	—
Supervisors, sales occupations	6.4	6.4	—
Sales workers, hardware and building supplies ...	12.8	12.8	—
Sales workers, other commodities	15.3	15.3	—
Cashiers	2.6	2.1	—
Administrative support occupations, including clerical	3.1	3.6	6.0
Supervisors, general office	11.1	—	—
Secretaries	2.9	3.3	5.4
Typists	7.1	—	—
Transportation ticket and reservation agents	7.7	7.7	—
Receptionists	1.3	1.3	—
Order clerks	8.3	8.3	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Orlando, FL, April 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Bookkeepers, accounting and auditing clerks	3.5	4.1	—
Telephone operators	13.3	13.3	—
Dispatchers	8.7	—	6.2
Stock and inventory clerks	7.0	8.1	—
General office clerks	6.3	7.5	1.6
Teachers' aides	3.2	—	—
Administrative support occupations, N.E.C.	3.8	5.7	3.4
Blue-collar occupations			
Precision production, craft, and repair occupations	3.5	3.8	4.4
Industrial machinery repairers	7.7	8.6	4.4
Mechanics and repairers, N.E.C.	12.7	—	—
Electricians	8.5	11.3	5.7
Inspectors, testers, and graders	7.5	—	—
Machine operators, assemblers, and inspectors	12.4	13.8	—
Laundry and dry cleaning machine operators	6.5	6.5	—
Assemblers	3.8	3.8	—
Transportation and material moving occupations	7.0	7.0	—
Truck drivers	4.8	5.6	3.9
Handlers, equipment cleaners, helpers, and laborers	8.0	7.5	—
Groundskeepers and gardeners except farm	6.2	6.6	5.8
Construction laborers	4.7	—	—
Stock handlers and baggers	5.1	5.5	—
Freight, stock, and material handlers, N.E.C.	4.4	4.4	—
Vehicle washers and equipment cleaners	12.9	12.9	—
Laborers except construction, N.E.C.	9.9	9.9	—
.....	5.2	5.1	—
Service occupations			
Protective service occupations	4.8	5.7	4.5
Supervisors, firefighters and fire prevention occupations	7.6	10.7	3.5
Supervisors, police and detectives	10.1	—	10.1
Firefighting occupations	6.4	—	6.4
Police and detectives, public service	8.5	—	8.5
Sheriffs, bailiffs, and other law enforcement officers	3.4	—	3.4
Guards and police except public service	5.1	—	5.1
Protective service occupations, N.E.C.	11.4	11.9	—
Food service occupations	15.8	—	14.6
Supervisors, food preparation and service occupations	7.9	8.0	—
Bartenders	15.6	15.6	—
Waiters and waitresses	7.7	7.7	—
Cooks	7.7	7.7	—
Waiters/Waitresses' assistants	6.4	6.4	—
Food preparation occupations, N.E.C.	5.6	5.6	—
.....	3.0	2.9	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Orlando, FL, April 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Health service occupations	1.3	1.3	—
Health aides, except nursing	3.3	3.4	—
Nursing aides, orderlies and attendants	1.2	1.2	—
Cleaning and building service occupations	2.7	3.1	8.0
Supervisors, cleaning & building service workers	11.3	—	—
Maids and housemen	4.5	4.5	—
Janitors and cleaners	3.3	4.9	—
Personal service occupations	20.2	20.7	—
Attendants, amusement and recreation facilities ..	5.3	5.3	—
Service occupations, N.E.C.	4.0	4.0	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or

that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Orlando, FL, April 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	5	4
All occupations excluding sales	5	5	4
White-collar occupations	6	7	5
White-collar occupations excluding sales	7	7	7
Professional specialty and technical occupations	9	9	9
Professional specialty occupations	9	9	9
Engineers, architects, and surveyors	10	10	—
Electrical and electronic engineers	10	10	—
Mathematical and computer scientists	11	11	—
Computer systems analysts and scientists	11	11	—
Natural scientists	—	—	—
Health related occupations	9	9	9
Registered nurses	9	9	9
Teachers, college and university	10	11	—
Teachers, except college and university	9	9	6
Elementary school teachers	9	9	—
Secondary school teachers	10	10	—
Teachers, N.E.C.	8	8	—
Vocational and educational counselors	9	9	—
Librarians, archivists, and curators	10	10	—
Librarians	10	10	—
Social scientists and urban planners	9	—	—
Social, recreation, and religious workers	8	8	—
Social workers	8	8	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8	8	—
Editors and reporters	9	9	—
Technical occupations	7	7	5
Clinical laboratory technologists and technicians	7	7	—
Licensed practical nurses	7	7	—
Health technologists and technicians, N.E.C.	6	—	—
Electrical and electronic technicians	7	7	—
Technical and related occupations, N.E.C.	5	5	—
Executive, administrative, and managerial occupations	10	10	—
Executives, administrators, and managers	10	10	—
Financial managers	10	10	—
Personnel and labor relations managers	11	11	—
Managers., marketing, advertising and public relations	10	10	—
Administrators, education and related fields	10	10	—
Managers, medicine and health	10	10	—
Managers, food servicing and lodging establishments ...	8	8	—
Managers and administrators, N.E.C.	10	10	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Management analysts	10	10	—
Personnel, training, and labor relations specialists	7	7	—
Management related occupations, N.E.C.	9	9	—
Sales occupations	4	5	3
Supervisors, sales occupations	5	5	—
Sales workers, hardware and building supplies	4	5	—
Sales workers, other commodities	4	5	4
Cashiers	2	2	2
Administrative support occupations, including clerical	4	4	3
Supervisors, general office	6	6	—
Secretaries	4	4	—
Typists	4	4	—
Transportation ticket and reservation agents	5	—	—
Receptionists	3	3	—
Order clerks	5	5	—
Bookkeepers, accounting and auditing clerks	4	4	—
Telephone operators	3	3	—
Dispatchers	5	5	—
Stock and inventory clerks	4	4	—
General office clerks	4	4	—
Teachers' aides	4	—	—
Administrative support occupations, N.E.C.	5	5	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Orlando, FL, April 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Blue-collar occupations	4	4	2
Precision production, craft, and repair occupations	5	5	—
Industrial machinery repairers	6	6	—
Mechanics and repairers, N.E.C.	5	5	—
Electricians	7	7	—
Inspectors, testers, and graders	5	5	—
Machine operators, assemblers, and inspectors	4	4	—
Laundering and dry cleaning machine operators	2	2	—
Assemblers	5	5	—
Transportation and material moving occupations	3	3	3
Truck drivers	2	2	—
Handlers, equipment cleaners, helpers, and laborers	3	3	2
Groundskeepers and gardeners except farm	3	3	—
Construction laborers	3	3	—
Stock handlers and baggers	2	2	2
Freight, stock, and material handlers, N.E.C.	3	3	—
Vehicle washers and equipment cleaners	2	—	—
Laborers except construction, N.E.C.	3	3	—
Service occupations	3	4	3
Protective service occupations	5	5	3
Supervisors, firefighters and fire prevention occupations	9	9	—
Supervisors, police and detectives	10	10	—
Firefighting occupations	7	7	—
Police and detectives, public service	8	8	—
Sheriffs, bailiffs, and other law enforcement officers	6	6	—
Guards and police except public service	3	3	—
Protective service occupations, N.E.C.	4	5	—
Food service occupations	3	3	3
Supervisors, food preparation and service occupations	5	5	—
Bartenders	3	3	—
Waiters and waitresses	3	—	3
Cooks	3	3	3
Food counter, fountain, and related occupations	—	—	3
Kitchen workers, food preparation	—	2	—
Waiters/Waitresses' assistants	2	—	—
Food preparation occupations, N.E.C.	2	2	—
Health service occupations	4	4	—
Health aides, except nursing	5	5	—
Nursing aides, orderlies and attendants	3	3	—
Cleaning and building service occupations	2	2	—
Supervisors, cleaning & building service workers	6	6	—
Maids and housemen	2	2	—
Janitors and cleaners	2	3	—
Personal service occupations	5	5	—
Attendants, amusement and recreation facilities	3	—	—
Service occupations, N.E.C.	4	4	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may

include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.