

Milwaukee-Racine, WI National Compensation Survey November 1998



U.S. Department of Labor
Alexis M. Herman, Secretary

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Katharine G. Abraham, Commissioner

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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. 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.

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

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Introduction

The tables in this bulletin summarize the NCS survey results for the Milwaukee-Racine, WI metropolitan area. 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 are 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 products

The National Compensation Survey of the Bureau of Labor Statistics provides data on the occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, will be derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings. Straight-time earnings include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. A total of 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households).

Table A-1 presents straight-time earnings for detailed occupations. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondent or if the data are insufficient to support reliable estimates. The earnings shown include the mean for each occupation, as well as earnings for selected percentiles in each occupation.

Table A-2 compares the type of data and details shown in table A-1 for the private industry and State and local government sector.

Table A-3 compares the type of data and details shown in table A-1 for full-time and part-time workers. The definitions of full-time and part-time workers are those used in the surveyed establishments.

Table A-4 presents the weekly and annual straight-time earnings for full-time employees in specific occupations across all industries. For the weekly and annual earnings, the mean and median earnings and the mean hours are shown. The mean hours reflect hours employees are scheduled to work, excluding overtime hours.

Table B-1 presents mean straight-time hourly earnings for groups of occupations and for levels of job requirements related to occupations in the group. Separate data are also shown for private industry and government workers, and for full-time and part-time workers in all industries. (See appendix C, Generic Leveling Criteria, for more information on job ranking in this survey. Average work levels for published occupation groups and their component occupations are presented in appendix table 3.)

Table B-2 also presents mean straight-time hourly earnings, but for detailed occupations at several levels of job requirements for each detailed occupation.

Table C-1 presents mean straight-time hourly earnings for occupation groups and selected occupation characteristics. The occupation characteristics include full-time and part-time status, union and nonunion status, and time or incentive pay status. Union workers' wages are determined through collective bargaining. Time workers' wages are based solely on hourly rate or salary. Incentive workers' wages are at least partially based on productivity payments such as piece rates, commissions and production bonuses.

Table C-2 presents mean straight-time hourly earnings for occupation groups and industry division of employers; these are limited to the private sector.

Table C-3 presents mean straight-time hourly earnings for occupation groups and the employment size of employers; these are also limited to the private sector.

Table C-4 presents the employment scope of this survey. The occupation employment estimates shown relate to all employers in the area surveyed, not just the surveyed employers.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Milwaukee-Racine, WI, November 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$16.09	\$7.19	\$9.66	\$14.00	\$20.12	\$27.07
All occupations excluding sales	16.14	7.40	9.76	14.12	20.19	26.82
White-collar occupations	19.58	9.15	12.05	17.00	24.04	34.42
White-collar occupations excluding sales	20.19	9.64	12.60	17.63	24.86	35.10
Professional specialty and technical occupations	23.30	13.47	16.50	20.85	28.03	36.28
Professional specialty occupations	25.07	14.49	18.03	22.78	30.19	37.18
Engineers, architects, and surveyors	26.04	18.57	21.50	25.10	29.12	34.77
Industrial engineers	22.67	20.40	21.20	22.60	23.50	28.08
Mechanical engineers	22.89	17.79	18.75	21.72	26.48	31.86
Engineers, N.E.C.	31.30	25.27	27.82	29.12	34.15	40.87
Mathematical and computer scientists	26.94	18.03	20.99	26.44	30.58	37.18
Computer systems analysts and scientists	24.75	18.03	20.68	26.19	27.95	30.29
Operations and systems researchers and analysts	26.84	18.75	19.67	24.42	36.22	37.18
Natural scientists	25.72	15.34	18.03	19.75	33.10	41.13
Health related occupations	21.58	15.12	17.48	19.48	22.92	27.17
Physicians	31.90	13.31	13.65	14.23	52.89	70.81
Registered nurses	20.14	15.70	17.60	19.57	22.72	24.70
Therapists, N.E.C.	21.65	15.50	18.59	18.84	26.49	32.79
Teachers, college and university	40.20	19.56	31.17	41.83	50.47	54.38
Teachers, post secondary N.E.C.	34.26	16.35	28.74	35.91	41.31	43.50
Teachers, except college and university	26.67	15.52	20.76	27.84	33.80	36.71
Elementary school teachers	27.19	18.34	21.46	27.42	33.11	36.71
Secondary school teachers	29.57	19.74	24.39	30.78	34.99	36.71
Teachers, special education	21.36	13.11	13.90	17.94	29.14	34.09
Teachers, N.E.C.	28.13	17.92	22.87	29.05	34.95	37.05
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	14.02	8.50	12.58	14.10	17.02	18.11
Social workers	14.86	10.96	12.93	14.28	17.02	18.67
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	22.17	12.66	17.05	20.43	26.92	34.42
Athletes	23.61	9.00	16.00	17.50	36.25	36.25
Technical occupations	17.41	12.04	13.91	16.26	20.13	23.80
Clinical laboratory technologists and technicians	14.96	11.36	12.60	14.02	16.92	20.15
Licensed practical nurses	13.71	11.61	12.48	13.87	14.63	15.51
Health technologists and technicians, N.E.C.	13.43	8.52	10.25	13.91	15.03	19.00
Electrical and electronic technicians	21.74	17.55	19.26	21.63	24.10	27.01
Engineering technicians, N.E.C.	19.58	16.26	16.43	19.84	22.55	23.38
Drafters	16.59	11.50	15.00	16.50	19.75	20.00
Computer programmers	23.39	14.88	18.95	22.16	26.16	31.00
Technical and related occupations, N.E.C.	19.80	14.32	15.00	19.19	25.53	27.88
Executive, administrative, and managerial occupations	26.83	14.52	18.50	23.47	34.38	40.05
Executives, administrators, and managers	30.39	16.91	21.67	28.73	38.41	46.54
Administrators and officials, public administration	26.23	20.30	21.42	23.17	30.21	36.08
Financial managers	28.18	21.06	21.63	23.47	30.77	46.75
Administrators, education and related fields	34.68	25.26	31.07	36.00	39.09	41.05
Managers, medicine and health	22.93	13.13	19.23	21.38	27.97	33.16
Managers and administrators, N.E.C.	33.01	18.68	25.00	32.21	39.90	48.06
Management related occupations	21.48	13.50	15.22	18.84	26.45	34.38
Accountants and auditors	20.30	15.90	17.38	19.62	23.40	26.91
Underwriters	14.68	9.62	12.53	13.66	14.78	20.31
Other financial officers	24.22	13.42	15.69	22.05	28.37	45.12
Personnel, training, and labor relations specialists	19.72	13.81	15.08	17.72	23.49	33.00
Purchasing agents and buyers, N.E.C.	19.48	13.70	17.74	19.49	20.00	26.50
Management related occupations, N.E.C.	23.53	14.42	15.65	19.69	32.83	35.77
Sales occupations	15.40	6.00	7.85	13.17	18.49	30.12
Supervisors, sales occupations	17.56	7.50	10.55	14.42	23.95	30.42
Sales representatives, mining, manufacturing, and wholesale	25.49	13.69	15.00	21.97	30.29	41.95
Sales workers, other commodities	8.13	5.93	6.28	7.32	9.15	10.75
Cashiers	6.87	5.18	5.50	6.25	7.49	10.15

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Sales occupations (-Continued)						
Sales support occupations, N.E.C.	\$14.63	\$8.22	\$12.67	\$14.20	\$18.83	\$19.16
Administrative support occupations, including clerical	12.44	8.50	9.66	11.90	13.93	17.96
Supervisors, general office	14.88	10.00	12.05	12.59	19.46	20.91
Secretaries	12.84	9.82	10.79	12.43	13.83	16.45
Receptionists	8.83	7.00	8.00	9.50	10.00	10.00
Information clerks, N.E.C.	12.07	9.60	11.70	12.36	12.36	14.70
Order clerks	10.80	8.76	9.07	10.00	11.90	13.38
Records clerks, N.E.C.	11.80	8.22	9.58	12.02	13.85	15.08
Bookkeepers, accounting and auditing clerks	11.30	8.50	9.38	11.00	12.98	14.49
Payroll and timekeeping clerks	11.96	9.86	9.86	11.50	12.42	14.51
Mail clerks except postal service	10.79	8.96	9.45	9.93	11.78	15.29
Dispatchers	13.67	10.62	10.92	13.52	14.51	17.19
Production coordinators	13.82	9.44	11.43	12.90	16.22	20.06
Traffic, shipping and receiving clerks	10.93	8.50	9.00	10.75	12.14	14.39
Insurance adjusters, examiners, and investigators	19.81	11.76	13.53	21.62	23.99	27.00
Investigators and adjusters except insurance	12.14	9.00	10.03	12.35	13.45	14.80
General office clerks	10.78	8.24	9.06	10.37	12.67	14.05
Data entry keyers	10.13	8.50	9.35	9.87	11.01	12.34
Teachers' aides	10.15	8.09	8.61	9.87	11.60	12.16
Administrative support occupations, N.E.C.	12.35	8.50	10.16	12.01	14.41	16.40
Blue-collar occupations						
Precision production, craft, and repair occupations	13.95	7.09	9.61	13.40	17.86	21.35
Supervisors, mechanics and repairers	18.25	11.50	15.37	18.05	21.45	24.11
Industrial machinery repairers	24.75	15.04	21.25	26.75	29.09	32.26
Electricians	18.65	15.00	15.76	17.43	21.85	24.23
Plumbers, pipefitters and steamfitters	21.44	19.28	20.60	21.45	23.52	24.37
Supervisors, production occupations	21.51	16.09	16.91	25.10	25.62	25.96
Tool and die makers	18.33	11.50	14.42	18.75	21.63	25.60
Machinists	21.29	18.94	19.98	21.54	23.09	23.27
Miscellaneous precision workers, N.E.C.	15.83	11.75	15.00	15.90	18.28	18.50
Stationary engineers	19.59	15.28	15.57	20.06	21.83	23.13
Machine operators, assemblers, and inspectors	16.89	14.39	15.90	16.71	17.74	21.07
Lathe and turning machine operators	12.56	6.75	9.25	12.00	15.56	20.40
Punching and stamping press operators	17.72	11.83	16.63	18.53	20.43	22.25
Drilling and boring machine operators	15.65	9.95	12.22	15.16	20.73	20.73
Grinding, abrading, buffing, and polishing machine operators	13.41	10.09	10.60	12.15	15.80	18.25
Numerical control machine operators	10.78	8.00	8.50	10.00	13.30	13.76
Fabricating machine operators, N.E.C.	13.46	9.59	11.40	13.55	15.10	16.00
Molding and casting machine operators	14.01	7.50	12.85	12.85	15.93	20.87
Printing press operators	11.39	8.30	8.80	9.60	13.37	15.56
Packaging and filling machine operators	14.42	7.25	8.75	14.21	19.78	21.66
Painting and paint spraying machine operators ...	13.12	8.75	10.00	12.18	16.93	18.15
Miscellaneous machine operators, N.E.C.	13.16	9.25	9.25	13.10	14.75	21.40
Welders and cutters	14.10	8.74	10.61	12.50	18.50	21.36
Assemblers	14.69	9.55	11.75	13.50	18.64	20.76
Miscellaneous hand working occupations, N.E.C.	10.40	6.00	6.00	9.66	12.52	17.93
Production inspectors, checkers and examiners ..	10.52	6.00	7.16	11.18	11.18	21.22
Transportation and material moving occupations ..	10.89	8.26	8.76	9.73	12.86	15.90
Truck drivers	16.07	9.50	12.47	16.02	19.52	21.90
Industrial truck and tractor equipment operators ..	17.20	10.86	13.53	16.21	21.35	22.38
Handlers, equipment cleaners, helpers, and laborers	14.87	9.40	12.34	14.52	19.86	20.64
Groundskeepers and gardeners except farm	10.20	6.00	7.00	9.25	12.55	15.89
Production helpers	13.66	6.80	8.16	14.65	18.85	18.85
Stock handlers and baggers	8.85	6.00	7.00	8.00	10.00	14.28
Machine feeders and offbearers	10.61	6.50	7.98	9.71	13.80	14.05
Freight, stock, and material handlers, N.E.C.	9.49	6.50	7.04	10.25	11.88	12.55
Hand packers and packagers	11.06	7.90	9.07	10.62	13.05	16.62
Laborers except construction, N.E.C.	9.22	7.00	7.50	9.56	10.33	12.50
	8.85	5.72	6.28	8.00	10.52	13.09
Service occupations						
	9.43	5.50	6.65	8.25	10.36	16.34

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Protective service occupations	\$16.61	\$9.36	\$11.71	\$16.49	\$21.42	\$23.72
Police and detectives, public service	21.40	18.52	21.04	21.42	22.16	22.90
Guards and police except public service	11.69	7.50	9.01	9.95	16.98	16.98
Food service occupations	7.32	3.52	5.45	6.85	9.00	11.00
Supervisors, food preparation and service occupations	12.10	8.00	8.46	11.54	15.93	16.34
Waiters and waitresses	3.59	2.33	2.33	3.18	4.69	5.55
Cooks	9.63	6.30	8.50	9.50	10.09	12.00
Kitchen workers, food preparation	8.27	6.00	6.65	8.00	10.15	10.30
Waiters'/Waitresses' assistants	7.47	5.34	6.00	6.50	7.18	13.57
Food preparation occupations, N.E.C.	6.80	5.25	5.62	6.50	7.57	8.97
Health service occupations	8.46	6.20	7.50	8.50	9.38	10.38
Health aides, except nursing	10.14	8.23	9.00	9.66	10.31	12.52
Nursing aides, orderlies and attendants	8.22	6.00	7.40	8.25	9.09	10.19
Cleaning and building service occupations	9.85	5.98	6.80	8.35	11.54	16.00
Maids and housemen	7.24	5.75	6.00	7.52	7.90	8.60
Janitors and cleaners	8.95	5.86	6.50	7.85	10.68	13.44
Personal service occupations	8.18	6.00	6.70	7.72	9.29	10.73
Child care workers, N.E.C.	6.91	5.90	6.00	6.70	7.10	7.50
Service occupations, N.E.C.	8.89	6.65	7.72	8.24	10.15	12.20

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.

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.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 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	\$15.54	\$7.00	\$9.41	\$13.45	\$19.37	\$25.49	\$19.53	\$9.36	\$13.15	\$17.71	\$23.99	\$34.23
All occupations excluding sales	15.55	7.04	9.50	13.50	19.48	25.08	19.53	9.36	13.15	17.71	23.99	34.23
White-collar occupations	19.03	8.95	11.78	16.25	23.27	33.05	22.00	10.62	13.88	19.75	30.05	36.28
White-collar occupations excluding sales	19.71	9.50	12.35	16.99	23.47	34.38	22.00	10.62	13.88	19.75	30.05	36.28
Professional specialty and technical occupations	22.74	13.09	16.03	20.37	26.33	36.06	24.55	13.92	17.78	23.09	32.05	36.52
Professional specialty occupations	24.92	14.42	18.00	22.36	28.58	38.94	25.31	14.49	18.34	24.28	32.58	36.71
Engineers, architects, and surveyors	26.22	19.38	21.50	25.27	29.12	34.78	-	-	-	-	-	-
Industrial engineers	22.67	20.40	21.20	22.60	23.50	28.08	-	-	-	-	-	-
Mechanical engineers	22.89	17.79	18.75	21.72	26.48	31.86	-	-	-	-	-	-
Engineers, N.E.C.	31.30	25.27	27.82	29.12	34.15	40.87	-	-	-	-	-	-
Mathematical and computer scientists	27.61	18.75	21.71	26.95	30.88	37.18	-	-	-	-	-	-
Computer systems analysts and scientists	25.75	18.03	22.36	26.82	28.56	30.58	-	-	-	-	-	-
Operations and systems researchers and analysts	26.84	18.75	19.67	24.42	36.22	37.18	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	21.82	15.12	17.21	19.73	23.07	27.63	19.78	17.20	17.89	18.84	20.12	21.02
Physicians	31.90	13.31	13.65	14.23	52.89	70.81	-	-	-	-	-	-
Registered nurses	20.22	15.65	17.59	19.74	22.78	25.09	-	-	-	-	-	-
Therapists, N.E.C.	22.67	13.47	17.20	23.74	27.73	32.79	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-	31.34	19.56	19.56	32.14	40.09	42.39
Teachers, post secondary N.E.C.	-	-	-	-	-	-	34.26	16.35	28.74	35.91	41.31	43.50
Teachers, except college and university	13.96	8.59	8.59	12.67	15.70	24.43	27.85	18.34	22.26	28.59	34.05	36.71
Elementary school teachers	21.04	13.17	15.24	20.54	24.35	30.87	27.39	18.65	22.01	27.60	33.23	36.71
Secondary school teachers	23.50	13.63	14.83	20.54	30.10	41.43	29.76	20.12	24.86	31.07	35.10	36.71
Teachers, N.E.C.	-	-	-	-	-	-	28.13	17.92	22.84	29.13	34.95	37.33
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	11.55	5.75	8.50	10.50	14.49	18.11	15.38	12.93	13.74	14.65	17.02	18.72
Social workers	12.69	9.50	10.25	12.36	12.98	17.79	15.50	12.93	13.52	14.71	17.28	18.82
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	22.43	12.90	17.10	20.43	26.92	34.42	-	-	-	-	-	-
Technical occupations	17.62	12.04	14.11	16.35	20.15	24.49	15.69	11.67	13.47	14.69	18.47	20.92
Clinical laboratory technologists and technicians	14.96	11.36	12.60	14.02	16.92	20.15	-	-	-	-	-	-
Licensed practical nurses	13.99	12.00	12.60	14.15	14.73	16.45	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	13.43	8.52	10.25	13.91	15.03	19.00	-	-	-	-	-	-
Electrical and electronic technicians	21.74	17.55	19.26	21.63	24.10	27.01	-	-	-	-	-	-
Drafters	16.59	11.50	15.00	16.50	19.75	20.00	-	-	-	-	-	-
Computer programmers	23.44	14.88	18.95	22.16	26.16	31.00	-	-	-	-	-	-
Technical and related occupations, N.E.C.	20.10	14.32	15.00	19.19	25.82	27.88	-	-	-	-	-	-
Executive, administrative, and managerial occupations	26.57	14.42	17.50	23.46	33.32	40.64	28.55	18.83	21.42	28.73	36.08	39.09
Executives, administrators, and managers	30.40	15.97	21.63	27.04	38.81	48.08	30.33	20.30	22.23	30.83	36.40	39.09
Administrators and officials, public administration	-	-	-	-	-	-	26.23	20.30	21.42	23.17	30.21	36.08
Financial managers	28.18	21.06	21.63	23.47	30.77	46.75	-	-	-	-	-	-
Administrators, education and related fields	-	-	-	-	-	-	35.65	28.39	31.38	36.40	39.09	41.05
Managers, medicine and health	21.83	13.13	17.75	21.00	26.72	30.55	-	-	-	-	-	-
Managers and administrators, N.E.C.	33.17	17.95	25.00	32.21	39.90	48.08	-	-	-	-	-	-
Management related occupations	21.59	13.42	15.14	19.38	26.84	34.38	-	-	-	-	-	-
Accountants and auditors	20.30	15.90	17.38	19.62	23.40	26.91	-	-	-	-	-	-
Underwriters	14.68	9.62	12.53	13.66	14.78	20.31	-	-	-	-	-	-
Other financial officers	24.22	13.42	15.69	22.05	28.37	45.12	-	-	-	-	-	-
Personnel, training, and labor relations specialists	19.72	13.81	15.08	17.72	23.49	33.00	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	19.48	13.70	17.74	19.49	20.00	26.50	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 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)													
Executive, administrative, and managerial occupations (-Continued)													
Management related occupations (-Continued)													
Management related occupations, N.E.C.	\$23.53	\$14.42	\$15.65	\$19.69	\$32.83	\$35.77	—	—	—	—	—	—	—
Sales occupations	15.40	6.00	7.85	13.17	18.49	30.12	—	—	—	—	—	—	—
Supervisors, sales occupations	17.56	7.50	10.55	14.42	23.95	30.42	—	—	—	—	—	—	—
Sales representatives, mining, manufacturing, and wholesale	25.49	13.69	15.00	21.97	30.29	41.95	—	—	—	—	—	—	—
Sales workers, other commodities	8.13	5.93	6.28	7.32	9.15	10.75	—	—	—	—	—	—	—
Cashiers	6.87	5.18	5.50	6.25	7.49	10.15	—	—	—	—	—	—	—
Sales support occupations, N.E.C.	14.63	8.22	12.67	14.20	18.83	19.16	—	—	—	—	—	—	—
Administrative support occupations, including clerical	12.55	8.50	9.65	12.00	14.07	18.27	\$11.79	\$8.59	\$10.16	\$11.38	\$13.86	\$14.87	—
Supervisors, general office	14.88	10.00	12.05	12.59	19.46	20.91	—	—	—	—	—	—	—
Secretaries	13.15	9.71	10.79	12.48	13.84	18.22	12.12	10.16	10.79	11.93	13.74	13.93	—
Receptionists	8.83	7.00	8.00	9.50	10.00	10.00	—	—	—	—	—	—	—
Information clerks, N.E.C.	12.07	9.60	11.70	12.36	12.36	14.70	—	—	—	—	—	—	—
Order clerks	10.80	8.76	9.07	10.00	11.90	13.38	—	—	—	—	—	—	—
Records clerks, N.E.C.	11.80	8.22	9.58	12.02	13.85	15.08	—	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.93	8.00	9.00	10.57	12.85	13.88	—	—	—	—	—	—	—
Payroll and timekeeping clerks	11.96	9.86	9.86	11.50	12.42	14.51	—	—	—	—	—	—	—
Mail clerks except postal service	10.79	8.96	9.45	9.93	11.78	15.29	—	—	—	—	—	—	—
Production coordinators	13.82	9.44	11.43	12.90	16.22	20.06	—	—	—	—	—	—	—
Traffic, shipping and receiving clerks	10.93	8.50	9.00	10.75	12.14	14.39	—	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	19.81	11.76	13.53	21.62	23.99	27.00	—	—	—	—	—	—	—
Investigators and adjusters except insurance	12.14	9.00	10.03	12.35	13.45	14.80	—	—	—	—	—	—	—
General office clerks	10.56	6.68	8.50	10.48	12.75	14.05	10.96	9.00	9.64	10.22	11.68	14.15	—
Data entry keyers	10.13	8.50	9.35	9.87	11.01	12.34	—	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	10.17	8.09	8.61	10.05	11.60	12.16	—
Administrative support occupations, N.E.C.	12.14	8.50	9.97	12.01	13.82	16.54	—	—	—	—	—	—	—
Blue-collar occupations	13.91	7.22	9.60	13.09	17.86	21.35	14.61	5.94	12.24	15.86	17.92	18.85	—
Precision production, craft, and repair occupations	18.34	11.50	15.34	18.29	21.82	24.37	17.27	14.39	16.09	17.32	17.92	20.60	—
Supervisors, mechanics and repairers	24.75	15.04	21.25	26.75	29.09	32.26	—	—	—	—	—	—	—
Industrial machinery repairers	18.65	15.00	15.76	17.43	21.85	24.23	—	—	—	—	—	—	—
Electricians	21.59	19.28	19.41	22.96	23.52	24.37	—	—	—	—	—	—	—
Supervisors, production occupations	18.33	11.50	14.42	18.75	21.63	25.60	—	—	—	—	—	—	—
Tool and die makers	21.29	18.94	19.98	21.54	23.09	23.27	—	—	—	—	—	—	—
Machinists	15.83	11.75	15.00	15.90	18.28	18.50	—	—	—	—	—	—	—
Miscellaneous precision workers, N.E.C.	19.59	15.28	15.57	20.06	21.83	23.13	—	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	12.56	6.75	9.25	12.00	15.56	20.40	—	—	—	—	—	—	—
Lathe and turning machine operators	17.72	11.83	16.63	18.53	20.43	22.25	—	—	—	—	—	—	—
Punching and stamping press operators	15.65	9.95	12.22	15.16	20.73	20.73	—	—	—	—	—	—	—
Drilling and boring machine operators	13.41	10.09	10.60	12.15	15.80	18.25	—	—	—	—	—	—	—
Grinding, abrading, buffing, and polishing machine operators	10.78	8.00	8.50	10.00	13.30	13.76	—	—	—	—	—	—	—
Numerical control machine operators	13.46	9.59	11.40	13.55	15.10	16.00	—	—	—	—	—	—	—
Fabricating machine operators, N.E.C.	14.01	7.50	12.85	12.85	15.93	20.87	—	—	—	—	—	—	—
Molding and casting machine operators	11.39	8.30	8.80	9.60	13.37	15.56	—	—	—	—	—	—	—
Printing press operators	14.45	7.25	8.75	14.21	19.78	21.66	—	—	—	—	—	—	—
Packaging and filling machine operators	13.12	8.75	10.00	12.18	16.93	18.15	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 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	
Blue-collar occupations (-Continued)													
Machine operators, assemblers, and inspectors (-Continued)													
Painting and paint spraying machine operators	\$13.16	\$9.25	\$9.25	\$13.10	\$14.75	\$21.40	-	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	14.10	8.74	10.61	12.50	18.50	21.36	-	-	-	-	-	-	-
Welders and cutters	14.69	9.55	11.75	13.50	18.64	20.76	-	-	-	-	-	-	-
Assemblers	10.40	6.00	6.00	9.66	12.52	17.93	-	-	-	-	-	-	-
Miscellaneous hand working occupations, N.E.C.	10.52	6.00	7.16	11.18	11.18	21.22	-	-	-	-	-	-	-
Production inspectors, checkers and examiners	10.89	8.26	8.76	9.73	12.86	15.90	-	-	-	-	-	-	-
Transportation and material moving occupations													
Truck drivers	17.28	10.86	12.52	16.50	21.35	22.74	-	-	-	-	-	-	-
Industrial truck and tractor equipment operators	14.87	9.40	12.34	14.52	19.86	20.64	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.93	6.25	7.25	9.25	11.59	14.77	\$11.63	\$5.54	\$6.43	\$13.52	\$15.89	\$18.85	
Groundskeepers and gardeners except farm	-	-	-	-	-	-	14.80	8.16	8.16	14.65	18.85	18.85	
Production helpers	8.85	6.00	7.00	8.00	10.00	14.28	-	-	-	-	-	-	-
Stock handlers and baggers	10.61	6.50	7.98	9.71	13.80	14.05	-	-	-	-	-	-	-
Machine feeders and offbearers	9.49	6.50	7.04	10.25	11.88	12.55	-	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	11.06	7.90	9.07	10.62	13.05	16.62	-	-	-	-	-	-	-
Hand packers and packagers	9.22	7.00	7.50	9.56	10.33	12.50	-	-	-	-	-	-	-
Laborers except construction, N.E.C.	9.15	6.10	7.00	8.75	10.52	11.48	8.07	5.40	5.54	6.28	7.80	16.72	
Service occupations	8.00	5.30	6.25	7.73	9.41	10.81	15.28	8.46	9.95	14.20	20.99	22.79	
Protective service occupations	12.28	7.00	9.01	9.32	16.98	16.98	17.39	9.59	13.67	16.98	22.04	23.76	
Police and detectives, public service ..	-	-	-	-	-	-	21.40	18.52	21.04	21.42	22.16	22.90	
Guards and police except public service	12.30	7.00	8.86	10.09	16.98	16.98	-	-	-	-	-	-	-
Food service occupations	7.23	3.36	5.35	6.65	9.00	11.00	8.69	7.80	8.07	8.49	9.39	10.09	
Supervisors, food preparation and service occupations	12.24	8.00	11.20	11.54	16.34	16.34	-	-	-	-	-	-	-
Waiters and waitresses	3.59	2.33	2.33	3.18	4.69	5.55	-	-	-	-	-	-	-
Cooks	9.62	6.00	8.30	9.50	10.00	12.00	-	-	-	-	-	-	-
Kitchen workers, food preparation	8.33	6.00	6.65	7.75	10.15	10.30	-	-	-	-	-	-	-
Waiters'/Waitresses' assistants	7.47	5.34	6.00	6.50	7.18	13.57	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	6.57	5.18	5.53	6.30	7.17	8.78	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 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)												
Health service occupations	\$8.38	\$6.00	\$7.50	\$8.40	\$9.29	\$10.25	—	—	—	—	—	—
Health aides, except nursing	10.14	8.23	9.00	9.66	10.31	12.52	—	—	—	—	—	—
Nursing aides, orderlies and attendants	8.12	6.00	7.40	8.23	9.00	9.94	—	—	—	—	—	—
Cleaning and building service occupations	8.19	5.86	6.25	7.52	10.00	11.54	\$15.28	\$9.20	\$12.00	\$14.12	\$20.99	\$20.99
Maids and housemen	7.24	5.75	6.00	7.52	7.90	8.60	—	—	—	—	—	—
Janitors and cleaners	7.87	5.86	6.18	7.33	9.00	10.68	12.95	9.20	12.00	12.91	14.12	16.18
Personal service occupations	8.18	6.00	6.70	7.72	9.39	10.70	8.18	6.00	6.97	7.86	9.00	11.58
Service occupations, N.E.C.	8.91	6.65	7.72	8.24	10.15	12.20	—	—	—	—	—	—

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.

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 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, Milwaukee-Racine, WI, November 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	\$16.95	\$8.25	\$10.68	\$14.90	\$20.73	\$28.22	\$10.10	\$5.49	\$6.31	\$8.00	\$10.94	\$18.67
All occupations excluding sales	16.92	8.30	10.68	14.92	20.73	27.87	10.45	5.50	6.50	8.23	11.29	19.15
White-collar occupations	20.25	9.66	12.65	17.61	25.19	35.35	13.92	6.00	7.75	11.27	18.21	22.84
White-collar occupations excluding sales	20.60	10.00	12.93	18.03	25.55	35.86	16.14	8.00	9.50	13.98	20.45	24.06
Professional specialty and technical occupations	23.75	13.74	16.99	21.39	28.90	36.71	20.25	11.24	14.43	18.78	22.32	28.12
Professional specialty occupations	25.51	14.71	18.34	23.38	31.61	37.75	22.06	14.17	16.32	20.62	23.27	29.87
Engineers, architects, and surveyors	26.04	18.57	21.50	25.10	29.12	34.77	-	-	-	-	-	-
Industrial engineers	22.67	20.40	21.20	22.60	23.50	28.08	-	-	-	-	-	-
Mechanical engineers	22.89	17.79	18.75	21.72	26.48	31.86	-	-	-	-	-	-
Engineers, N.E.C.	31.30	25.27	27.82	29.12	34.15	40.87	-	-	-	-	-	-
Mathematical and computer scientists	26.94	18.03	20.99	26.44	30.58	37.18	-	-	-	-	-	-
Computer systems analysts and scientists	24.75	18.03	20.68	26.19	27.95	30.29	-	-	-	-	-	-
Operations and systems researchers and analysts	26.84	18.75	19.67	24.42	36.22	37.18	-	-	-	-	-	-
Natural scientists	26.58	16.73	19.62	19.75	33.10	41.23	-	-	-	-	-	-
Health related occupations	20.92	15.00	17.20	19.00	23.00	27.63	23.00	16.09	18.00	20.80	22.66	25.01
Registered nurses	20.11	15.36	17.48	19.02	22.89	25.37	20.21	16.00	17.61	20.64	22.12	23.31
Therapists, N.E.C.	21.66	15.50	18.84	18.84	26.49	32.79	-	-	-	-	-	-
Teachers, college and university	41.93	19.56	35.63	43.79	50.47	56.88	30.98	16.99	24.95	29.87	36.69	44.28
Teachers, except college and university	27.66	18.07	22.02	28.81	34.07	36.71	16.78	8.66	10.07	15.52	23.42	28.12
Elementary school teachers	27.46	18.74	22.05	27.61	33.23	36.71	-	-	-	-	-	-
Secondary school teachers	29.57	19.74	24.39	30.78	34.99	36.71	-	-	-	-	-	-
Teachers, N.E.C.	30.30	20.78	24.86	31.87	35.62	38.51	19.78	5.40	11.82	22.84	27.84	28.12
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	13.94	8.50	12.49	13.92	17.02	18.11	-	-	-	-	-	-
Social workers	14.77	10.96	12.93	14.28	17.02	17.84	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	22.53	12.90	17.14	20.73	26.92	34.42	-	-	-	-	-	-
Technical occupations	17.90	12.67	14.32	16.50	20.35	25.13	13.92	10.14	11.51	13.37	14.78	19.00
Clinical laboratory technologists and technicians	14.62	11.68	12.64	14.02	15.80	20.15	15.64	10.24	11.64	16.58	19.66	20.93
Licensed practical nurses	13.68	11.65	12.50	13.87	14.63	15.51	13.76	11.50	12.17	13.77	14.57	16.71
Electrical and electronic technicians	21.74	17.55	19.26	21.63	24.10	27.01	-	-	-	-	-	-
Engineering technicians, N.E.C.	19.58	16.26	16.43	19.84	22.55	23.38	-	-	-	-	-	-
Drafters	16.59	11.50	15.00	16.50	19.75	20.00	-	-	-	-	-	-
Computer programmers	23.39	14.88	18.95	22.16	26.16	31.00	-	-	-	-	-	-
Technical and related occupations, N.E.C.	19.78	14.32	14.65	18.59	25.67	27.88	-	-	-	-	-	-
Executive, administrative, and managerial occupations	26.83	14.52	18.46	23.49	34.38	40.05	-	-	-	-	-	-
Executives, administrators, and managers	30.42	16.91	21.67	28.73	38.41	46.01	-	-	-	-	-	-
Administrators and officials, public administration	26.23	20.30	21.42	23.17	30.21	36.08	-	-	-	-	-	-
Financial managers	28.18	21.06	21.63	23.47	30.77	46.75	-	-	-	-	-	-
Administrators, education and related fields	34.19	25.26	31.07	35.21	39.09	41.05	-	-	-	-	-	-
Managers, medicine and health	22.93	13.13	19.23	21.38	27.97	33.16	-	-	-	-	-	-
Managers and administrators, N.E.C.	33.01	18.68	25.00	32.21	39.90	48.06	-	-	-	-	-	-
Management related occupations	21.47	13.42	15.18	18.84	26.45	34.38	-	-	-	-	-	-
Accountants and auditors	20.30	15.90	17.38	19.62	23.40	26.91	-	-	-	-	-	-
Underwriters	14.68	9.62	12.53	13.66	14.78	20.31	-	-	-	-	-	-
Other financial officers	24.22	13.42	15.69	22.05	28.37	45.12	-	-	-	-	-	-
Personnel, training, and labor relations specialists	19.72	13.81	15.08	17.72	23.49	33.00	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	19.48	13.70	17.74	19.49	20.00	26.50	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Milwaukee-Racine, WI, November 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)												
Executive, administrative, and managerial occupations (-Continued)												
Management related occupations (-Continued)												
Management related occupations, N.E.C.	\$23.53	\$14.42	\$15.65	\$19.69	\$32.83	\$35.77	—	—	—	—	—	—
Sales occupations	17.49	7.50	10.57	14.75	22.35	30.42	\$6.82	\$5.15	\$5.50	\$6.28	\$7.44	\$9.36
Supervisors, sales occupations	17.56	7.50	10.55	14.42	23.95	30.42	—	—	—	—	—	—
Sales representatives, mining, manufacturing, and wholesale	25.49	13.69	15.00	21.97	30.29	41.95	—	—	—	—	—	—
Sales workers, other commodities	9.74	7.32	7.32	9.15	9.88	14.07	7.00	4.97	6.00	6.50	7.75	8.95
Cashiers	7.65	5.70	6.00	6.75	9.00	10.15	6.24	5.15	5.30	5.92	6.40	7.44
Sales support occupations, N.E.C.	15.89	12.67	14.00	14.55	18.83	19.66	—	—	—	—	—	—
Administrative support occupations, including clerical	12.74	8.95	10.00	12.09	14.30	18.22	9.89	7.00	8.09	9.26	11.70	13.17
Supervisors, general office	14.88	10.00	12.05	12.59	19.46	20.91	—	—	—	—	—	—
Secretaries	12.87	9.82	10.82	12.43	13.86	16.45	—	—	—	—	—	—
Order clerks	10.68	8.76	8.99	9.66	11.90	13.65	—	—	—	—	—	—
Records clerks, N.E.C.	11.85	8.09	9.58	12.02	13.85	15.08	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.36	8.50	9.38	11.18	12.98	14.49	—	—	—	—	—	—
Payroll and timekeeping clerks	11.96	9.86	9.86	11.50	12.42	14.51	—	—	—	—	—	—
Mail clerks except postal service	10.79	8.96	9.45	9.93	11.78	15.29	—	—	—	—	—	—
Dispatchers	13.75	10.62	10.92	13.52	16.96	17.19	—	—	—	—	—	—
Production coordinators	13.82	9.44	11.43	12.90	16.22	20.06	—	—	—	—	—	—
Traffic, shipping and receiving clerks	10.93	8.50	9.00	10.75	12.14	14.39	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	20.03	11.76	13.94	21.62	24.09	27.00	—	—	—	—	—	—
Investigators and adjusters except insurance	12.28	9.00	10.35	12.35	13.56	14.85	—	—	—	—	—	—
General office clerks	11.42	8.89	10.16	11.18	12.67	14.07	8.33	6.46	6.68	8.27	8.84	10.66
Data entry keyers	10.28	9.00	9.35	9.88	11.03	12.34	—	—	—	—	—	—
Teachers' aides	10.02	7.91	8.45	10.29	11.60	11.75	10.24	8.12	8.86	9.75	11.29	12.77
Administrative support occupations, N.E.C.	12.65	9.00	10.34	12.24	14.86	16.61	9.81	7.76	8.00	9.25	11.73	12.40
Blue-collar occupations	14.41	7.75	10.33	13.95	18.25	21.35	8.26	6.00	6.50	7.92	9.59	11.05
Precision production, craft, and repair occupations	18.31	11.75	15.37	18.19	21.45	24.11	—	—	—	—	—	—
Supervisors, mechanics and repairers	24.75	15.04	21.25	26.75	29.09	32.26	—	—	—	—	—	—
Industrial machinery repairers	18.65	15.00	15.76	17.43	21.85	24.23	—	—	—	—	—	—
Electricians	21.44	19.28	20.60	21.45	23.52	24.37	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	21.51	16.09	16.91	25.10	25.62	25.96	—	—	—	—	—	—
Supervisors, production occupations	18.33	11.50	14.42	18.75	21.63	25.60	—	—	—	—	—	—
Tool and die makers	21.29	18.94	19.98	21.54	23.09	23.27	—	—	—	—	—	—
Machinists	15.83	11.75	15.00	15.90	18.28	18.50	—	—	—	—	—	—
Miscellaneous precision workers, N.E.C.	19.59	15.28	15.57	20.06	21.83	23.13	—	—	—	—	—	—
Stationary engineers	16.89	14.39	15.90	16.71	17.74	21.07	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	12.68	7.00	9.25	12.05	15.61	20.40	7.17	5.69	6.50	6.90	8.00	8.55
Lathe and turning machine operators	17.72	11.83	16.63	18.53	20.43	22.25	—	—	—	—	—	—
Punching and stamping press operators	15.65	9.95	12.22	15.16	20.73	20.73	—	—	—	—	—	—
Drilling and boring machine operators	13.41	10.09	10.60	12.15	15.80	18.25	—	—	—	—	—	—
Grinding, abrading, buffing, and polishing machine operators	11.03	8.06	8.75	10.27	13.30	13.76	—	—	—	—	—	—
Numerical control machine operators	13.46	9.59	11.40	13.55	15.10	16.00	—	—	—	—	—	—
Fabricating machine operators, N.E.C.	14.01	7.50	12.85	12.85	15.93	20.87	—	—	—	—	—	—
Molding and casting machine operators	11.39	8.30	8.80	9.60	13.37	15.56	—	—	—	—	—	—

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Milwaukee-Racine, WI, November 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
Blue-collar occupations (-Continued)												
Machine operators, assemblers, and inspectors (-Continued)												
Printing press operators	\$14.42	\$7.25	\$8.75	\$14.21	\$19.78	\$21.66	-	-	-	-	-	-
Packaging and filling machine operators	13.28	9.50	10.00	12.28	16.93	18.15	-	-	-	-	-	-
Painting and paint spraying machine operators	13.16	9.25	9.25	13.10	14.75	21.40	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	14.34	9.25	10.61	12.50	18.89	21.36	-	-	-	-	-	-
Welders and cutters	14.95	10.50	12.00	13.75	18.64	20.76	-	-	-	-	-	-
Assemblers	10.51	6.00	6.00	9.66	12.58	18.26	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.06	8.22	9.00	10.00	13.40	15.90	-	-	-	-	-	-
Transportation and material moving occupations	16.89	11.80	13.97	17.07	20.64	22.19	\$9.51	\$7.00	\$8.62	\$9.20	\$10.00	\$11.96
Truck drivers	17.34	11.17	13.88	16.50	21.35	22.51	-	-	-	-	-	-
Industrial truck and tractor equipment operators	15.27	10.33	12.55	14.52	19.86	20.64	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.93	6.50	7.80	10.33	13.88	16.41	8.06	5.98	6.30	7.35	9.75	11.09
Production helpers	9.25	6.45	7.00	8.30	10.81	14.50	-	-	-	-	-	-
Stock handlers and baggers	11.50	7.98	8.45	10.45	13.80	18.93	7.79	5.30	6.50	6.50	10.60	11.05
Machine feeders and offbearers	9.49	6.50	7.04	10.25	11.88	12.55	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	12.01	7.90	9.25	12.20	14.05	17.23	-	-	-	-	-	-
Hand packers and packagers	10.32	8.69	9.56	9.92	11.14	12.50	7.23	6.00	7.00	7.25	7.50	8.00
Laborers except construction, N.E.C.	9.61	5.68	7.00	9.20	10.73	15.25	6.74	5.75	6.00	6.50	7.50	8.10
Service occupations	10.74	6.19	7.72	9.41	12.20	18.42	6.95	5.18	5.77	6.76	8.00	9.41
Protective service occupations	17.08	9.44	13.67	16.98	21.42	23.76	-	-	-	-	-	-
Police and detectives, public service ..	21.40	18.52	21.04	21.42	22.16	22.90	-	-	-	-	-	-
Food service occupations	8.58	3.43	6.50	8.68	10.15	12.47	6.20	3.52	5.25	6.00	7.18	8.50
Waiters and waitresses	-	-	-	-	-	-	3.76	2.33	2.50	3.41	4.92	5.61
Cooks	10.14	8.00	9.00	9.50	10.37	12.05	-	-	-	-	-	-
Kitchen workers, food preparation	-	-	-	-	-	-	7.37	5.50	6.00	7.09	8.15	10.30
Food preparation occupations, N.E.C.	7.86	6.00	7.00	7.75	8.78	9.76	6.51	5.18	5.45	6.18	7.15	8.49
Health service occupations	8.45	6.00	7.65	8.50	9.39	10.32	8.47	6.50	7.25	8.50	9.36	10.50
Health aides, except nursing	10.40	8.23	9.38	9.83	10.32	12.52	9.72	7.00	8.31	9.00	9.75	12.00
Nursing aides, orderlies and attendants	8.22	6.00	7.45	8.25	9.00	10.05	8.22	6.00	7.00	8.25	9.29	10.47
Cleaning and building service occupations	11.50	7.00	7.90	10.68	13.41	20.46	6.96	5.80	6.00	6.65	7.50	8.50
Janitors and cleaners	10.41	6.28	7.80	10.50	12.86	14.12	7.07	5.86	6.00	6.95	7.64	8.50
Personal service occupations	8.52	6.00	7.10	7.96	10.14	12.02	7.20	5.75	6.46	7.00	7.80	8.42
Service occupations, N.E.C.	9.24	7.46	7.72	8.80	10.15	12.20	-	-	-	-	-	-

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.

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.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Milwaukee-Racine, WI, November 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	40.1	\$679	\$599	2,044	\$34,660	\$31,005
All occupations excluding sales	40.0	677	599	2,041	34,531	31,005
White-collar occupations	40.2	814	700	2,017	40,843	35,797
White-collar occupations excluding sales	40.1	827	717	2,006	41,337	36,374
Professional specialty and technical occupations	40.6	964	856	1,943	46,139	41,995
Professional specialty occupations	40.8	1,040	940	1,905	48,599	44,373
Engineers, architects, and surveyors	40.6	1,056	1,019	2,110	54,928	53,001
Industrial engineers	41.0	929	914	2,132	48,322	47,515
Mechanical engineers	41.2	942	928	2,140	48,982	48,256
Engineers, N.E.C.	40.0	1,252	1,165	2,080	65,107	60,570
Mathematical and computer scientists	39.4	1,063	1,029	1,949	52,511	52,998
Computer systems analysts and scientists	39.9	989	1,019	2,077	51,402	52,998
Operations and systems researchers and analysts	39.1	1,050	946	1,757	47,145	48,750
Natural scientists	40.0	1,063	790	2,080	55,283	41,080
Health related occupations	40.7	852	761	2,103	43,993	39,562
Registered nurses	39.8	801	761	2,072	41,661	39,562
Therapists, N.E.C.	40.0	866	754	2,036	44,112	39,187
Teachers, college and university	49.4	2,073	1,695	2,262	94,818	64,425
Teachers, except college and university	40.0	1,107	1,152	1,551	42,891	44,022
Elementary school teachers	40.0	1,098	1,105	1,534	42,139	42,249
Secondary school teachers	40.0	1,183	1,231	1,520	44,945	46,787
Teachers, N.E.C.	40.2	1,217	1,273	1,535	46,519	48,515
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	40.0	557	557	2,017	28,105	28,870
Social workers	40.0	591	571	2,078	30,702	29,702
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	40.7	918	817	2,119	47,747	42,494
Technical occupations	40.0	716	660	2,079	37,213	34,320
Clinical laboratory technologists and technicians	40.0	585	561	2,080	30,407	29,162
Licensed practical nurses	39.1	535	533	2,033	27,811	27,728
Electrical and electronic technicians	40.0	870	865	2,080	45,226	44,983
Engineering technicians, N.E.C.	38.9	761	756	2,021	39,582	39,337
Drafters	40.0	663	660	2,080	34,497	34,320
Computer programmers	42.0	983	947	2,184	51,093	49,256
Technical and related occupations, N.E.C.	42.4	839	817	2,206	43,651	42,494
Executive, administrative, and managerial occupations ...	40.2	1,078	954	2,072	55,592	49,608
Executives, administrators, and managers	40.4	1,230	1,155	2,074	63,095	59,695
Administrators and officials, public administration	43.3	1,136	1,067	2,252	59,061	55,465
Financial managers	40.6	1,144	1,017	2,111	59,475	52,880
Administrators, education and related fields	40.1	1,373	1,456	1,792	61,269	64,492
Managers, medicine and health	39.2	899	840	2,039	46,743	43,680
Managers and administrators, N.E.C.	40.1	1,322	1,333	2,083	68,748	69,306
Management related occupations	39.8	854	760	2,069	44,425	39,499
Accountants and auditors	39.4	800	753	2,050	41,623	39,156
Underwriters	38.8	569	526	2,017	29,601	27,345
Other financial officers	39.5	956	846	2,052	49,696	43,985
Personnel, training, and labor relations specialists	39.7	782	709	2,063	40,686	36,857
Purchasing agents and buyers, N.E.C.	41.9	815	800	2,177	42,406	41,600
Management related occupations, N.E.C.	39.7	934	778	2,064	48,577	40,435
Sales occupations	40.6	710	596	2,107	36,846	31,005
Supervisors, sales occupations	41.1	721	596	2,135	37,499	31,005
Sales representatives, mining, manufacturing, and wholesale	40.5	1,033	894	2,108	53,724	46,488
Sales workers, other commodities	39.6	386	366	2,059	20,051	19,032
Cashiers	39.1	299	264	1,985	15,186	13,716
Sales support occupations, N.E.C.	39.6	629	582	2,060	32,729	30,264
Administrative support occupations, including clerical	39.7	505	480	2,036	25,937	24,814
Supervisors, general office	41.9	623	616	2,178	32,413	32,006
Secretaries	39.3	506	489	1,977	25,440	24,147
Order clerks	40.0	427	386	2,080	22,219	20,094
Records clerks, N.E.C.	39.4	467	481	2,049	24,285	25,002

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Milwaukee-Racine, WI, November 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)						
Bookkeepers, accounting and auditing clerks	40.0	\$455	\$447	2,080	\$23,637	\$23,254
Payroll and timekeeping clerks	40.0	479	460	2,080	24,883	23,920
Mail clerks except postal service	39.2	423	395	2,038	21,993	20,550
Dispatchers	39.7	547	541	2,067	28,422	28,122
Production coordinators	39.7	549	509	2,065	28,525	26,479
Traffic, shipping and receiving clerks	40.0	437	430	2,080	22,734	22,360
Insurance adjusters, examiners, and investigators	39.1	783	865	2,031	40,698	44,970
Investigators and adjusters except insurance	40.0	491	494	2,080	25,542	25,688
General office clerks	40.0	456	448	2,035	23,228	21,861
Data entry keyers	38.9	400	385	2,021	20,782	20,043
Teachers' aides	37.6	377	382	1,402	14,050	14,472
Administrative support occupations, N.E.C.	39.2	496	480	2,038	25,785	24,981
Blue-collar occupations						
Precision production, craft, and repair occupations	40.0	577	558	2,078	29,937	29,016
Supervisors, mechanics and repairers	40.0	733	728	2,081	38,112	37,835
Industrial machinery repairers	40.0	990	1,070	2,080	51,486	55,640
Electricians	40.0	746	697	2,080	38,798	36,254
Plumbers, pipefitters and steamfitters	40.0	858	858	2,080	44,601	44,616
Supervisors, production occupations	40.0	860	1,004	2,080	44,731	52,208
Tool and die makers	40.4	741	769	2,101	38,511	39,998
Machinists	40.0	851	862	2,080	44,277	44,801
Miscellaneous precision workers, N.E.C.	40.0	633	636	2,080	32,917	33,072
Stationary engineers	40.0	784	802	2,080	40,756	41,725
Machine operators, assemblers, and inspectors	40.0	675	668	2,080	35,124	34,757
Lathe and turning machine operators	40.0	507	482	2,080	26,372	25,072
Punching and stamping press operators	40.0	709	741	2,080	36,856	38,532
Drilling and boring machine operators	40.0	626	606	2,080	32,551	31,533
Grinding, abrading, buffing, and polishing machine operators	40.0	536	486	2,080	27,886	25,272
Numerical control machine operators	40.0	441	411	2,080	22,944	21,362
Fabricating machine operators, N.E.C.	40.0	538	542	2,080	27,994	28,184
Molding and casting machine operators	40.0	561	514	2,080	29,147	26,728
Printing press operators	40.0	456	384	2,080	23,699	19,968
Packaging and filling machine operators	39.8	574	568	2,071	29,865	29,557
Painting and paint spraying machine operators ...	40.0	531	491	2,080	27,619	25,542
Miscellaneous machine operators, N.E.C.	40.0	526	524	2,080	27,368	27,248
Welders and cutters	40.0	574	500	2,080	29,836	26,000
Assemblers	40.0	598	550	2,080	31,103	28,600
Production inspectors, checkers and examiners ..	40.0	421	386	2,080	21,868	20,093
Transportation and material moving occupations	40.0	443	400	2,080	23,014	20,800
Truck drivers	40.5	683	683	2,103	35,524	35,506
Industrial truck and tractor equipment operators ..	41.3	716	701	2,147	37,246	36,446
Handlers, equipment cleaners, helpers, and laborers	39.1	598	581	2,036	31,089	30,202
Production helpers	39.9	436	410	2,048	22,384	20,924
Stock handlers and baggers	39.9	369	332	2,074	19,174	17,264
Machine feeders and offbearers	40.0	460	418	2,080	23,924	21,736
Freight, stock, and material handlers, N.E.C.	40.0	380	410	2,080	19,738	21,320
Hand packers and packagers	40.0	480	488	2,080	24,983	25,376
Laborers except construction, N.E.C.	40.0	413	397	2,080	21,472	20,634
Service occupations	39.9	384	370	2,075	19,950	19,240
Protective service occupations	39.5	425	368	2,048	22,001	19,064
Police and detectives, public service	42.2	721	841	2,193	37,469	43,740
Food service occupations	39.2	840	857	2,040	43,662	44,554
Cooks	37.6	323	330	1,937	16,628	16,786
Food preparation occupations, N.E.C.	39.2	398	380	2,041	20,694	19,760
Health service occupations	37.0	291	290	1,866	14,661	14,560
Health aides, except nursing	38.9	329	320	2,025	17,114	16,653
Nursing aides, orderlies and attendants	40.0	416	393	2,080	21,638	20,446
Cleaning and building service occupations	38.8	319	320	2,019	16,591	16,653
Janitors and cleaners	39.9	459	427	2,077	23,893	22,214
	39.3	409	420	2,042	21,248	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, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Service occupations (-Continued)						
Personal service occupations	39.9	\$340	\$318	2,058	\$17,536	\$16,550
Service occupations, N.E.C.	40.0	370	352	2,080	19,228	18,304

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."

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, Milwaukee-Racine, WI, November 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	\$16.09	\$15.54	\$19.53	\$16.95	\$10.10
All occupations excluding sales	16.14	15.55	19.53	16.92	10.45
White-collar occupations	19.58	19.03	22.00	20.25	13.92
Level 1	6.68	6.65	—	—	6.34
Level 2	8.08	7.80	—	8.87	6.98
Level 3	9.80	9.78	10.11	10.21	8.32
Level 4	11.61	11.58	11.81	11.81	9.88
Level 5	13.30	13.47	12.22	13.45	12.24
Level 6	14.92	15.11	13.01	14.96	13.98
Level 7	17.18	17.42	16.02	17.12	17.89
Level 8	18.57	18.76	17.73	18.41	19.69
Level 9	25.52	23.83	28.23	25.67	23.43
Level 10	25.94	26.97	22.94	26.17	—
Level 11	29.35	29.28	29.65	29.31	—
Level 12	36.20	36.31	34.72	35.31	—
Level 13	43.85	45.44	—	43.78	—
Level 14	48.12	48.12	—	48.07	—
Not able to be leveled	19.07	19.31	16.83	20.84	11.75
White-collar occupations excluding sales	20.19	19.71	22.00	20.60	16.14
Level 1	7.87	7.90	—	—	7.01
Level 2	9.16	9.06	—	9.46	8.51
Level 3	10.13	10.13	10.11	10.28	9.20
Level 4	11.57	11.51	11.81	11.64	10.88
Level 5	13.06	13.22	12.22	13.15	12.48
Level 6	14.86	15.09	13.01	14.91	13.98
Level 7	17.05	17.28	16.02	16.97	17.87
Level 8	18.46	18.65	17.73	18.28	19.69
Level 9	25.40	23.44	28.23	25.55	23.43
Level 10	24.74	25.51	22.94	24.94	—
Level 11	29.17	29.04	29.65	29.13	—
Level 12	36.21	36.32	34.72	35.30	—
Level 13	43.85	45.44	—	43.78	—
Level 14	48.12	48.12	—	48.07	—
Not able to be leveled	20.10	20.51	16.83	21.30	13.31
Professional specialty and technical occupations	23.30	22.74	24.55	23.75	20.25
Professional specialty occupations	25.07	24.92	25.31	25.51	22.06
Level 5	12.07	—	—	—	—
Level 6	14.00	14.48	—	14.21	—
Level 7	17.67	18.43	16.17	17.47	18.34
Level 8	18.35	18.81	17.38	17.92	19.68
Level 9	26.02	23.70	28.05	26.27	23.62
Level 10	24.13	24.28	—	24.27	—
Level 11	30.63	30.55	—	30.54	—
Level 12	31.31	31.54	—	27.79	—
Level 13	47.13	—	—	—	—
Level 14	46.07	46.07	—	45.99	—
Not able to be leveled	19.54	20.12	—	20.70	14.48
Engineers, architects, and surveyors	26.04	26.22	—	26.04	—
Level 9	25.58	25.58	—	25.58	—
Mathematical and computer scientists	26.94	27.61	—	26.94	—
Level 9	24.66	24.66	—	24.66	—
Natural scientists	25.72	—	—	26.58	—
Health related occupations	21.58	21.82	19.78	20.92	23.00
Level 7	18.59	18.49	—	18.46	18.88
Level 8	19.15	19.27	—	18.75	19.70
Level 9	22.60	22.45	—	22.88	21.92
Level 12	26.94	26.94	—	—	—
Teachers, college and university	40.20	—	31.34	41.93	30.98
Level 9	31.38	—	31.30	—	—
Level 11	27.34	—	—	27.32	—
Teachers, except college and university	26.67	13.96	27.85	27.66	16.78
Level 8	19.26	—	—	—	20.14
Level 9	28.37	22.99	28.47	28.57	22.32

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, Milwaukee-Racine, WI, November 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)					
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, religious, and recreation workers	\$14.02	\$11.55	\$15.38	\$13.94	—
Level 9	17.20	—	—	17.07	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	22.17	22.43	—	22.53	—
Not able to be leveled	19.88	20.47	—	20.70	—
Technical occupations	17.41	17.62	15.69	17.90	\$13.92
Level 4	13.92	—	—	—	—
Level 5	13.50	13.66	—	13.63	—
Level 6	15.58	15.77	—	15.73	14.55
Level 7	16.64	16.78	—	16.68	—
Level 8	20.66	20.64	—	20.67	—
Level 9	24.76	24.76	—	25.06	—
Executive, administrative, and managerial occupations ...	26.83	26.57	28.55	26.83	—
Level 6	15.93	15.93	—	15.93	—
Level 7	17.92	17.91	—	17.92	—
Level 8	17.39	17.13	—	17.39	—
Level 9	23.95	22.59	29.85	23.96	—
Level 10	26.08	—	—	26.53	—
Level 11	28.66	28.59	28.92	28.66	—
Level 12	38.00	37.99	—	37.90	—
Level 13	39.77	—	—	39.77	—
Executives, administrators, and managers	30.39	30.40	30.33	30.42	—
Level 7	14.98	14.98	—	14.98	—
Level 8	17.65	17.71	—	17.65	—
Level 9	24.83	21.91	—	24.83	—
Level 10	27.78	—	—	—	—
Level 11	27.83	27.50	28.92	27.83	—
Level 12	38.65	38.68	—	38.54	—
Management related occupations	21.48	21.59	—	21.47	—
Level 6	15.93	15.93	—	15.93	—
Level 7	19.24	19.30	—	19.24	—
Level 8	17.16	16.56	—	17.16	—
Level 9	23.02	23.09	—	23.01	—
Level 11	33.78	33.78	—	33.78	—
Sales occupations	15.40	15.40	—	17.49	6.82
Level 1	5.79	5.79	—	—	—
Level 2	6.54	6.54	—	—	5.76
Level 3	8.13	8.13	—	—	7.23
Level 4	11.78	11.78	—	12.47	—
Level 5	14.71	14.71	—	15.14	—
Level 6	15.16	15.16	—	15.16	—
Level 7	18.49	18.49	—	18.48	—
Level 8	20.01	20.01	—	20.01	—
Level 9	27.37	27.37	—	27.37	—
Level 11	30.57	30.57	—	30.57	—
Administrative support occupations, including clerical	12.44	12.55	11.79	12.74	9.89
Level 1	7.87	7.90	—	—	7.01
Level 2	9.16	9.06	—	9.46	8.51
Level 3	10.12	10.12	10.11	10.27	9.06
Level 4	11.47	11.50	11.31	11.52	10.93
Level 5	13.08	13.29	12.17	13.13	12.70
Level 6	14.26	14.42	—	14.26	—
Level 7	15.77	15.87	—	15.77	—
Level 8	19.38	19.38	—	19.38	—
Blue-collar occupations	13.95	13.91	14.61	14.41	8.26
Level 1	8.25	8.24	—	8.54	7.18
Level 2	8.93	9.17	—	9.19	7.44
Level 3	12.41	12.31	—	12.57	10.15
Level 4	13.90	13.84	—	14.26	—

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, Milwaukee-Racine, WI, November 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)					
Level 5	\$15.90	\$15.85	\$16.43	\$15.98	—
Level 6	17.54	17.66	16.78	17.59	—
Level 7	19.55	19.43	—	19.55	—
Level 8	19.95	19.95	—	19.95	—
Level 9	24.44	24.44	—	24.44	—
Precision production, craft, and repair occupations	18.25	18.34	17.27	18.31	—
Level 5	14.44	14.21	—	14.44	—
Level 6	17.41	17.39	—	17.51	—
Level 7	19.84	19.81	—	19.84	—
Level 8	19.87	19.87	—	19.87	—
Level 9	24.44	24.44	—	24.44	—
Machine operators, assemblers, and inspectors	12.56	12.56	—	12.68	\$7.17
Level 1	7.33	7.33	—	7.35	7.06
Level 2	9.75	9.75	—	9.90	—
Level 3	12.56	12.56	—	12.57	—
Level 4	14.05	14.06	—	14.05	—
Level 5	14.80	14.80	—	14.80	—
Level 6	17.83	17.83	—	17.83	—
Level 7	18.12	18.12	—	18.12	—
Transportation and material moving occupations	16.07	15.89	—	16.89	9.51
Level 2	10.70	10.70	—	—	—
Level 3	13.48	12.27	—	13.69	—
Level 4	13.52	13.52	—	14.95	—
Level 5	18.58	18.58	—	18.72	—
Handlers, equipment cleaners, helpers, and laborers	10.20	9.93	11.63	10.93	8.06
Level 1	9.28	9.30	—	10.33	7.27
Level 2	7.82	8.16	—	7.95	7.36
Level 3	10.88	11.08	—	11.23	10.27
Level 4	14.03	13.36	—	14.43	—
Level 5	15.40	—	—	—	—
Service occupations	9.43	8.00	15.28	10.74	6.95
Level 1	7.03	6.93	9.11	8.01	6.28
Level 2	7.78	7.51	—	8.22	7.19
Level 3	8.98	8.48	10.50	9.43	8.10
Level 4	9.50	9.50	—	9.56	—
Level 5	9.21	8.80	—	9.25	—
Level 6	16.54	—	—	16.54	—
Level 7	17.28	—	17.93	17.28	—
Level 8	19.11	—	—	19.11	—
Protective service occupations	16.61	12.28	17.39	17.08	—
Level 7	16.71	—	16.71	16.71	—
Level 8	20.75	—	—	20.75	—
Food service occupations	7.32	7.23	8.69	8.58	6.20
Level 1	6.23	6.14	—	6.78	5.92
Level 2	6.27	6.12	—	—	6.00
Level 3	8.64	8.76	—	8.88	8.24

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, Milwaukee-Racine, WI, November 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
Service occupations (-Continued)					
Health service occupations	\$8.46	\$8.38	—	\$8.45	\$8.47
Level 2	8.02	8.02	—	7.72	8.75
Level 3	8.43	8.39	—	8.66	7.88
Level 4	8.78	8.74	—	8.74	—
Cleaning and building service occupations	9.85	8.19	\$15.28	11.50	6.96
Level 1	7.98	7.86	—	9.11	6.75
Level 2	—	—	—	10.15	—
Level 3	11.26	—	—	—	—
Personal service occupations	8.18	8.18	8.18	8.52	7.20
Level 1	9.17	—	—	—	7.36
Level 2	7.49	—	—	—	—
Level 3	7.78	—	—	—	—

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 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, Milwaukee-Racine, WI, November 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:					
Industrial engineers	\$22.67	\$22.67	—	\$22.67	—
Mechanical engineers	22.89	22.89	—	22.89	—
Engineers, N.E.C.	31.30	31.30	—	31.30	—
Computer systems analysts and scientists	24.75	25.75	—	24.75	—
Operations and systems researchers and analysts	26.84	26.84	—	26.84	—
Physicians	31.90	31.90	—	—	—
Registered nurses	20.14	20.22	—	20.11	\$20.21
Level 7	18.26	18.13	—	—	18.89
Level 8	19.01	19.07	—	18.24	19.70
Level 9	22.04	22.08	—	22.18	21.73
Therapists, N.E.C.	21.65	22.67	—	21.66	—
Teachers, post secondary N.E.C.	34.26	—	\$34.26	—	—
Elementary school teachers	27.19	21.04	27.39	27.46	—
Level 9	27.01	23.93	27.07	27.31	—
Secondary school teachers	29.57	23.50	29.76	29.57	—
Level 9	29.55	—	29.80	29.55	—
Teachers, special education	21.36	—	—	—	—
Teachers, N.E.C.	28.13	—	28.13	30.30	19.78
Level 8	20.14	—	—	—	20.14
Level 9	30.25	—	30.25	—	—
Social workers	14.86	12.69	15.50	14.77	—
Athletes	23.61	—	—	—	—
Not able to be leveled	23.61	—	—	—	—
Technical occupations:					
Clinical laboratory technologists and technicians	14.96	14.96	—	14.62	15.64
Licensed practical nurses	13.71	13.99	—	13.68	13.76
Level 5	13.48	—	—	—	—
Level 6	14.34	14.83	—	—	14.55
Health technologists and technicians, N.E.C.	13.43	13.43	—	—	—
Electrical and electronic technicians	21.74	21.74	—	21.74	—
Engineering technicians, N.E.C.	19.58	—	—	19.58	—
Drafters	16.59	16.59	—	16.59	—
Computer programmers	23.39	23.44	—	23.39	—
Technical and related occupations, N.E.C.	19.80	20.10	—	19.78	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	26.23	—	26.23	26.23	—
Financial managers	28.18	28.18	—	28.18	—
Level 11	23.60	23.60	—	23.60	—
Level 12	28.92	28.92	—	28.92	—
Administrators, education and related fields	34.68	—	35.65	34.19	—
Level 11	30.45	—	—	30.45	—
Managers, medicine and health	22.93	21.83	—	22.93	—
Managers and administrators, N.E.C.	33.01	33.17	—	33.01	—
Level 9	21.06	21.06	—	21.06	—
Level 11	31.81	31.36	—	31.81	—
Level 12	37.79	37.79	—	37.79	—
Accountants and auditors	20.30	20.30	—	20.30	—
Underwriters	14.68	14.68	—	14.68	—
Other financial officers	24.22	24.22	—	24.22	—
Personnel, training, and labor relations specialists	19.72	19.72	—	19.72	—
Purchasing agents and buyers, N.E.C.	19.48	19.48	—	19.48	—
Management related occupations, N.E.C.	23.53	23.53	—	23.53	—
Level 9	21.79	21.70	—	21.70	—
Sales occupations:					
Supervisors, sales occupations	17.56	17.56	—	17.56	—
Sales representatives, mining, manufacturing, and wholesale	25.49	25.49	—	25.49	—
Sales workers, other commodities	8.13	8.13	—	9.74	7.00
Level 3	7.92	7.92	—	—	—
Cashiers	6.87	6.87	—	7.65	6.24

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, Milwaukee-Racine, WI, November 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)					
Sales occupations: (-Continued)					
Sales support occupations, N.E.C.	\$14.63	\$14.63	—	\$15.89	—
Level 5	15.14	15.14	—	15.14	—
Administrative support occupations, including clerical:					
Supervisors, general office	14.88	14.88	—	14.88	—
Secretaries	12.84	13.15	\$12.12	12.87	—
Level 4	11.42	11.51	—	11.41	—
Level 5	12.53	12.84	—	12.53	—
Level 6	15.94	—	—	15.94	—
Receptionists	8.83	8.83	—	—	—
Information clerks, N.E.C.	12.07	12.07	—	—	—
Order clerks	10.80	10.80	—	10.68	—
Level 3	9.63	9.63	—	—	—
Records clerks, N.E.C.	11.80	11.80	—	11.85	—
Bookkeepers, accounting and auditing clerks	11.30	10.93	—	11.36	—
Level 3	9.35	9.35	—	9.35	—
Level 4	13.65	13.43	—	14.04	—
Payroll and timekeeping clerks	11.96	11.96	—	11.96	—
Mail clerks except postal service	10.79	10.79	—	10.79	—
Dispatchers	13.67	—	—	13.75	—
Production coordinators	13.82	13.82	—	13.82	—
Traffic, shipping and receiving clerks	10.93	10.93	—	10.93	—
Insurance adjusters, examiners, and investigators	19.81	19.81	—	20.03	—
Investigators and adjusters except insurance	12.14	12.14	—	12.28	—
Level 4	11.22	11.22	—	11.49	—
General office clerks	10.78	10.56	10.96	11.42	\$8.33
Level 3	11.42	—	—	—	—
Level 4	11.78	11.46	12.00	12.01	—
Data entry keyers	10.13	10.13	—	10.28	—
Teachers' aides	10.15	—	10.17	10.02	10.24
Level 3	9.76	—	—	—	—
Level 4	9.63	—	9.63	—	—
Level 5	11.27	—	11.27	—	—
Administrative support occupations, N.E.C.	12.35	12.14	—	12.65	9.81
Level 3	10.38	10.38	—	10.53	—
Level 4	10.73	10.73	—	10.62	—
Level 5	12.65	12.65	—	12.65	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	24.75	24.75	—	24.75	—
Industrial machinery repairers	18.65	18.65	—	18.65	—
Level 7	20.65	20.65	—	20.65	—
Electricians	21.44	21.59	—	21.44	—
Level 7	20.95	20.97	—	20.95	—
Plumbers, pipefitters and steamfitters	21.51	—	—	21.51	—
Supervisors, production occupations	18.33	18.33	—	18.33	—
Level 7	18.69	18.69	—	18.69	—
Tool and die makers	21.29	21.29	—	21.29	—
Level 7	21.38	21.38	—	21.38	—
Machinists	15.83	15.83	—	15.83	—
Miscellaneous precision workers, N.E.C.	19.59	19.59	—	19.59	—
Stationary engineers	16.89	—	—	16.89	—
Machine operators, assemblers, and inspectors:					
Lathe and turning machine operators	17.72	17.72	—	17.72	—
Punching and stamping press operators	15.65	15.65	—	15.65	—
Drilling and boring machine operators	13.41	13.41	—	13.41	—
Grinding, abrading, buffing, and polishing machine operators	10.78	10.78	—	11.03	—
Numerical control machine operators	13.46	13.46	—	13.46	—
Fabricating machine operators, N.E.C.	14.01	14.01	—	14.01	—
Molding and casting machine operators	11.39	11.39	—	11.39	—
Printing press operators	14.42	14.45	—	14.42	—

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, Milwaukee-Racine, WI, November 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
Blue-collar occupations: (-Continued)					
Machine operators, assemblers, and inspectors: (-Continued)					
Packaging and filling machine operators	\$13.12	\$13.12	—	\$13.28	—
Painting and paint spraying machine operators ...	13.16	13.16	—	13.16	—
Miscellaneous machine operators, N.E.C.	14.10	14.10	—	14.34	—
Level 3	11.12	11.12	—	11.12	—
Welders and cutters	14.69	14.69	—	14.95	—
Assemblers	10.40	10.40	—	10.51	—
Level 2	9.79	9.79	—	10.04	—
Level 3	14.43	14.43	—	14.47	—
Miscellaneous hand working occupations, N.E.C.	10.52	10.52	—	—	—
Production inspectors, checkers and examiners ..	10.89	10.89	—	11.06	—
Transportation and material moving occupations:					
Truck drivers	17.20	17.28	—	17.34	—
Level 5	18.94	18.94	—	19.13	—
Industrial truck and tractor equipment operators ..	14.87	14.87	—	15.27	—
Level 3	12.33	12.33	—	12.33	—
Level 4	17.05	17.05	—	17.05	—
Handlers, equipment cleaners, helpers, and laborers:					
Groundskeepers and gardeners except farm	13.66	—	\$14.80	—	—
Production helpers	8.85	8.85	—	9.25	—
Stock handlers and baggers	10.61	10.61	—	11.50	\$7.79
Level 3	8.05	8.05	—	—	—
Machine feeders and offbearers	9.49	9.49	—	9.49	—
Freight, stock, and material handlers, N.E.C.	11.06	11.06	—	12.01	—
Hand packers and packagers	9.22	9.22	—	10.32	7.23
Level 1	8.35	8.35	—	—	—
Laborers except construction, N.E.C.	8.85	9.15	8.07	9.61	6.74
Level 1	8.30	8.37	—	9.58	6.51
Level 2	7.09	—	—	6.97	—
Service occupations:					
Protective service occupations:					
Police and detectives, public service	21.40	—	21.40	21.40	—
Guards and police except public service	11.69	12.30	—	—	—
Food service occupations:					
Supervisors, food preparation and service occupations	12.10	12.24	—	—	—
Waiters and waitresses	3.59	3.59	—	—	3.76
Level 1	3.71	3.71	—	—	—
Level 2	3.25	3.25	—	—	—
Cooks	9.63	9.62	—	10.14	—
Level 3	9.32	—	—	—	—
Kitchen workers, food preparation	8.27	8.33	—	—	7.37
Level 1	8.65	8.65	—	—	—
Waiters'/Waitresses' assistants	7.47	7.47	—	—	—
Level 1	6.38	6.38	—	—	—
Food preparation occupations, N.E.C.	6.80	6.57	—	7.86	6.51

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, Milwaukee-Racine, WI, November 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	\$6.51	\$6.34	—	\$7.21	\$6.37
Health service occupations:					
Health aides, except nursing	10.14	10.14	—	10.40	9.72
Nursing aides, orderlies and attendants	8.22	8.12	—	8.22	8.22
Level 2	7.93	7.93	—	7.72	8.51
Level 3	8.25	8.20	—	8.45	7.86
Cleaning and building service occupations:					
Maids and housemen	7.24	7.24	—	—	—
Janitors and cleaners	8.95	7.87	\$12.95	10.41	7.07
Level 1	8.10	7.97	—	9.13	6.88
Level 2	—	—	—	10.91	—
Level 3	11.26	—	—	—	—
Personal service occupations:					
Child care workers, N.E.C.	6.91	—	—	—	—
Service occupations, N.E.C.	8.89	8.91	—	9.24	—

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 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, Milwaukee-Racine, WI, November 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$16.95	\$10.10	\$17.32	\$15.57	\$16.12	\$15.51
All occupations excluding sales	16.92	10.45	17.46	15.55	16.17	14.96
White-collar occupations	20.25	13.92	19.83	19.52	19.78	15.62
White-collar excluding sales	20.60	16.14	20.47	20.12	20.27	-
Professional specialty and technical occupations	23.75	20.25	25.07	22.60	23.30	-
Professional specialty occupations	25.51	22.06	25.88	24.65	25.07	-
Technical occupations	17.90	13.92	16.02	17.57	17.41	-
Executive, administrative, and managerial occupations ...	26.83	-	24.43	26.98	26.97	-
Sales occupations	17.49	6.82	-	15.85	14.99	16.31
Administrative support including clerical occupations	12.74	9.89	13.27	12.20	12.46	-
Blue-collar occupations	14.41	8.26	16.46	12.03	13.85	15.59
Precision production, craft, and repair occupations	18.31	-	19.45	17.08	18.14	21.29
Machine operators, assemblers, and inspectors	12.68	7.17	15.74	10.83	12.37	14.29
Transportation and material moving occupations	16.89	9.51	16.66	14.84	15.99	-
Handlers, equipment cleaners, helpers, and laborers	10.93	8.06	12.78	8.64	10.12	-
Service occupations	10.74	6.95	14.18	7.86	9.41	-

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.

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.

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Milwaukee-Racine, WI, November 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	\$15.54	\$17.02	—	\$19.99	\$16.89	—	\$16.46	\$13.30	—	—
All occupations excluding sales	15.55	16.83	—	20.10	16.68	—	16.41	13.45	—	—
White-collar occupations	19.03	22.12	—	17.52	22.28	—	16.08	15.97	—	—
White-collar excluding sales	19.71	21.99	—	17.50	22.14	—	15.85	19.30	—	—
Professional specialty and technical occupations	22.74	23.23	—	—	23.29	—	—	25.34	—	—
Professional specialty occupations	24.92	25.56	—	—	25.56	—	—	28.41	—	—
Technical occupations	17.62	19.34	—	—	19.38	—	—	—	—	—
Executive, administrative, and managerial occupations	26.57	28.61	—	—	28.77	—	—	25.48	—	—
Sales occupations	15.40	23.28	—	—	23.67	—	—	12.99	—	—
Administrative support, including clerical occupations	12.55	13.61	—	14.20	13.57	—	13.34	12.43	—	—
Blue-collar occupations	13.91	14.71	—	20.92	14.40	—	16.64	12.30	—	—
Precision production, craft, and repair occupations	18.34	18.82	—	21.02	18.42	—	18.92	16.48	—	—
Machine operators, assemblers, and inspectors	12.56	13.50	—	—	13.50	—	—	—	—	—
Transportation and material moving occupations	15.89	15.42	—	—	15.02	—	16.97	10.03	—	—
Handlers, equipment cleaners, helpers, and laborers	9.93	11.04	—	—	10.82	—	—	9.01	—	—
Service occupations	8.00	11.80	—	—	11.81	—	—	6.78	—	—

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.

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 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-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Milwaukee-Racine, WI, November 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	\$15.54	\$12.41	\$16.26	\$14.53	\$18.60
All occupations excluding sales	15.55	12.12	16.29	14.50	18.58
White-collar occupations	19.03	16.33	19.46	17.53	21.51
White-collar excluding sales	19.71	17.25	20.00	18.18	21.64
Professional specialty and technical occupations	22.74	19.61	22.90	20.36	24.53
Professional specialty occupations	24.92	19.64	25.25	21.67	27.26
Technical occupations	17.62	—	17.56	18.04	17.15
Executive, administrative, and managerial occupations ...	26.57	25.58	26.73	24.72	28.64
Sales occupations	15.40	14.59	15.75	14.85	—
Administrative support, including clerical occupations	12.55	11.12	12.78	12.93	12.60
Blue-collar occupations	13.91	12.05	14.38	13.66	15.39
Precision production, craft, and repair occupations	18.34	16.99	18.69	18.17	19.45
Machine operators, assemblers, and inspectors	12.56	8.86	13.49	12.20	15.30
Transportation and material moving occupations	15.89	16.80	15.63	15.25	16.24
Handlers, equipment cleaners, helpers, and laborers	9.93	9.29	10.06	10.09	10.02
Service occupations	8.00	7.07	8.46	8.01	10.41

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.

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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, Milwaukee-Racine, WI, November 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	513,873	430,888	82,985
All occupations excluding sales	481,006	398,021	82,985
White-collar occupations	250,134	194,608	55,526
White-collar excluding sales	217,268	161,741	55,526
Professional specialty and technical occupations	97,158	60,940	36,218
Professional specialty occupations	76,633	42,883	33,750
Technical occupations	20,525	18,058	2,467
Executive, administrative, and managerial occupations ...	43,666	37,017	6,649
Sales occupations	32,867	32,867	—
Administrative support including clerical occupations	76,444	63,784	12,659
Blue-collar occupations	177,905	166,732	11,172
Precision production, craft, and repair occupations	40,179	36,876	3,303
Machine operators, assemblers, and inspectors	74,745	74,726	—
Transportation and material moving occupations	24,320	22,743	—
Handlers, equipment cleaners, helpers, and laborers	38,660	32,387	6,273
Service occupations	85,834	69,548	16,286

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 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. Although 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 includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment 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 Milwaukee-Racine, WI Metropolitan Statistical Area includes Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties, WI.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and 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 by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. 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

The collection of data from survey respondents required detailed procedures. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

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

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

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

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (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 bo-

nuses, 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 and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of 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 that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of busi-

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

Survey response

	Establish- ments
Total in sample	379
Responding	262
Out of business or not in survey scope	10
Unable or refused to pro- vide data	107

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

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.

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.

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

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 were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Milwaukee-Racine, WI, November 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	2,882	261	63	198	121	77
Private industry	2,784	232	62	170	112	58
Goods-producing industries	849	86	16	70	47	23
Construction	86	9	4	5	5	-
Manufacturing	763	77	12	65	42	23
Service-producing industries	1,935	146	46	100	65	35
Transportation and public utilities	223	15	4	11	6	5
Wholesale and retail trade	718	41	21	20	17	3
Finance, insurance and real estate	170	13	2	11	5	6
Services	824	77	19	58	37	21
State and local government	98	29	1	28	9	19

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, Milwaukee-Racine, WI, November 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	1.8	2.1	1.9
All occupations excluding sales	1.8	2.2	1.9
White-collar occupations	2.0	2.5	2.2
White-collar occupations excluding sales	2.0	2.5	2.2
Professional specialty and technical occupations	2.2	3.0	2.2
Professional specialty occupations	2.4	3.6	2.2
Engineers, architects, and surveyors	3.7	3.7	—
Industrial engineers	3.0	3.0	—
Mechanical engineers	6.9	6.9	—
Engineers, N.E.C.	3.2	3.2	—
Mathematical and computer scientists	5.6	5.2	—
Computer systems analysts and scientists	5.9	4.8	—
Operations and systems researchers and analysts	8.5	8.5	—
Natural scientists	12.7	—	—
Health related occupations	4.4	4.9	2.5
Physicians	25.9	25.9	—
Registered nurses	1.8	1.9	—
Therapists, N.E.C.	7.8	10.7	—
Teachers, college and university	7.2	—	8.0
Teachers, post secondary N.E.C.	5.5	—	5.5
Teachers, except college and university	3.0	17.5	1.3
Elementary school teachers	1.8	10.1	1.8
Secondary school teachers	0.9	20.6	0.6
Teachers, special education	12.9	—	—
Teachers, N.E.C.	4.2	—	4.3
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	6.3	14.0	3.2
Social workers	3.8	11.2	3.4
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	7.3	7.4	—
Athletes	20.4	—	—
Technical occupations	3.2	3.5	6.6
Clinical laboratory technologists and technicians	5.9	5.9	—
Licensed practical nurses	2.1	2.3	—
Health technologists and technicians, N.E.C.	8.5	8.5	—
Electrical and electronic technicians	7.2	7.2	—
Engineering technicians, N.E.C.	2.4	—	—
Drafters	5.1	5.1	—
Computer programmers	10.4	10.6	—
Technical and related occupations, N.E.C.	8.5	8.7	—
Executive, administrative, and managerial occupations ...	2.7	3.1	4.5
Executives, administrators, and managers	3.8	4.5	4.7
Administrators and officials, public administration	6.6	—	6.6
Financial managers	7.8	7.8	—
Administrators, education and related fields	3.6	—	3.1
Managers, medicine and health	7.7	7.7	—
Managers and administrators, N.E.C.	5.7	5.8	—
Management related occupations	4.0	4.2	—
Accountants and auditors	5.5	5.5	—
Underwriters	11.6	11.6	—
Other financial officers	7.9	7.9	—
Personnel, training, and labor relations specialists	7.7	7.7	—
Purchasing agents and buyers, N.E.C.	6.7	6.7	—
Management related occupations, N.E.C.	8.9	9.0	—
Sales occupations	6.9	6.9	—
Supervisors, sales occupations	12.8	12.8	—
Sales representatives, mining, manufacturing, and wholesale	13.3	13.3	—
Sales workers, other commodities	5.3	5.3	—

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, Milwaukee-Racine, WI, November 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Sales occupations (-Continued)			
Cashiers	7.1	7.1	—
Sales support occupations, N.E.C.	10.0	10.0	—
Administrative support occupations, including clerical	2.1	2.5	2.6
Supervisors, general office	8.8	8.8	—
Secretaries	3.5	4.5	3.2
Receptionists	5.5	5.5	—
Information clerks, N.E.C.	4.5	4.5	—
Order clerks	6.2	6.2	—
Records clerks, N.E.C.	5.2	5.2	—
Bookkeepers, accounting and auditing clerks	4.6	4.6	—
Payroll and timekeeping clerks	5.7	5.7	—
Mail clerks except postal service	4.9	4.9	—
Dispatchers	6.0	—	—
Production coordinators	7.0	7.0	—
Traffic, shipping and receiving clerks	5.8	5.8	—
Insurance adjusters, examiners, and investigators	10.9	10.9	—
Investigators and adjusters except insurance	4.5	4.5	—
General office clerks	3.4	6.0	4.1
Data entry keyers	3.9	3.9	—
Teachers' aides	3.9	—	3.9
Administrative support occupations, N.E.C.	3.2	3.2	—
Blue-collar occupations			
Precision production, craft, and repair occupations	2.8	3.0	5.0
Supervisors, mechanics and repairers	2.2	2.4	2.7
Industrial machinery repairers	8.6	8.6	—
Electricians	4.2	4.2	—
Plumbers, pipefitters and steamfitters	2.0	2.4	—
Supervisors, production occupations	9.8	—	—
Tool and die makers	6.3	6.3	—
Machinists	2.3	2.3	—
Miscellaneous precision workers, N.E.C.	4.8	4.8	—
Stationary engineers	5.5	5.5	—
Machine operators, assemblers, and inspectors	5.0	—	—
Lathe and turning machine operators	4.6	4.6	—
Punching and stamping press operators	6.9	6.9	—
Drilling and boring machine operators	5.8	5.8	—
Grinding, abrading, buffing, and polishing machine operators	8.1	8.1	—
Numerical control machine operators	6.4	6.4	—
Fabricating machine operators, N.E.C.	7.6	7.6	—
Molding and casting machine operators	8.7	8.7	—
Printing press operators	10.2	10.2	—
Packaging and filling machine operators	15.6	15.6	—
Painting and paint spraying machine operators	8.9	8.9	—
Miscellaneous machine operators, N.E.C.	10.0	10.0	—
Welders and cutters	9.2	9.2	—
Assemblers	6.3	6.3	—
Miscellaneous hand working occupations, N.E.C.	11.8	11.8	—
Production inspectors, checkers and examiners ..	10.8	10.8	—
Transportation and material moving occupations	8.8	8.8	—
Truck drivers	5.3	5.8	—
Industrial truck and tractor equipment operators ..	7.8	8.6	—
Handlers, equipment cleaners, helpers, and laborers	5.0	5.0	—
Groundskeepers and gardeners except farm	3.4	3.4	10.2
Production helpers	12.6	—	10.4
Stock handlers and baggers	6.9	6.9	—
Machine feeders and offbearers	7.1	7.1	—
Freight, stock, and material handlers, N.E.C.	13.1	13.1	—
Hand packers and packagers	6.5	6.5	—
Laborers except construction, N.E.C.	5.7	5.7	—
	6.1	6.7	11.7

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, Milwaukee-Racine, WI, November 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations	3.5	2.8	4.5
Protective service occupations	4.7	15.8	4.8
Police and detectives, public service	1.4	—	1.4
Guards and police except public service	16.0	19.3	—
Food service occupations	4.6	4.9	4.0
Supervisors, food preparation and service occupations	8.9	9.1	—
Waiters and waitresses	11.3	11.3	—
Cooks	6.3	6.5	—
Kitchen workers, food preparation	5.1	5.5	—
Waiters/Waitresses' assistants	13.2	13.2	—
Food preparation occupations, N.E.C.	4.3	3.8	—
Health service occupations	3.7	3.7	—
Health aides, except nursing	4.8	4.8	—
Nursing aides, orderlies and attendants	3.8	3.8	—
Cleaning and building service occupations	7.1	3.9	8.3
Maids and housemen	6.2	6.2	—
Janitors and cleaners	5.7	4.7	4.5
Personal service occupations	5.5	6.1	5.4
Child care workers, N.E.C.	6.2	—	—
Service occupations, N.E.C.	5.6	5.7	—

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 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, Milwaukee-Racine, WI, November 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	6	4
All occupations excluding sales	5	6	4
White-collar occupations	7	7	5
White-collar occupations excluding sales	7	8	6
Professional specialty and technical occupations	8	9	8
Professional specialty occupations	9	9	8
Engineers, architects, and surveyors	9	9	—
Industrial engineers	9	9	—
Mechanical engineers	8	8	—
Engineers, N.E.C.	10	10	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Operations and systems researchers and analysts	8	8	—
Natural scientists	9	9	—
Health related occupations	9	9	8
Physicians	12	—	—
Registered nurses	8	8	8
Therapists, N.E.C.	8	8	—
Teachers, college and university	11	12	9
Teachers, post secondary N.E.C.	9	—	—
Teachers, except college and university	8	9	7
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, special education	8	—	—
Teachers, N.E.C.	8	9	8
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	8	8	—
Social workers	8	8	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	9	9	—
Athletes	—	—	—
Technical occupations	7	7	6
Clinical laboratory technologists and technicians	7	7	6
Licensed practical nurses	6	6	6
Health technologists and technicians, N.E.C.	5	—	—
Electrical and electronic technicians	8	8	—
Engineering technicians, N.E.C.	7	7	—
Drafters	6	6	—
Computer programmers	8	8	—
Technical and related occupations, N.E.C.	7	7	—
Executive, administrative, and managerial occupations	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	11	11	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	10	10	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Underwriters	6	6	—
Other financial officers	9	9	—
Personnel, training, and labor relations specialists	8	8	—
Purchasing agents and buyers, N.E.C.	8	8	—
Management related occupations, N.E.C.	9	9	—
Sales occupations	5	6	3
Supervisors, sales occupations	8	8	—
Sales representatives, mining, manufacturing, and wholesale	8	8	—
Sales workers, other commodities	3	4	3
Cashiers	2	2	2
Sales support occupations, N.E.C.	6	6	—
Administrative support occupations, including clerical	4	5	3
Supervisors, general office	6	6	—
Secretaries	5	5	—
Receptionists	2	—	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Information clerks, N.E.C.	4	—	—
Order clerks	3	3	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	4	4	—
Mail clerks except postal service	3	3	—
Dispatchers	5	5	—
Production coordinators	5	5	—
Traffic, shipping and receiving clerks	4	4	—
Insurance adjusters, examiners, and investigators	8	8	—
Investigators and adjusters except insurance	5	5	—
General office clerks	3	3	2
Data entry keyers	3	3	—
Teachers' aides	4	4	3
Administrative support occupations, N.E.C.	5	5	3
Blue-collar occupations	4	4	2
Precision production, craft, and repair occupations	6	6	—
Supervisors, mechanics and repairers	8	8	—
Industrial machinery repairers	7	7	—
Electricians	7	7	—
Plumbers, pipefitters and steamfitters	6	6	—
Supervisors, production occupations	7	7	—
Tool and die makers	7	7	—
Machinists	6	6	—
Miscellaneous precision workers, N.E.C.	7	7	—
Stationary engineers	6	6	—
Machine operators, assemblers, and inspectors	3	3	2
Lathe and turning machine operators	5	5	—
Punching and stamping press operators	4	4	—
Drilling and boring machine operators	4	4	—
Grinding, abrading, buffing, and polishing machine operators	3	3	—
Numerical control machine operators	5	5	—
Fabricating machine operators, N.E.C.	3	3	—
Molding and casting machine operators	3	3	—
Printing press operators	6	6	—
Packaging and filling machine operators	3	3	—
Painting and paint spraying machine operators	4	4	—
Miscellaneous machine operators, N.E.C.	4	4	—
Welders and cutters	5	5	—
Assemblers	2	2	—
Miscellaneous hand working occupations, N.E.C.	2	—	—
Production inspectors, checkers and examiners	3	3	—
Transportation and material moving occupations	4	5	4
Truck drivers	4	4	—
Industrial truck and tractor equipment operators	4	4	—
Handlers, equipment cleaners, helpers, and laborers	2	3	2
Groundskeepers and gardeners except farm	3	—	—
Production helpers	2	2	—
Stock handlers and baggers	3	3	3
Machine feeders and offbearers	2	2	—
Freight, stock, and material handlers, N.E.C.	2	3	—
Hand packers and packagers	2	2	2
Laborers except construction, N.E.C.	2	2	2
Service occupations	3	4	2
Protective service occupations	6	6	—
Police and detectives, public service	7	7	—
Guards and police except public service	3	—	—
Food service occupations	2	3	2
Supervisors, food preparation and service occupations	5	—	—
Waiters and waitresses	2	—	2
Cooks	3	4	—
Kitchen workers, food preparation	2	—	2

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Service occupations (-Continued)			
Food service occupations (-Continued)			
Waiters/Waitresses' assistants	2	—	—
Food preparation occupations, N.E.C.	1	2	1
Health service occupations	3	3	3
Health aides, except nursing	3	4	3
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service occupations	2	3	2
Maids and housemen	2	—	—
Janitors and cleaners	2	2	2
Personal service occupations	3	4	2
Child care workers, N.E.C.	3	—	—
Service occupations, N.E.C.	3	3	—

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.