

Milwaukee–Racine, WI National Compensation Survey October 1999



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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, 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 and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Milwaukee–Racine, WI, metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on 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, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence 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, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

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

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

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

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$16.53	1.8	35.5	\$15.91	2.1	35.7	\$20.14	2.4	34.9
Worker characteristics: ⁴									
White-collar occupations ⁵	20.07	2.2	36.5	19.45	2.7	37.0	22.57	2.8	34.7
Professional specialty and technical	23.80	2.3	35.5	23.10	3.2	36.1	25.19	2.6	34.2
Executive, administrative, and managerial	26.53	3.6	39.5	26.08	4.0	40.2	29.34	6.5	35.6
Sales	16.57	8.8	33.9	16.57	8.8	33.9	—	—	—
Administrative support	12.78	3.0	37.3	12.91	3.5	37.6	12.09	3.3	35.6
Blue-collar occupations ⁵	14.64	2.6	37.9	14.59	2.7	37.9	15.51	5.7	38.7
Precision production, craft, and repair	18.71	2.3	39.8	18.81	2.5	39.8	17.63	4.3	40.0
Machine operators, assemblers, and inspectors	13.20	3.8	39.4	13.20	3.8	39.4	—	—	—
Transportation and material moving	16.66	5.9	36.0	16.53	6.3	35.8	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.79	4.9	33.5	10.38	4.8	32.9	12.86	12.6	37.3
Service occupations ⁵	9.68	4.2	28.1	7.98	2.3	27.1	15.88	5.3	32.8
Full time	17.50	1.8	40.1	16.91	2.1	40.1	20.85	2.4	40.1
Part time	9.90	3.6	20.0	9.05	3.6	20.3	15.05	6.7	17.9
Union	17.92	2.1	37.7	16.43	2.8	38.4	20.28	2.7	36.5
Nonunion	15.93	2.5	34.7	15.76	2.6	35.0	19.61	5.9	29.7
Time	16.47	1.9	35.5	15.80	2.2	35.6	20.14	2.4	34.9
Incentive	17.85	7.9	37.6	17.85	7.9	37.6	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.91	5.8	33.7	12.91	5.9	33.7	—	—	—
100-499 workers	15.37	3.1	35.6	15.08	3.2	35.5	20.38	6.7	36.2
500 workers or more	19.14	2.3	36.4	18.73	3.0	37.2	20.11	2.9	34.6

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

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

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

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

based on productivity payments such as piece rates, commissions, and production bonuses.

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.53	1.8	\$15.91	2.1	\$20.14	2.4
All excluding sales	16.53	1.9	15.85	2.2	20.14	2.4
White collar	20.07	2.2	19.45	2.7	22.57	2.8
White collar excluding sales	20.59	2.2	20.00	2.7	22.57	2.8
Professional specialty and technical	23.80	2.3	23.10	3.2	25.19	2.6
Professional specialty	25.51	2.6	25.18	4.1	26.00	2.6
Engineers, architects, and surveyors	25.70	4.4	25.90	4.4	—	—
Industrial engineers	23.54	2.8	23.54	2.8	—	—
Mechanical engineers	24.48	5.2	24.48	5.2	—	—
Mathematical and computer scientists	28.83	6.8	28.83	6.8	—	—
Operations and systems researchers and analysts	26.45	10.6	26.45	10.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.35	3.2	21.46	3.5	20.67	4.8
Registered nurses	20.60	2.2	20.67	2.3	—	—
Therapists, n.e.c.	20.73	8.2	—	—	—	—
Teachers, college and university	39.36	6.8	—	—	31.74	8.7
Other post-secondary teachers	34.72	5.7	—	—	34.72	5.7
Teachers, except college and university	27.10	4.2	14.92	21.4	28.47	1.7
Elementary school teachers	28.15	2.3	24.92	6.6	28.25	2.3
Secondary school teachers	30.65	.7	—	—	30.65	.8
Teachers, special education	25.35	12.4	—	—	—	—
Teachers, n.e.c.	27.50	5.1	—	—	27.49	5.2
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.94	5.2	13.39	12.5	15.68	4.0
Social workers	15.35	4.3	—	—	15.77	4.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.60	12.6	24.96	12.7	—	—
Athletes	29.78	32.1	—	—	—	—
Technical	18.49	3.6	18.78	3.8	16.18	6.9
Clinical laboratory technologists and technicians	15.84	5.9	15.84	5.9	—	—
Licensed practical nurses	14.12	2.1	14.30	2.6	—	—
Health technologists and technicians, n.e.c.	13.79	14.0	13.79	14.0	—	—
Electrical and electronic technicians	22.53	6.9	22.53	6.9	—	—
Engineering technicians, n.e.c.	20.20	3.0	20.00	3.1	—	—
Drafters	18.17	4.1	18.17	4.1	—	—
Computer programmers	25.06	8.6	25.10	8.8	—	—
Technical and related, n.e.c.	20.11	11.1	—	—	—	—
Executive, administrative, and managerial	26.53	3.6	26.08	4.0	29.34	6.5
Executives, administrators, and managers	29.85	4.3	29.55	5.2	31.12	6.5
Administrators and officials, public administration	25.92	7.5	—	—	25.92	7.5
Financial managers	27.35	9.3	27.35	9.3	—	—
Administrators, education and related fields	36.42	4.3	—	—	37.41	4.0
Managers, medicine and health	22.99	9.1	21.33	7.0	—	—
Managers and administrators, n.e.c.	32.89	5.8	33.03	6.1	—	—
Management related	21.40	5.8	21.50	6.1	—	—
Accountants and auditors	21.08	5.3	21.08	5.3	—	—
Other financial officers	23.92	16.9	23.92	16.9	—	—
Personnel, training, and labor relations specialists	19.51	9.4	19.51	9.4	—	—
Purchasing agents and buyers, n.e.c.	18.55	6.7	18.55	6.7	—	—
Management related, n.e.c.	21.46	11.4	21.43	11.6	—	—
Sales	16.57	8.8	16.57	8.8	—	—
Supervisors, sales	17.25	14.1	17.25	14.1	—	—
Sales representatives, mining, manufacturing, and wholesale	30.98	18.4	30.98	18.4	—	—
Sales workers, other commodities	8.54	5.1	8.54	5.1	—	—
Cashiers	6.91	7.7	6.91	7.7	—	—
Sales support, n.e.c.	16.16	8.9	16.16	8.9	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Administrative support, including clerical	\$12.78	3.0	\$12.91	3.5	\$12.09	3.3
Supervisors, general office	15.03	8.6	15.03	8.6	—	—
Secretaries	12.95	4.0	13.17	5.1	12.33	4.7
Information clerks, n.e.c.	12.62	3.7	12.62	3.7	—	—
Records clerks, n.e.c.	13.22	5.6	13.22	5.6	—	—
Bookkeepers, accounting and auditing clerks	11.62	6.0	11.13	6.2	—	—
Mail clerks, except postal service	11.21	8.0	11.21	8.0	—	—
Production coordinators	14.64	7.4	14.64	7.4	—	—
Traffic, shipping and receiving clerks	11.28	5.9	11.28	5.9	—	—
Investigators and adjusters, except insurance	12.68	4.1	12.68	4.1	—	—
General office clerks	10.84	4.8	10.42	9.5	11.13	5.1
Teachers' aides	10.41	4.9	—	—	10.41	4.9
Administrative support, n.e.c.	12.55	4.1	12.29	3.9	—	—
Blue collar	14.64	2.6	14.59	2.7	15.51	5.7
Precision production, craft, and repair	18.71	2.3	18.81	2.5	17.63	4.3
Supervisors, mechanics and repairers	24.64	7.6	24.64	7.6	—	—
Industrial machinery repairers	19.07	5.0	19.07	5.0	—	—
Electricians	22.33	2.3	22.47	2.7	—	—
Supervisors, production	19.23	6.0	19.23	6.0	—	—
Tool and die makers	21.63	2.9	21.63	2.9	—	—
Machinists	15.93	5.6	15.93	5.6	—	—
Miscellaneous precision workers, n.e.c.	18.31	7.5	18.31	7.5	—	—
Inspectors, testers, and graders	16.50	3.0	16.50	3.0	—	—
Machine operators, assemblers, and inspectors	13.20	3.8	13.20	3.8	—	—
Lathe and turning machine operators	17.81	8.0	17.81	8.0	—	—
Punching and stamping press operators	15.92	7.0	15.92	7.0	—	—
Drilling and boring machine operators	14.42	8.8	14.42	8.8	—	—
Grinding, abrading, buffing, and polishing machine operators	11.35	9.0	11.35	9.0	—	—
Numerical control machine operators	13.53	9.2	13.53	9.2	—	—
Fabricating machine operators, n.e.c.	15.58	8.4	15.58	8.4	—	—
Molding and casting machine operators	11.69	12.9	11.69	12.9	—	—
Printing press operators	14.62	18.3	14.66	18.4	—	—
Packaging and filling machine operators	13.55	8.0	13.55	8.0	—	—
Painting and paint spraying machine operators ..	13.57	12.5	13.57	12.5	—	—
Miscellaneous machine operators, n.e.c.	14.13	9.5	14.13	9.5	—	—
Welders and cutters	15.03	7.4	15.03	7.4	—	—
Assemblers	11.57	8.5	11.57	8.5	—	—
Production inspectors, checkers and examiners ..	10.31	7.7	10.31	7.7	—	—
Transportation and material moving	16.66	5.9	16.53	6.3	—	—
Truck drivers	18.91	5.6	19.24	6.1	—	—
Industrial truck and tractor equipment operators ..	15.03	8.1	15.03	8.1	—	—
Handlers, equipment cleaners, helpers, and laborers ..	10.79	4.9	10.38	4.8	12.86	12.6
Groundskeepers and gardeners, except farm	13.39	18.1	—	—	15.24	14.7
Production helpers	10.81	10.3	10.81	10.3	—	—
Stock handlers and baggers	9.89	12.4	9.89	12.4	—	—
Freight, stock, and material handlers, n.e.c.	11.49	11.7	11.49	11.7	—	—
Hand packers and packagers	9.62	9.1	9.62	9.1	—	—
Laborers, except construction, n.e.c.	8.91	7.1	8.93	7.6	8.83	18.4
Service	9.68	4.2	7.98	2.3	15.88	5.3
Protective service	17.12	5.5	10.29	12.8	17.89	5.2
Police and detectives, public service	21.64	2.1	—	—	21.64	2.1
Food service	7.09	4.5	6.95	4.8	9.09	4.6
Waiters, waitresses, and bartenders	4.34	11.9	4.34	11.9	—	—
Waiters and waitresses	3.78	12.5	3.78	12.5	—	—
Other food service	8.03	4.7	7.93	5.0	9.09	4.6
Cooks	9.22	2.6	9.22	2.6	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Kitchen workers, food preparation	\$8.84	5.6	\$8.94	6.0	—	—
Food preparation, n.e.c.	7.08	4.6	6.79	3.8	—	—
Health service	8.64	3.7	8.57	3.7	—	—
Health aides, except nursing	10.22	3.8	10.22	3.8	—	—
Nursing aides, orderlies and attendants	8.50	3.7	8.42	3.7	—	—
Cleaning and building service	10.07	9.0	8.43	4.3	\$15.59	11.5
Maids and housemen	7.39	6.1	7.39	6.1	—	—
Janitors and cleaners	9.12	6.4	8.14	5.1	13.12	5.1
Personal service	8.18	3.6	8.10	3.9	8.83	6.1
Child care workers, n.e.c.	7.81	3.8	—	—	—	—
Service, n.e.c.	8.55	6.4	8.55	6.4	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

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

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.50	1.8	\$16.91	2.1	\$20.85	2.4
All excluding sales	17.40	1.9	16.76	2.2	20.85	2.4
White collar	20.76	2.3	20.15	2.8	23.32	2.9
White collar excluding sales	20.97	2.3	20.32	2.8	23.32	2.9
Professional specialty and technical	24.43	2.4	23.73	3.4	25.81	2.8
Professional specialty	26.13	2.7	25.83	4.2	26.56	2.7
Engineers, architects, and surveyors	25.70	4.4	25.90	4.4	—	—
Industrial engineers	23.54	2.8	23.54	2.8	—	—
Mechanical engineers	24.48	5.2	24.48	5.2	—	—
Mathematical and computer scientists	28.83	6.8	28.83	6.8	—	—
Operations and systems researchers and analysts	26.45	10.6	26.45	10.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.25	4.1	21.34	4.7	20.76	5.7
Registered nurses	20.57	3.0	20.65	3.1	—	—
Therapists, n.e.c.	20.73	8.2	—	—	—	—
Teachers, college and university	40.83	7.2	—	—	31.99	12.7
Teachers, except college and university	28.21	3.2	15.86	20.3	29.35	1.3
Elementary school teachers	28.42	2.0	25.12	6.5	28.52	2.0
Secondary school teachers	30.65	.7	—	—	30.65	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.88	5.5	13.10	12.8	15.77	4.3
Social workers	15.27	4.3	—	—	15.77	4.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.13	13.2	25.13	13.2	—	—
Technical	19.06	3.8	19.35	4.0	16.72	7.6
Clinical laboratory technologists and technicians	15.30	6.7	15.30	6.7	—	—
Licensed practical nurses	13.84	3.0	13.95	3.4	—	—
Electrical and electronic technicians	22.53	6.9	22.53	6.9	—	—
Engineering technicians, n.e.c.	20.36	3.0	20.00	3.1	—	—
Drafters	18.17	4.1	18.17	4.1	—	—
Computer programmers	25.13	8.6	25.18	8.8	—	—
Technical and related, n.e.c.	20.10	11.3	—	—	—	—
Executive, administrative, and managerial	26.48	3.6	26.08	4.0	29.17	6.8
Executives, administrators, and managers	29.81	4.4	29.55	5.2	30.98	6.6
Administrators and officials, public administration	25.92	7.5	—	—	25.92	7.5
Financial managers	27.35	9.3	27.35	9.3	—	—
Administrators, education and related fields	35.34	3.9	—	—	36.30	3.1
Managers, medicine and health	22.99	9.1	21.33	7.0	—	—
Managers and administrators, n.e.c.	32.89	5.8	33.03	6.1	—	—
Management related	21.40	5.9	21.50	6.1	—	—
Accountants and auditors	21.08	5.3	21.08	5.3	—	—
Other financial officers	23.92	16.9	23.92	16.9	—	—
Personnel, training, and labor relations specialists	19.51	9.4	19.51	9.4	—	—
Purchasing agents and buyers, n.e.c.	18.55	6.7	18.55	6.7	—	—
Management related, n.e.c.	21.43	11.6	21.43	11.6	—	—
Sales	19.08	8.5	19.08	8.5	—	—
Supervisors, sales	17.25	14.1	17.25	14.1	—	—
Sales representatives, mining, manufacturing, and wholesale	30.98	18.4	30.98	18.4	—	—
Sales workers, other commodities	10.36	4.6	10.36	4.6	—	—
Sales support, n.e.c.	16.25	8.9	16.25	8.9	—	—
Administrative support, including clerical	13.01	3.2	13.10	3.7	12.46	3.5
Supervisors, general office	15.03	8.6	15.03	8.6	—	—
Secretaries	12.99	4.1	13.24	5.2	12.33	4.7
Records clerks, n.e.c.	13.42	5.6	13.42	5.6	—	—
Bookkeepers, accounting and auditing clerks	11.78	6.2	11.28	6.5	—	—
Mail clerks, except postal service	11.21	8.0	11.21	8.0	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Production coordinators	\$14.64	7.4	\$14.64	7.4	—	—
Traffic, shipping and receiving clerks	11.28	5.9	11.28	5.9	—	—
Investigators and adjusters, except insurance	12.83	3.9	12.83	3.9	—	—
General office clerks	11.18	5.1	—	—	\$11.27	4.9
Teachers' aides	9.95	3.5	—	—	9.95	3.5
Administrative support, n.e.c.	12.64	4.3	12.37	4.1	—	—
Blue collar	15.19	2.5	15.13	2.7	16.07	5.6
Precision production, craft, and repair						
Supervisors, mechanics and repairers	24.64	7.6	24.64	7.6	—	—
Industrial machinery repairers	19.07	5.0	19.07	5.0	—	—
Electricians	22.33	2.3	22.47	2.7	—	—
Supervisors, production	19.23	6.0	19.23	6.0	—	—
Tool and die makers	21.63	2.9	21.63	2.9	—	—
Machinists	15.93	5.6	15.93	5.6	—	—
Miscellaneous precision workers, n.e.c.	18.31	7.5	18.31	7.5	—	—
Inspectors, testers, and graders	16.50	3.0	16.50	3.0	—	—
Machine operators, assemblers, and inspectors						
Lathe and turning machine operators	17.81	8.0	17.81	8.0	—	—
Punching and stamping press operators	15.92	7.0	15.92	7.0	—	—
Drilling and boring machine operators	14.42	8.8	14.42	8.8	—	—
Grinding, abrading, buffing, and polishing machine operators	11.80	9.0	11.80	9.0	—	—
Numerical control machine operators	13.53	9.2	13.53	9.2	—	—
Fabricating machine operators, n.e.c.	15.58	8.4	15.58	8.4	—	—
Molding and casting machine operators	11.69	12.9	11.69	12.9	—	—
Printing press operators	14.62	18.3	14.66	18.4	—	—
Packaging and filling machine operators	13.81	8.4	13.81	8.4	—	—
Painting and paint spraying machine operators ...	13.57	12.5	13.57	12.5	—	—
Miscellaneous machine operators, n.e.c.	14.22	9.6	14.22	9.6	—	—
Welders and cutters	15.03	7.4	15.03	7.4	—	—
Assemblers	11.79	8.9	11.79	8.9	—	—
Transportation and material moving						
Truck drivers	19.16	5.7	19.54	6.3	—	—
Industrial truck and tractor equipment operators ..	15.72	7.2	15.72	7.2	—	—
Handlers, equipment cleaners, helpers, and laborers						
Production helpers	10.81	10.3	10.81	10.3	—	—
Stock handlers and baggers	12.09	10.8	12.09	10.8	—	—
Freight, stock, and material handlers, n.e.c.	12.88	14.0	12.88	14.0	—	—
Hand packers and packagers	10.83	6.1	10.83	6.1	—	—
Laborers, except construction, n.e.c.	10.21	7.3	10.71	6.2	—	—
Service						
Protective service	17.57	5.3	—	—	16.85	4.9
Police and detectives, public service	21.64	2.1	—	—	18.07	5.2
Food service	7.97	8.0	7.95	8.4	21.64	2.1
Other food service	9.09	4.0	9.15	4.1	—	—
Cooks	9.27	2.9	9.27	2.9	—	—
Kitchen workers, food preparation	9.00	6.3	9.15	6.7	—	—
Food preparation, n.e.c.	8.13	7.7	8.07	8.0	—	—
Health service	8.72	4.0	8.62	4.1	—	—
Nursing aides, orderlies and attendants	8.61	4.2	8.49	4.2	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$11.66	9.3	\$9.55	5.1	\$16.26	11.4
Janitors and cleaners	10.37	5.5	9.11	5.2	13.68	5.1
Personal service	8.54	5.3	8.48	5.2	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$9.90	3.6	\$9.05	3.6	\$15.05	6.7
All excluding sales	10.23	4.0	9.34	4.0	15.05	6.7
White collar	13.94	4.6	12.60	5.4	17.69	7.9
White collar excluding sales	16.50	4.1	15.83	4.5	17.69	7.9
Professional specialty and technical	19.36	3.5	18.80	3.9	20.56	6.7
Professional specialty	21.01	4.1	20.67	5.1	21.57	7.0
Natural scientists	—	—	—	—	—	—
Health related	21.63	2.9	21.74	3.0	—	—
Registered nurses	20.65	2.4	20.70	2.6	—	—
Teachers, college and university	31.29	6.6	—	—	31.29	6.6
Other post-secondary teachers	31.99	6.6	—	—	31.99	6.6
Teachers, except college and university	16.66	12.9	12.03	23.2	18.27	10.1
Teachers, n.e.c.	20.53	11.9	—	—	20.09	12.7
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.84	4.7	15.03	5.2	—	—
Clinical laboratory technologists and technicians	16.81	9.7	16.81	9.7	—	—
Licensed practical nurses	14.53	2.7	14.92	3.2	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	6.94	5.3	6.94	5.3	—	—
Sales workers, other commodities	7.47	6.2	7.47	6.2	—	—
Cashiers	6.29	7.1	6.29	7.1	—	—
Administrative support, including clerical	10.20	4.1	9.94	4.8	10.62	6.5
General office clerks	8.81	9.3	—	—	—	—
Teachers' aides	10.72	7.4	—	—	10.73	7.4
Blue collar	7.91	4.6	7.93	4.8	7.57	6.4
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	6.94	4.1	6.94	4.1	—	—
Transportation and material moving	9.01	7.0	9.01	7.0	—	—
Handlers, equipment cleaners, helpers, and laborers	7.64	5.6	7.65	6.1	7.57	6.4
Laborers, except construction, n.e.c.	6.72	2.0	6.74	2.1	—	—
Service	7.19	2.7	7.02	2.7	9.22	5.6
Protective service	—	—	—	—	—	—
Food service	6.35	4.3	6.09	4.0	—	—
Waiters, waitresses, and bartenders	4.53	13.8	4.53	13.8	—	—
Waiters and waitresses	3.94	15.4	3.94	15.4	—	—
Other food service	7.08	4.5	6.78	3.6	—	—
Food preparation, n.e.c.	6.83	4.3	6.47	2.0	—	—
Health service	8.49	6.4	8.49	6.4	—	—
Health aides, except nursing	10.61	9.6	10.61	9.6	—	—
Nursing aides, orderlies and attendants	8.29	6.2	8.29	6.2	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$7.18	3.8	\$6.94	3.3	—	—
Janitors and cleaners	7.28	4.2	7.01	3.6	—	—
Personal service	7.40	3.0	—	—	\$8.35	4.3

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

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

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

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

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

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$702	1.9	40.1	\$678	2.2	40.1	\$836	2.4	40.1
All excluding sales	697	1.9	40.1	671	2.3	40.1	836	2.4	40.1
White collar	836	2.4	40.3	814	2.9	40.4	925	2.9	39.7
White collar excluding sales	843	2.4	40.2	820	3.0	40.3	925	2.9	39.7
Professional specialty and technical	993	2.7	40.7	978	4.0	41.2	1,022	2.8	39.6
Professional specialty	1,068	3.2	40.9	1,074	5.2	41.6	1,058	2.7	39.9
Engineers, architects, and surveyors	1,048	4.4	40.8	1,057	4.4	40.8	-	-	-
Industrial engineers	966	3.7	41.0	966	3.7	41.0	-	-	-
Mechanical engineers	1,012	5.7	41.4	1,012	5.7	41.4	-	-	-
Mathematical and computer scientists	1,154	5.9	40.0	1,154	5.9	40.0	-	-	-
Operations and systems researchers and analysts	1,066	7.9	40.3	1,066	7.9	40.3	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	862	4.5	40.6	868	5.2	40.7	830	5.7	40.0
Registered nurses	814	3.3	39.6	817	3.5	39.6	-	-	-
Therapists, n.e.c.	829	8.2	40.0	-	-	-	-	-	-
Teachers, college and university	2,014	13.5	49.3	-	-	-	1,280	12.7	40.0
Teachers, except college and university	1,128	3.2	40.0	633	20.2	39.9	1,173	1.3	40.0
Elementary school teachers ...	1,136	2.0	40.0	990	7.2	39.4	1,141	2.0	40.0
Secondary school teachers	1,226	.7	40.0	-	-	-	1,226	.8	40.0
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	595	5.5	40.0	524	12.8	40.0	631	4.3	40.0
Social workers	611	4.3	40.0	-	-	-	631	4.3	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,027	14.3	40.9	1,027	14.3	40.9	-	-	-
Technical	763	4.1	40.0	782	4.2	40.4	616	7.3	36.9
Clinical laboratory technologists and technicians	612	6.7	40.0	612	6.7	40.0	-	-	-
Licensed practical nurses	543	2.5	39.2	546	2.8	39.1	-	-	-
Electrical and electronic technicians	901	6.9	40.0	901	6.9	40.0	-	-	-
Engineering technicians, n.e.c.	789	2.8	38.7	800	3.1	40.0	-	-	-
Drafters	727	4.1	40.0	727	4.1	40.0	-	-	-
Computer programmers	1,055	8.7	42.0	1,059	8.9	42.0	-	-	-
Technical and related, n.e.c. ...	868	9.0	43.2	-	-	-	-	-	-
Executive, administrative, and managerial	1,066	3.7	40.3	1,048	4.1	40.2	1,192	6.9	40.9
Executives, administrators, and managers	1,208	4.5	40.5	1,194	5.3	40.4	1,271	6.4	41.0
Administrators and officials, public administration	1,134	7.9	43.7	-	-	-	1,134	7.9	43.7
Financial managers	1,110	9.6	40.6	1,110	9.6	40.6	-	-	-
Administrators, education and related fields	1,438	3.3	40.7	-	-	-	1,481	2.2	40.8
Managers, medicine and health	857	12.0	37.3	790	10.0	37.0	-	-	-
Managers and administrators, n.e.c.	1,330	6.0	40.4	1,346	6.0	40.8	-	-	-
Management related	853	5.9	39.9	857	6.1	39.8	-	-	-
Accountants and auditors	832	5.4	39.5	832	5.4	39.5	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Other financial officers	\$948	17.2	39.6	\$948	17.2	39.6	—	—	—
Personnel, training, and labor relations specialists	775	9.2	39.7	775	9.2	39.7	—	—	—
Purchasing agents and buyers, n.e.c.	770	7.8	41.5	770	7.8	41.5	—	—	—
Management related, n.e.c.	853	11.7	39.8	853	11.7	39.8	—	—	—
Sales	778	8.4	40.7	778	8.4	40.7	—	—	—
Supervisors, sales	714	12.9	41.4	714	12.9	41.4	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,260	18.3	40.7	1,260	18.3	40.7	—	—	—
Sales workers, other commodities	409	5.2	39.5	409	5.2	39.5	—	—	—
Sales support, n.e.c.	629	10.3	38.7	629	10.3	38.7	—	—	—
Administrative support, including clerical	516	3.1	39.6	520	3.6	39.7	\$488	3.7	39.2
Supervisors, general office	614	8.7	40.9	614	8.7	40.9	—	—	—
Secretaries	511	4.3	39.3	523	5.3	39.5	478	6.2	38.8
Records clerks, n.e.c.	526	5.3	39.2	526	5.3	39.2	—	—	—
Bookkeepers, accounting and auditing clerks	471	6.2	40.0	451	6.5	40.0	—	—	—
Mail clerks, except postal service	440	8.6	39.2	440	8.6	39.2	—	—	—
Production coordinators	583	7.9	39.8	583	7.9	39.8	—	—	—
Traffic, shipping and receiving clerks	451	5.9	40.0	451	5.9	40.0	—	—	—
Investigators and adjusters, except insurance	513	3.9	40.0	513	3.9	40.0	—	—	—
General office clerks	447	5.1	40.0	—	—	—	450	4.8	39.9
Teachers' aides	370	3.9	37.1	—	—	—	370	3.9	37.1
Administrative support, n.e.c.	497	4.1	39.3	486	3.8	39.3	—	—	—
Blue collar	609	2.6	40.1	607	2.7	40.1	643	5.6	40.0
Precision production, craft, and repair	751	2.3	40.0	755	2.5	40.0	705	4.3	40.0
Supervisors, mechanics and repairers	986	7.6	40.0	986	7.6	40.0	—	—	—
Industrial machinery repairers	763	5.0	40.0	763	5.0	40.0	—	—	—
Electricians	893	2.3	40.0	899	2.7	40.0	—	—	—
Supervisors, production	775	6.1	40.3	775	6.1	40.3	—	—	—
Tool and die makers	865	2.9	40.0	865	2.9	40.0	—	—	—
Machinists	637	5.6	40.0	637	5.6	40.0	—	—	—
Miscellaneous precision workers, n.e.c.	733	7.5	40.0	733	7.5	40.0	—	—	—
Inspectors, testers, and graders	660	3.0	40.0	660	3.0	40.0	—	—	—
Machine operators, assemblers, and inspectors	533	3.9	40.0	533	3.9	40.0	—	—	—
Lathe and turning machine operators	712	8.0	40.0	712	8.0	40.0	—	—	—
Punching and stamping press operators	637	7.0	40.0	637	7.0	40.0	—	—	—
Drilling and boring machine operators	577	8.8	40.0	577	8.8	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Grinding, abrading, buffing, and polishing machine operators	\$472	9.0	40.0	\$472	9.0	40.0	—	—	—
Numerical control machine operators	541	9.2	40.0	541	9.2	40.0	—	—	—
Fabricating machine operators, n.e.c.	623	8.4	40.0	623	8.4	40.0	—	—	—
Molding and casting machine operators	467	12.9	40.0	467	12.9	40.0	—	—	—
Printing press operators	581	18.0	39.8	583	18.1	39.8	—	—	—
Packaging and filling machine operators	553	8.4	40.0	553	8.4	40.0	—	—	—
Painting and paint spraying machine operators	543	12.5	40.0	543	12.5	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	569	9.6	40.0	569	9.6	40.0	—	—	—
Welders and cutters	601	7.4	40.0	601	7.4	40.0	—	—	—
Assemblers	472	8.9	40.0	472	8.9	40.0	—	—	—
Transportation and material moving	729	4.2	40.6	729	4.5	40.7	—	—	—
Truck drivers	805	5.0	42.0	827	4.8	42.3	—	—	—
Industrial truck and tractor equipment operators	608	8.8	38.7	608	8.8	38.7	—	—	—
Handlers, equipment cleaners, helpers, and laborers	478	4.9	39.9	461	4.8	39.9	\$549	12.7	40.0
Production helpers	430	9.9	39.8	430	9.9	39.8	—	—	—
Stock handlers and baggers ...	483	10.8	40.0	483	10.8	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	515	14.0	40.0	515	14.0	40.0	—	—	—
Hand packers and packagers	433	6.1	40.0	433	6.1	40.0	—	—	—
Laborers, except construction, n.e.c.	407	7.3	39.9	426	6.2	39.8	—	—	—
Service	437	5.8	39.5	336	3.8	38.7	701	5.3	41.6
Protective service	748	5.6	42.6	—	—	—	774	5.5	42.8
Police and detectives, public service	848	1.8	39.2	—	—	—	848	1.8	39.2
Food service	296	10.1	37.2	296	10.7	37.3	—	—	—
Other food service	351	4.7	38.6	356	4.9	38.9	—	—	—
Cooks	360	4.3	38.9	360	4.3	38.9	—	—	—
Kitchen workers, food preparation	355	7.3	39.4	360	7.9	39.3	—	—	—
Food preparation, n.e.c.	297	10.0	36.5	306	10.0	37.9	—	—	—
Health service	341	3.8	39.1	336	3.8	39.0	—	—	—
Nursing aides, orderlies and attendants	336	3.8	39.0	330	3.8	38.9	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$459	9.8	39.4	\$374	6.7	39.1	\$648	11.4	39.9
Janitors and cleaners	401	6.2	38.7	349	6.1	38.3	545	5.0	39.8
Personal service	341	5.2	39.9	339	5.2	40.0	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$35,790	1.9	2,046	\$35,178	2.2	2,080	\$38,941	2.4	1,868
All excluding sales	35,531	1.9	2,042	34,823	2.3	2,078	38,941	2.4	1,868
White collar	41,899	2.4	2,019	42,204	2.9	2,095	40,835	2.9	1,751
White collar excluding sales	42,098	2.4	2,007	42,519	3.0	2,092	40,835	2.9	1,751
Professional specialty and technical	47,523	2.7	1,945	50,493	4.0	2,128	42,965	2.8	1,665
Professional specialty	49,833	3.2	1,907	55,297	5.2	2,141	43,796	2.7	1,649
Engineers, architects, and surveyors	54,519	4.4	2,121	54,972	4.4	2,122	-	-	-
Industrial engineers	50,226	3.7	2,134	50,226	3.7	2,134	-	-	-
Mechanical engineers	52,637	5.7	2,150	52,637	5.7	2,150	-	-	-
Mathematical and computer scientists	60,033	5.9	2,083	60,033	5.9	2,083	-	-	-
Operations and systems researchers and analysts	55,450	7.9	2,096	55,450	7.9	2,096	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	44,508	4.5	2,094	45,137	5.2	2,115	41,316	5.7	1,990
Registered nurses	42,335	3.3	2,058	42,479	3.5	2,057	-	-	-
Therapists, n.e.c.	42,096	8.2	2,030	-	-	-	-	-	-
Teachers, college and university	92,283	13.5	2,260	-	-	-	54,192	12.7	1,694
Teachers, except college and university	43,809	3.2	1,553	29,684	20.2	1,871	44,869	1.3	1,529
Elementary school teachers	43,544	2.0	1,532	36,978	7.2	1,472	43,762	2.0	1,534
Secondary school teachers	46,589	.7	1,520	-	-	-	46,609	.8	1,521
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	30,926	5.5	2,078	27,176	12.8	2,074	32,806	4.3	2,080
Social workers	31,728	4.3	2,078	-	-	-	32,806	4.3	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	53,424	14.3	2,126	53,424	14.3	2,126	-	-	-
Technical	39,583	4.1	2,076	40,670	4.2	2,102	31,447	7.3	1,881
Clinical laboratory technologists and technicians	31,815	6.7	2,080	31,815	6.7	2,080	-	-	-
Licensed practical nurses	28,231	2.5	2,040	28,380	2.8	2,034	-	-	-
Electrical and electronic technicians	46,852	6.9	2,080	46,852	6.9	2,080	-	-	-
Engineering technicians, n.e.c.	41,022	2.8	2,015	41,609	3.1	2,080	-	-	-
Drafters	37,790	4.1	2,080	37,790	4.1	2,080	-	-	-
Computer programmers	54,878	8.7	2,183	55,046	8.9	2,186	-	-	-
Technical and related, n.e.c. ..	45,119	9.0	2,245	-	-	-	-	-	-
Executive, administrative, and managerial	55,051	3.7	2,079	54,455	4.1	2,088	58,920	6.9	2,020
Executives, administrators, and managers	62,091	4.5	2,083	62,057	5.3	2,100	62,237	6.4	2,009
Administrators and officials, public administration	58,961	7.9	2,275	-	-	-	58,961	7.9	2,275
Financial managers	57,717	9.6	2,110	57,717	9.6	2,110	-	-	-
Administrators, education and related fields	65,487	3.3	1,853	-	-	-	67,219	2.2	1,852
Managers, medicine and health	44,569	12.0	1,939	41,073	10.0	1,926	-	-	-
Managers and administrators, n.e.c.	69,150	6.0	2,102	70,013	6.0	2,119	-	-	-
Management related	44,343	5.9	2,073	44,553	6.1	2,072	-	-	-
Accountants and auditors	43,287	5.4	2,053	43,287	5.4	2,053	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Management related —Continued									
Other financial officers	\$49,281	17.2	2,060	\$49,281	17.2	2,060	—	—	—
Personnel, training, and labor relations specialists	40,286	9.2	2,065	40,286	9.2	2,065	—	—	—
Purchasing agents and buyers, n.e.c.	40,061	7.8	2,160	40,061	7.8	2,160	—	—	—
Management related, n.e.c.	44,381	11.7	2,071	44,381	11.7	2,071	—	—	—
Sales	40,284	8.4	2,111	40,284	8.4	2,111	—	—	—
Supervisors, sales	37,117	12.9	2,152	37,117	12.9	2,152	—	—	—
Sales representatives, mining, manufacturing, and wholesale	65,524	18.3	2,115	65,524	18.3	2,115	—	—	—
Sales workers, other commodities	21,292	5.2	2,054	21,292	5.2	2,054	—	—	—
Sales support, n.e.c.	32,699	10.3	2,012	32,699	10.3	2,012	—	—	—
Administrative support, including clerical	26,458	3.1	2,033	27,049	3.6	2,064	\$23,196	3.7	1,861
Supervisors, general office	31,929	8.7	2,125	31,929	8.7	2,125	—	—	—
Secretaries	25,796	4.3	1,986	27,184	5.3	2,054	22,482	6.2	1,823
Records clerks, n.e.c.	27,372	5.3	2,040	27,372	5.3	2,040	—	—	—
Bookkeepers, accounting and auditing clerks	24,505	6.2	2,080	23,469	6.5	2,080	—	—	—
Mail clerks, except postal service	22,859	8.6	2,039	22,859	8.6	2,039	—	—	—
Production coordinators	30,315	7.9	2,071	30,315	7.9	2,071	—	—	—
Traffic, shipping and receiving clerks	23,461	5.9	2,080	23,461	5.9	2,080	—	—	—
Investigators and adjusters, except insurance	26,694	3.9	2,080	26,694	3.9	2,080	—	—	—
General office clerks	22,746	5.1	2,035	—	—	—	22,693	4.8	2,013
Teachers' aides	13,920	3.9	1,398	—	—	—	13,920	3.9	1,398
Administrative support, n.e.c.	25,858	4.1	2,045	25,263	3.8	2,043	—	—	—
Blue collar	31,580	2.6	2,079	31,465	2.7	2,079	33,421	5.6	2,080
Precision production, craft, and repair	39,042	2.3	2,081	39,259	2.5	2,081	36,669	4.3	2,080
Supervisors, mechanics and repairers	51,261	7.6	2,080	51,261	7.6	2,080	—	—	—
Industrial machinery repairers	39,663	5.0	2,080	39,663	5.0	2,080	—	—	—
Electricians	46,443	2.3	2,080	46,735	2.7	2,080	—	—	—
Supervisors, production	40,297	6.1	2,096	40,297	6.1	2,096	—	—	—
Tool and die makers	44,991	2.9	2,080	44,991	2.9	2,080	—	—	—
Machinists	33,141	5.6	2,080	33,141	5.6	2,080	—	—	—
Miscellaneous precision workers, n.e.c.	38,091	7.5	2,080	38,091	7.5	2,080	—	—	—
Inspectors, testers, and graders	34,319	3.0	2,080	34,319	3.0	2,080	—	—	—
Machine operators, assemblers, and inspectors	27,715	3.9	2,079	27,717	3.9	2,079	—	—	—
Lathe and turning machine operators	37,050	8.0	2,080	37,050	8.0	2,080	—	—	—
Punching and stamping press operators	33,114	7.0	2,080	33,114	7.0	2,080	—	—	—
Drilling and boring machine operators	29,988	8.8	2,080	29,988	8.8	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Grinding, abrading, buffing, and polishing machine operators	\$24,552	9.0	2,080	\$24,552	9.0	2,080	—	—	—
Numerical control machine operators	28,152	9.2	2,080	28,152	9.2	2,080	—	—	—
Fabricating machine operators, n.e.c.	32,400	8.4	2,080	32,400	8.4	2,080	—	—	—
Molding and casting machine operators	24,308	12.9	2,080	24,308	12.9	2,080	—	—	—
Printing press operators	30,236	18.0	2,068	30,304	18.1	2,068	—	—	—
Packaging and filling machine operators	28,735	8.4	2,080	28,735	8.4	2,080	—	—	—
Painting and paint spraying machine operators	28,232	12.5	2,080	28,232	12.5	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	29,573	9.6	2,080	29,573	9.6	2,080	—	—	—
Welders and cutters	31,262	7.4	2,080	31,262	7.4	2,080	—	—	—
Assemblers	24,531	8.9	2,080	24,531	8.9	2,080	—	—	—
Transportation and material moving	37,925	4.2	2,113	37,900	4.5	2,116	—	—	—
Truck drivers	41,881	5.0	2,186	43,010	4.8	2,201	—	—	—
Industrial truck and tractor equipment operators	31,609	8.8	2,011	31,609	8.8	2,011	—	—	—
Handlers, equipment cleaners, helpers, and laborers	24,434	4.9	2,041	23,475	4.8	2,032	\$28,545	12.7	2,080
Production helpers	22,358	9.9	2,068	22,358	9.9	2,068	—	—	—
Stock handlers and baggers ...	25,140	10.8	2,080	25,140	10.8	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	26,791	14.0	2,080	26,791	14.0	2,080	—	—	—
Hand packers and packagers	22,522	6.1	2,080	22,522	6.1	2,080	—	—	—
Laborers, except construction, n.e.c.	21,159	7.3	2,073	22,162	6.2	2,069	—	—	—
Service	22,652	5.8	2,047	17,438	3.8	2,009	36,152	5.3	2,145
Protective service	38,921	5.6	2,215	—	—	—	40,227	5.5	2,226
Police and detectives, public service	44,102	1.8	2,038	—	—	—	44,102	1.8	2,038
Food service	15,200	10.1	1,908	15,287	10.7	1,922	—	—	—
Other food service	17,947	4.7	1,975	18,307	4.9	2,001	—	—	—
Cooks	18,744	4.3	2,021	18,744	4.3	2,021	—	—	—
Kitchen workers, food preparation	18,045	7.3	2,005	18,234	7.9	1,993	—	—	—
Food preparation, n.e.c.	14,937	10.0	1,837	15,893	10.0	1,968	—	—	—
Health service	17,718	3.8	2,031	17,482	3.8	2,029	—	—	—
Nursing aides, orderlies and attendants	17,457	3.8	2,027	17,185	3.8	2,024	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$23,862	9.8	2,047	\$19,431	6.7	2,035	\$33,721	11.4	2,073
Janitors and cleaners	20,864	6.2	2,013	18,137	6.1	1,992	28,318	5.0	2,070
Personal service	17,570	5.2	2,056	17,633	5.2	2,080	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.53	1.8	\$15.91	2.1	\$20.14	2.4
All excluding sales	16.53	1.9	15.85	2.2	20.14	2.4
White collar	20.07	2.2	19.45	2.7	22.57	2.8
1	6.81	7.7	6.79	7.9	—	—
2	8.42	7.0	8.05	8.4	9.65	3.6
3	10.02	2.3	10.00	2.4	10.37	4.5
4	11.82	3.4	11.80	3.9	11.93	5.5
5	13.42	2.7	13.52	3.1	12.83	3.9
6	15.53	2.0	15.73	2.1	13.42	2.4
7	18.28	3.1	18.65	3.5	16.39	4.3
8	19.93	3.2	20.36	3.8	18.32	3.0
9	26.25	2.4	24.39	3.8	28.86	2.3
10	27.06	10.7	28.29	13.0	23.01	2.0
11	30.02	3.0	29.86	3.3	30.74	6.4
12	34.48	4.7	34.24	5.1	37.19	9.2
13	43.86	4.3	44.78	4.8	—	—
14	46.62	3.3	46.62	3.3	—	—
Not able to be leveled	21.98	19.6	23.34	22.2	16.59	17.9
White collar excluding sales	20.59	2.2	20.00	2.7	22.57	2.8
1	8.47	11.8	8.55	12.8	—	—
2	9.64	3.4	9.63	4.9	9.65	3.6
3	10.32	2.6	10.32	2.8	10.37	4.5
4	11.82	3.1	11.79	3.6	11.93	5.5
5	13.35	2.8	13.46	3.3	12.83	3.9
6	15.51	2.1	15.77	2.1	13.42	2.4
7	17.65	2.3	17.93	2.6	16.39	4.3
8	19.24	2.5	19.50	3.0	18.32	3.0
9	25.97	1.8	23.65	2.3	28.86	2.3
10	26.31	11.9	27.49	15.0	23.01	2.0
11	29.43	2.9	29.08	3.2	30.74	6.4
12	34.46	4.8	34.22	5.2	37.19	9.2
13	43.86	4.3	44.78	4.8	—	—
14	46.62	3.3	46.62	3.3	—	—
Not able to be leveled	22.03	19.6	23.41	22.3	16.59	17.9
Professional specialty and technical	23.80	2.3	23.10	3.2	25.19	2.6
Professional specialty	25.51	2.6	25.18	4.1	26.00	2.6
5	12.06	12.4	—	—	—	—
6	16.58	10.1	17.30	10.1	—	—
7	18.12	4.7	19.26	5.5	16.31	7.6
8	19.58	3.2	20.27	3.9	18.06	3.7
9	26.56	2.0	23.63	3.2	28.63	2.0
10	24.79	2.9	—	—	—	—
11	31.22	2.4	30.88	3.1	—	—
12	28.12	7.8	27.96	9.0	—	—
14	45.57	2.2	45.57	2.2	—	—
Not able to be leveled	24.77	26.2	—	—	—	—
Engineers, architects, and surveyors	25.70	4.4	25.90	4.4	—	—
9	24.52	4.0	24.52	4.0	—	—
Industrial engineers	23.54	2.8	23.54	2.8	—	—
Mechanical engineers	24.48	5.2	24.48	5.2	—	—
Mathematical and computer scientists	28.83	6.8	28.83	6.8	—	—
Operations and systems researchers and analysts	26.45	10.6	26.45	10.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.35	3.2	21.46	3.5	20.67	4.8
7	19.52	1.8	19.57	2.3	—	—
8	19.96	2.7	20.13	3.5	—	—
9	22.74	4.2	22.42	4.2	—	—
Registered nurses	20.60	2.2	20.67	2.3	—	—
7	19.25	2.4	19.25	2.4	—	—
8	19.78	1.7	19.80	2.0	—	—
9	21.89	3.3	21.94	3.3	—	—
Therapists, n.e.c.	20.73	8.2	—	—	—	—
Teachers, college and university	39.36	6.8	—	—	31.74	8.7

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, college and university —Continued						
9	\$31.73	9.8	—	—	—	—
11	28.44	10.1	—	—	—	—
Other post-secondary teachers	34.72	5.7	—	—	\$34.72	5.7
Teachers, except college and university	27.10	4.2	\$14.92	21.4	28.47	1.7
8	21.93	5.7	—	—	—	—
9	29.00	1.4	26.20	5.6	29.06	1.4
Elementary school teachers	28.15	2.3	24.92	6.6	28.25	2.3
9	27.95	2.3	25.89	7.8	28.00	2.3
Secondary school teachers	30.65	.7	—	—	30.65	.8
9	30.59	.8	—	—	30.65	.8
Teachers, special education	25.35	12.4	—	—	—	—
Teachers, n.e.c.	27.50	5.1	—	—	27.49	5.2
8	22.00	6.6	—	—	—	—
9	30.12	1.5	—	—	30.12	1.5
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.94	5.2	13.39	12.5	15.68	4.0
9	17.49	2.5	—	—	—	—
Social workers	15.35	4.3	—	—	15.77	4.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.60	12.6	24.96	12.7	—	—
Not able to be leveled	24.89	26.2	—	—	—	—
Athletes	29.78	32.1	—	—	—	—
Not able to be leveled	29.78	32.1	—	—	—	—
Technical	18.49	3.6	18.78	3.8	16.18	6.9
4	13.88	10.6	—	—	—	—
5	14.03	3.1	14.10	3.4	—	—
6	15.99	3.0	16.18	3.0	—	—
7	18.33	4.2	18.67	4.4	—	—
8	20.73	5.4	20.66	5.6	—	—
9	26.02	6.2	26.02	6.2	—	—
Clinical laboratory technologists and technicians	15.84	5.9	15.84	5.9	—	—
Licensed practical nurses	14.12	2.1	14.30	2.6	—	—
5	13.81	2.8	—	—	—	—
6	14.71	2.3	15.11	2.5	—	—
Health technologists and technicians, n.e.c.	13.79	14.0	13.79	14.0	—	—
Electrical and electronic technicians	22.53	6.9	22.53	6.9	—	—
Engineering technicians, n.e.c.	20.20	3.0	20.00	3.1	—	—
Drafters	18.17	4.1	18.17	4.1	—	—
Computer programmers	25.06	8.6	25.10	8.8	—	—
Technical and related, n.e.c.	20.11	11.1	—	—	—	—
Executive, administrative, and managerial	26.53	3.6	26.08	4.0	29.34	6.5
6	16.07	2.8	16.07	2.8	—	—
7	17.92	6.0	17.88	6.3	—	—
8	17.38	3.9	17.04	4.2	—	—
9	24.23	4.8	22.71	3.1	—	—
10	29.46	18.1	—	—	—	—
11	29.05	4.0	28.78	4.5	30.04	9.2
12	36.83	5.6	36.41	6.1	—	—
13	42.22	7.9	—	—	—	—
Executives, administrators, and managers	29.85	4.3	29.55	5.2	31.12	6.5
7	16.03	5.8	16.03	5.8	—	—
8	17.15	4.4	17.17	4.8	—	—
9	25.35	7.3	22.58	3.2	—	—
10	32.52	18.8	—	—	—	—
11	28.64	4.2	28.22	4.7	30.04	9.2
12	37.01	6.3	36.55	6.9	—	—
Administrators and officials, public administration	25.92	7.5	—	—	25.92	7.5

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Financial managers	\$27.35	9.3	\$27.35	9.3	—	—
11	25.88	3.8	25.88	3.8	—	—
12	28.64	11.1	28.64	11.1	—	—
Administrators, education and related fields	36.42	4.3	—	—	\$37.41	4.0
Managers, medicine and health	22.99	9.1	21.33	7.0	—	—
Managers and administrators, n.e.c.	32.89	5.8	33.03	6.1	—	—
9	21.94	5.7	21.94	5.7	—	—
11	33.04	6.2	32.37	6.8	—	—
12	36.87	5.6	36.87	5.6	—	—
Management related	21.40	5.8	21.50	6.1	—	—
6	16.07	2.8	16.07	2.8	—	—
7	18.69	7.5	18.67	8.0	—	—
8	17.53	5.6	16.94	6.8	—	—
9	22.83	4.7	22.82	4.8	—	—
Accountants and auditors	21.08	5.3	21.08	5.3	—	—
Other financial officers	23.92	16.9	23.92	16.9	—	—
Personnel, training, and labor relations specialists	19.51	9.4	19.51	9.4	—	—
Purchasing agents and buyers, n.e.c.	18.55	6.7	18.55	6.7	—	—
Management related, n.e.c.	21.46	11.4	21.43	11.6	—	—
Sales	16.57	8.8	16.57	8.8	—	—
1	6.04	4.0	6.04	4.0	—	—
2	6.45	9.1	6.45	9.1	—	—
3	8.53	4.6	8.53	4.6	—	—
4	11.81	9.7	11.81	9.7	—	—
5	13.86	6.8	13.86	6.8	—	—
6	15.61	5.6	15.61	5.6	—	—
7	24.31	14.3	24.31	14.3	—	—
8	32.34	17.6	32.34	17.6	—	—
9	30.58	22.0	30.58	22.0	—	—
11	35.23	11.1	35.23	11.1	—	—
Supervisors, sales	17.25	14.1	17.25	14.1	—	—
Sales representatives, mining, manufacturing, and wholesale	30.98	18.4	30.98	18.4	—	—
Sales workers, other commodities	8.54	5.1	8.54	5.1	—	—
3	8.63	1.4	8.63	1.4	—	—
Cashiers	6.91	7.7	6.91	7.7	—	—
1	6.06	4.3	6.06	4.3	—	—
Sales support, n.e.c.	16.16	8.9	16.16	8.9	—	—
Administrative support, including clerical	12.78	3.0	12.91	3.5	12.09	3.3
1	8.47	11.8	8.55	12.8	—	—
2	9.64	3.4	9.63	4.9	—	—
3	10.31	2.6	10.30	2.8	10.37	4.5
4	11.73	3.1	11.81	3.7	11.37	4.2
5	13.30	3.3	13.43	4.0	12.77	3.6
6	14.65	3.5	14.85	4.2	—	—
7	16.40	2.8	16.46	3.2	—	—
Supervisors, general office	15.03	8.6	15.03	8.6	—	—
Secretaries	12.95	4.0	13.17	5.1	12.33	4.7
4	12.14	5.3	12.44	6.2	—	—
5	12.80	2.7	12.87	3.3	—	—
Information clerks, n.e.c.	12.62	3.7	12.62	3.7	—	—
Records clerks, n.e.c.	13.22	5.6	13.22	5.6	—	—
Bookkeepers, accounting and auditing clerks	11.62	6.0	11.13	6.2	—	—
3	10.23	8.2	10.23	8.2	—	—
Mail clerks, except postal service	11.21	8.0	11.21	8.0	—	—
Production coordinators	14.64	7.4	14.64	7.4	—	—
Traffic, shipping and receiving clerks	11.28	5.9	11.28	5.9	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Investigators and adjusters, except insurance	\$12.68	4.1	\$12.68	4.1	—	—
4	11.50	6.6	11.50	6.6	—	—
General office clerks	10.84	4.8	10.42	9.5	\$11.13	5.1
3	10.50	8.3	—	—	—	—
4	12.23	6.0	—	—	12.05	8.1
Teachers' aides	10.41	4.9	—	—	10.41	4.9
4	9.77	3.1	—	—	9.77	3.1
Administrative support, n.e.c.	12.55	4.1	12.29	3.9	—	—
3	10.91	3.9	10.91	3.9	—	—
4	10.89	8.7	10.89	8.7	—	—
5	12.84	3.8	12.84	3.8	—	—
Blue collar	14.64	2.6	14.59	2.7	15.51	5.7
1	8.20	4.2	8.17	4.2	—	—
2	9.78	4.1	10.02	4.1	—	—
3	12.83	4.6	12.76	4.8	—	—
4	14.59	4.3	14.53	4.5	—	—
5	16.41	3.7	16.38	4.0	16.67	5.9
6	18.26	2.9	18.44	3.2	17.23	3.5
7	19.97	2.5	19.84	2.5	—	—
8	20.47	5.9	20.47	5.9	—	—
9	24.35	5.0	24.35	5.0	—	—
Precision production, craft, and repair	18.71	2.3	18.81	2.5	17.63	4.3
5	14.27	5.5	14.03	6.4	—	—
6	18.77	4.4	19.06	5.5	—	—
7	20.21	2.9	20.16	3.0	—	—
8	20.47	6.6	20.47	6.6	—	—
9	24.35	5.0	24.35	5.0	—	—
Supervisors, mechanics and repairers	24.64	7.6	24.64	7.6	—	—
Industrial machinery repairers	19.07	5.0	19.07	5.0	—	—
7	21.39	5.9	21.39	5.9	—	—
Electricians	22.33	2.3	22.47	2.7	—	—
7	21.91	2.7	21.95	3.7	—	—
Supervisors, production	19.23	6.0	19.23	6.0	—	—
7	18.67	10.9	18.67	10.9	—	—
Tool and die makers	21.63	2.9	21.63	2.9	—	—
7	21.93	2.7	21.93	2.7	—	—
Machinists	15.93	5.6	15.93	5.6	—	—
Miscellaneous precision workers, n.e.c.	18.31	7.5	18.31	7.5	—	—
Inspectors, testers, and graders	16.50	3.0	16.50	3.0	—	—
Machine operators, assemblers, and inspectors	13.20	3.8	13.20	3.8	—	—
1	7.77	5.2	7.77	5.2	—	—
2	10.39	4.7	10.39	4.7	—	—
3	12.94	6.4	12.94	6.4	—	—
4	14.64	4.7	14.65	4.7	—	—
5	14.76	5.2	14.76	5.2	—	—
6	17.91	3.2	17.91	3.2	—	—
7	18.82	5.0	18.82	5.0	—	—
Lathe and turning machine operators	17.81	8.0	17.81	8.0	—	—
Punching and stamping press operators	15.92	7.0	15.92	7.0	—	—
Drilling and boring machine operators	14.42	8.8	14.42	8.8	—	—
Grinding, abrading, buffing, and polishing machine operators	11.35	9.0	11.35	9.0	—	—
Numerical control machine operators	13.53	9.2	13.53	9.2	—	—
Fabricating machine operators, n.e.c.	15.58	8.4	15.58	8.4	—	—
Molding and casting machine operators	11.69	12.9	11.69	12.9	—	—
Printing press operators	14.62	18.3	14.66	18.4	—	—
Packaging and filling machine operators	13.55	8.0	13.55	8.0	—	—
Painting and paint spraying machine operators ...	13.57	12.5	13.57	12.5	—	—
Miscellaneous machine operators, n.e.c.	14.13	9.5	14.13	9.5	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Miscellaneous machine operators, n.e.c.						
—Continued						
3	\$11.24	8.0	\$11.24	8.0	—	—
Welders and cutters	15.03	7.4	15.03	7.4	—	—
Assemblers	11.57	8.5	11.57	8.5	—	—
1	7.77	5.7	7.77	5.7	—	—
2	10.21	7.2	10.21	7.2	—	—
3	15.24	9.5	15.24	9.5	—	—
Production inspectors, checkers and examiners ..	10.31	7.7	10.31	7.7	—	—
Transportation and material moving						
3	16.66	5.9	16.53	6.3	—	—
4	13.63	4.5	12.67	4.4	—	—
5	13.58	14.3	13.58	14.3	—	—
6	19.59	5.6	19.59	5.6	—	—
Truck drivers	18.43	5.0	—	—	—	—
5	18.91	5.6	19.24	6.1	—	—
Industrial truck and tractor equipment operators ..	20.55	7.1	20.55	7.1	—	—
3	15.03	8.1	15.03	8.1	—	—
4	12.72	6.5	12.72	6.5	—	—
4	17.81	7.7	17.81	7.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	10.79	4.9	10.38	4.8	\$12.86	12.6
2	8.64	6.0	8.60	6.1	—	—
3	8.54	7.2	9.09	7.8	—	—
4	11.39	4.8	11.63	4.9	—	—
5	15.32	3.4	14.94	4.5	—	—
5	16.17	8.4	—	—	—	—
Groundskeepers and gardeners, except farm	13.39	18.1	—	—	15.24	14.7
Production helpers	10.81	10.3	10.81	10.3	—	—
Stock handlers and baggers	9.89	12.4	9.89	12.4	—	—
Freight, stock, and material handlers, n.e.c.	11.49	11.7	11.49	11.7	—	—
Hand packers and packagers	9.62	9.1	9.62	9.1	—	—
Laborers, except construction, n.e.c.	8.91	7.1	8.93	7.6	8.83	18.4
1	8.09	10.0	8.15	10.1	—	—
2	7.33	6.0	—	—	—	—
Service						
1	9.68	4.2	7.98	2.3	15.88	5.3
2	7.27	5.2	7.16	5.4	9.59	6.9
3	8.04	4.6	7.75	3.9	—	—
4	9.12	5.1	8.61	4.4	10.89	7.4
5	8.99	4.1	8.78	4.0	—	—
7	9.73	6.0	9.34	7.4	—	—
7	17.69	7.2	—	—	17.95	7.4
8	20.40	4.9	—	—	—	—
Protective service	17.12	5.5	10.29	12.8	17.89	5.2
7	16.73	6.6	—	—	16.73	6.6
8	21.31	3.1	—	—	—	—
Police and detectives, public service	21.64	2.1	—	—	21.64	2.1
Food service	7.09	4.5	6.95	4.8	9.09	4.6
1	6.51	7.1	6.40	7.3	—	—
2	6.84	12.5	6.61	13.0	—	—
3	8.71	4.4	8.85	5.4	—	—
Waiters, waitresses, and bartenders	4.34	11.9	4.34	11.9	—	—
1	4.27	14.0	4.27	14.0	—	—
2	4.41	23.2	4.41	23.2	—	—
Waiters and waitresses	3.78	12.5	3.78	12.5	—	—
2	3.92	18.2	3.92	18.2	—	—
Other food service	8.03	4.7	7.93	5.0	9.09	4.6
1	7.39	6.6	7.28	6.8	—	—
2	8.65	6.0	8.40	6.1	—	—
3	8.88	3.9	9.10	4.4	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Cooks	\$9.22	2.6	\$9.22	2.6	—	—
Kitchen workers, food preparation	8.84	5.6	8.94	6.0	—	—
Food preparation, n.e.c.	7.08	4.6	6.79	3.8	—	—
1	6.78	3.8	6.59	2.5	—	—
Health service	8.64	3.7	8.57	3.7	—	—
2	8.11	6.5	8.11	6.5	—	—
3	8.57	5.7	8.53	5.8	—	—
4	9.21	3.1	9.20	3.2	—	—
Health aides, except nursing	10.22	3.8	10.22	3.8	—	—
Nursing aides, orderlies and attendants	8.50	3.7	8.42	3.7	—	—
2	8.09	6.5	8.09	6.5	—	—
3	8.51	5.8	8.48	5.9	—	—
Cleaning and building service	10.07	9.0	8.43	4.3	\$15.59	11.5
1	8.21	6.9	8.08	7.0	—	—
3	11.10	7.8	—	—	—	—
Maids and housemen	7.39	6.1	7.39	6.1	—	—
Janitors and cleaners	9.12	6.4	8.14	5.1	13.12	5.1
1	8.30	7.4	8.16	7.5	—	—
3	11.10	7.8	—	—	—	—
Personal service	8.18	3.6	8.10	3.9	8.83	6.1
1	8.75	8.7	—	—	—	—
Child care workers, n.e.c.	7.81	3.8	—	—	—	—
Service, n.e.c.	8.55	6.4	8.55	6.4	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

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

of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.50	1.8	\$16.91	2.1	\$20.85	2.4
All excluding sales	17.40	1.9	16.76	2.2	20.85	2.4
White collar	20.76	2.3	20.15	2.8	23.32	2.9
2	9.43	5.3	9.34	6.7	—	—
3	10.34	2.6	10.30	2.7	—	—
4	12.07	3.5	12.07	4.0	12.06	6.3
5	13.56	2.7	13.62	2.9	12.99	4.1
6	15.59	2.1	15.76	2.2	—	—
7	18.25	3.3	18.62	3.7	16.23	4.8
8	19.88	3.7	20.38	4.3	17.84	3.2
9	26.35	2.5	24.46	4.0	28.94	2.4
10	27.31	11.1	28.41	13.2	23.15	2.3
11	30.02	3.0	29.84	3.4	30.78	6.5
12	34.25	4.7	34.24	5.1	34.43	6.2
13	43.78	4.4	44.78	4.8	—	—
14	46.52	3.3	46.52	3.3	—	—
Not able to be leveled	23.74	21.8	24.78	23.8	—	—
White collar excluding sales	20.97	2.3	20.32	2.8	23.32	2.9
2	9.69	4.4	9.67	5.8	—	—
3	10.39	2.9	10.36	3.0	—	—
4	11.94	3.2	11.91	3.6	12.06	6.3
5	13.48	2.8	13.54	3.1	12.99	4.1
6	15.59	2.2	15.81	2.3	—	—
7	17.59	2.5	17.88	2.7	16.23	4.8
8	19.07	2.9	19.39	3.5	17.84	3.2
9	26.05	1.9	23.68	2.4	28.94	2.4
10	26.55	12.4	27.61	15.3	23.15	2.3
11	29.41	2.9	29.06	3.2	30.78	6.5
12	34.23	4.8	34.22	5.2	34.43	6.2
13	43.78	4.4	44.78	4.8	—	—
14	46.52	3.3	46.52	3.3	—	—
Not able to be leveled	23.74	21.8	24.78	23.8	—	—
Professional specialty and technical	24.43	2.4	23.73	3.4	25.81	2.8
Professional specialty	26.13	2.7	25.83	4.2	26.56	2.7
7	17.98	5.5	19.15	6.4	—	—
8	19.34	4.2	20.27	5.2	17.34	4.0
9	26.70	1.9	23.64	3.2	28.69	2.1
10	24.96	3.0	—	—	—	—
11	31.22	2.5	30.84	3.2	—	—
12	28.12	7.8	27.96	9.0	—	—
14	45.42	2.2	45.42	2.2	—	—
Engineers, architects, and surveyors	25.70	4.4	25.90	4.4	—	—
9	24.52	4.0	24.52	4.0	—	—
Industrial engineers	23.54	2.8	23.54	2.8	—	—
Mechanical engineers	24.48	5.2	24.48	5.2	—	—
Mathematical and computer scientists	28.83	6.8	28.83	6.8	—	—
Operations and systems researchers and analysts	26.45	10.6	26.45	10.6	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.25	4.1	21.34	4.7	20.76	5.7
7	19.44	2.0	—	—	—	—
8	19.87	4.5	20.18	6.2	—	—
9	22.36	4.1	21.89	4.0	—	—
Registered nurses	20.57	3.0	20.65	3.1	—	—
8	19.42	2.4	—	—	—	—
9	21.87	3.6	21.93	3.6	—	—
Therapists, n.e.c.	20.73	8.2	—	—	—	—
Teachers, college and university	40.83	7.2	—	—	31.99	12.7
11	28.50	10.9	—	—	—	—
Teachers, except college and university	28.21	3.2	15.86	20.3	29.35	1.3
9	29.21	1.3	26.69	5.2	29.26	1.3
Elementary school teachers	28.42	2.0	25.12	6.5	28.52	2.0
9	28.23	2.0	—	—	28.28	2.0
Secondary school teachers	30.65	.7	—	—	30.65	.8

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Secondary school teachers —Continued						
9	\$30.59	0.8	—	—	\$30.65	0.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.88	5.5	\$13.10	12.8	15.77	4.3
9	17.38	2.6	—	—	—	—
Social workers	15.27	4.3	—	—	15.77	4.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.13	13.2	25.13	13.2	—	—
Technical	19.06	3.8	19.35	4.0	16.72	7.6
5	14.10	3.9	14.10	3.9	—	—
6	16.22	3.3	16.40	3.3	—	—
7	18.36	4.5	18.76	4.7	—	—
8	20.79	5.6	20.72	5.8	—	—
9	26.32	6.3	26.32	6.3	—	—
Clinical laboratory technologists and technicians	15.30	6.7	15.30	6.7	—	—
Licensed practical nurses	13.84	3.0	13.95	3.4	—	—
Electrical and electronic technicians	22.53	6.9	22.53	6.9	—	—
Engineering technicians, n.e.c.	20.36	3.0	20.00	3.1	—	—
Drafters	18.17	4.1	18.17	4.1	—	—
Computer programmers	25.13	8.6	25.18	8.8	—	—
Technical and related, n.e.c.	20.10	11.3	—	—	—	—
Executive, administrative, and managerial						
6	26.48	3.6	26.08	4.0	29.17	6.8
7	16.07	2.8	16.07	2.8	—	—
8	17.92	6.0	17.88	6.3	—	—
9	17.38	3.9	17.04	4.2	—	—
10	24.23	4.9	22.71	3.1	—	—
11	30.10	18.7	—	—	—	—
12	29.05	4.0	28.78	4.5	30.04	9.2
13	36.54	5.7	36.41	6.1	—	—
14	42.22	7.9	—	—	—	—
Executives, administrators, and managers	29.81	4.4	29.55	5.2	30.98	6.6
7	16.03	5.8	16.03	5.8	—	—
8	17.15	4.4	17.17	4.8	—	—
9	25.35	7.3	22.58	3.2	—	—
10	28.64	4.2	28.22	4.7	30.04	9.2
11	36.68	6.5	36.55	6.9	—	—
12	25.92	7.5	—	—	25.92	7.5
Administrators and officials, public administration	27.35	9.3	27.35	9.3	—	—
Financial managers	25.88	3.8	25.88	3.8	—	—
11	28.64	11.1	28.64	11.1	—	—
12	35.34	3.9	—	—	36.30	3.1
Administrators, education and related fields	22.99	9.1	21.33	7.0	—	—
Managers, medicine and health	32.89	5.8	33.03	6.1	—	—
Managers and administrators, n.e.c.	21.94	5.7	21.94	5.7	—	—
9	33.04	6.2	32.37	6.8	—	—
10	36.87	5.6	36.87	5.6	—	—
11	21.40	5.9	21.50	6.1	—	—
Management related	16.07	2.8	16.07	2.8	—	—
6	18.69	7.5	18.67	8.0	—	—
7	17.53	5.6	16.94	6.8	—	—
8	22.82	4.8	22.82	4.8	—	—
9	21.08	5.3	21.08	5.3	—	—
Accountants and auditors	23.92	16.9	23.92	16.9	—	—
Other financial officers	19.51	9.4	19.51	9.4	—	—
Personnel, training, and labor relations specialists	18.55	6.7	18.55	6.7	—	—
Purchasing agents and buyers, n.e.c.	21.43	11.6	21.43	11.6	—	—
Management related, n.e.c.						

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales	\$19.08	8.5	\$19.08	8.5	—	—
4	12.43	10.0	12.43	10.0	—	—
5	14.02	6.9	14.02	6.9	—	—
6	15.61	5.6	15.61	5.6	—	—
7	24.32	14.6	24.32	14.6	—	—
8	32.34	17.6	32.34	17.6	—	—
9	30.58	22.0	30.58	22.0	—	—
11	35.23	11.1	35.23	11.1	—	—
Supervisors, sales	17.25	14.1	17.25	14.1	—	—
Sales representatives, mining, manufacturing, and wholesale	30.98	18.4	30.98	18.4	—	—
Sales workers, other commodities	10.36	4.6	10.36	4.6	—	—
Sales support, n.e.c.	16.25	8.9	16.25	8.9	—	—
Administrative support, including clerical	13.01	3.2	13.10	3.7	\$12.46	3.5
2	9.69	4.4	9.67	5.8	—	—
3	10.39	2.9	10.36	3.0	—	—
4	11.83	3.1	11.91	3.6	11.41	4.8
5	13.36	3.4	13.43	4.0	12.99	4.1
6	14.65	3.5	14.85	4.2	—	—
7	16.40	2.8	16.46	3.2	—	—
Supervisors, general office	15.03	8.6	15.03	8.6	—	—
Secretaries	12.99	4.1	13.24	5.2	12.33	4.7
4	12.17	5.5	12.49	6.5	—	—
5	12.80	2.7	12.87	3.3	—	—
Records clerks, n.e.c.	13.42	5.6	13.42	5.6	—	—
Bookkeepers, accounting and auditing clerks	11.78	6.2	11.28	6.5	—	—
3	10.23	8.2	10.23	8.2	—	—
Mail clerks, except postal service	11.21	8.0	11.21	8.0	—	—
Production coordinators	14.64	7.4	14.64	7.4	—	—
Traffic, shipping and receiving clerks	11.28	5.9	11.28	5.9	—	—
Investigators and adjusters, except insurance	12.83	3.9	12.83	3.9	—	—
General office clerks	11.18	5.1	—	—	11.27	4.9
4	12.23	6.0	—	—	12.05	8.1
Teachers' aides	9.95	3.5	—	—	9.95	3.5
Administrative support, n.e.c.	12.64	4.3	12.37	4.1	—	—
3	10.70	4.0	10.70	4.0	—	—
4	10.70	9.6	10.70	9.6	—	—
5	12.84	3.8	12.84	3.8	—	—
Blue collar	15.19	2.5	15.13	2.7	16.07	5.6
1	8.84	6.0	8.78	5.9	—	—
2	10.09	4.1	10.37	4.2	—	—
3	12.99	4.8	12.87	5.0	—	—
4	15.00	3.6	14.96	3.8	—	—
5	16.47	3.7	16.45	4.1	16.67	5.9
6	18.26	2.9	18.44	3.2	17.23	3.5
7	19.97	2.5	19.84	2.5	—	—
8	20.47	5.9	20.47	5.9	—	—
9	24.35	5.0	24.35	5.0	—	—
Precision production, craft, and repair	18.76	2.3	18.86	2.5	17.63	4.3
5	14.27	5.5	14.03	6.4	—	—
6	18.77	4.4	19.06	5.5	—	—
7	20.21	2.9	20.16	3.0	—	—
8	20.47	6.6	20.47	6.6	—	—
9	24.35	5.0	24.35	5.0	—	—
Supervisors, mechanics and repairers	24.64	7.6	24.64	7.6	—	—
Industrial machinery repairers	19.07	5.0	19.07	5.0	—	—
7	21.39	5.9	21.39	5.9	—	—
Electricians	22.33	2.3	22.47	2.7	—	—
7	21.91	2.7	21.95	3.7	—	—
Supervisors, production	19.23	6.0	19.23	6.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Supervisors, production —Continued						
7	\$18.67	10.9	\$18.67	10.9	—	—
Tool and die makers	21.63	2.9	21.63	2.9	—	—
7	21.93	2.7	21.93	2.7	—	—
Machinists	15.93	5.6	15.93	5.6	—	—
Miscellaneous precision workers, n.e.c.	18.31	7.5	18.31	7.5	—	—
Inspectors, testers, and graders	16.50	3.0	16.50	3.0	—	—
Machine operators, assemblers, and inspectors						
1	13.33	3.9	13.33	3.9	—	—
2	7.83	5.9	7.83	5.9	—	—
3	10.60	4.7	10.60	4.7	—	—
4	12.95	6.4	12.95	6.4	—	—
5	14.64	4.7	14.65	4.7	—	—
6	14.76	5.2	14.76	5.2	—	—
7	17.91	3.2	17.91	3.2	—	—
18.82	5.0	18.82	5.0	—	—	
Lathe and turning machine operators	17.81	8.0	17.81	8.0	—	—
Punching and stamping press operators	15.92	7.0	15.92	7.0	—	—
Drilling and boring machine operators	14.42	8.8	14.42	8.8	—	—
Grinding, abrading, buffing, and polishing machine operators	11.80	9.0	11.80	9.0	—	—
Numerical control machine operators	13.53	9.2	13.53	9.2	—	—
Fabricating machine operators, n.e.c.	15.58	8.4	15.58	8.4	—	—
Molding and casting machine operators	11.69	12.9	11.69	12.9	—	—
Printing press operators	14.62	18.3	14.66	18.4	—	—
Packaging and filling machine operators	13.81	8.4	13.81	8.4	—	—
Painting and paint spraying machine operators ...	13.57	12.5	13.57	12.5	—	—
Miscellaneous machine operators, n.e.c.	14.22	9.6	14.22	9.6	—	—
3	11.24	8.0	11.24	8.0	—	—
Welders and cutters	15.03	7.4	15.03	7.4	—	—
Assemblers	11.79	8.9	11.79	8.9	—	—
1	7.82	6.3	7.82	6.3	—	—
2	10.59	7.3	10.59	7.3	—	—
3	15.29	9.4	15.29	9.4	—	—
Transportation and material moving						
3	17.95	3.5	17.91	3.7	—	—
4	13.77	4.5	12.81	4.6	—	—
5	16.65	6.6	16.65	6.6	—	—
6	19.75	5.8	19.75	5.8	—	—
18.43	5.0	—	—	—	—	
Truck drivers	19.16	5.7	19.54	6.3	—	—
5	20.80	7.4	20.80	7.4	—	—
Industrial truck and tractor equipment operators ..	15.72	7.2	15.72	7.2	—	—
3	12.72	6.5	12.72	6.5	—	—
4	17.81	7.7	17.81	7.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	11.97	4.9	11.55	4.8	\$13.72	12.7
2	10.34	6.9	10.20	6.9	—	—
3	8.75	7.5	9.43	7.9	—	—
4	11.98	6.0	11.98	6.0	—	—
15.32	3.4	14.94	4.5	—	—	
Production helpers	10.81	10.3	10.81	10.3	—	—
Stock handlers and baggers	12.09	10.8	12.09	10.8	—	—
Freight, stock, and material handlers, n.e.c.	12.88	14.0	12.88	14.0	—	—
Hand packers and packagers	10.83	6.1	10.83	6.1	—	—
Laborers, except construction, n.e.c.	10.21	7.3	10.71	6.2	—	—
Service						
1	11.07	5.3	8.68	3.3	16.85	4.9
2	8.29	8.0	8.21	8.1	—	—
3	8.52	6.0	8.12	4.8	—	—
4	9.90	4.5	9.24	2.1	11.48	8.8
8.99	4.3	8.74	4.1	—	—	

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
5	\$9.89	7.5	—	—	—	—
7	17.69	7.2	—	—	\$17.95	7.4
8	20.40	4.9	—	—	—	—
Protective service	17.57	5.3	—	—	18.07	5.2
7	16.73	6.6	—	—	16.73	6.6
8	21.31	3.1	—	—	—	—
Police and detectives, public service	21.64	2.1	—	—	21.64	2.1
Food service	7.97	8.0	\$7.95	8.4	—	—
1	7.14	15.0	7.11	15.2	—	—
2	7.64	12.6	7.64	12.6	—	—
3	8.96	4.4	—	—	—	—
Other food service	9.09	4.0	9.15	4.1	—	—
1	8.87	7.3	8.86	7.5	—	—
3	8.96	4.4	—	—	—	—
Cooks	9.27	2.9	9.27	2.9	—	—
Kitchen workers, food preparation	9.00	6.3	9.15	6.7	—	—
Food preparation, n.e.c.	8.13	7.7	8.07	8.0	—	—
Health service	8.72	4.0	8.62	4.1	—	—
2	7.88	6.6	7.88	6.6	—	—
3	9.18	2.2	9.15	2.3	—	—
Nursing aides, orderlies and attendants	8.61	4.2	8.49	4.2	—	—
2	7.88	6.6	7.88	6.6	—	—
3	9.15	2.3	9.11	2.4	—	—
Cleaning and building service	11.66	9.3	9.55	5.1	16.26	11.4
1	9.18	6.9	9.01	7.0	—	—
2	10.39	9.3	9.00	3.9	—	—
3	11.92	7.0	—	—	—	—
Janitors and cleaners	10.37	5.5	9.11	5.2	13.68	5.1
1	9.20	7.2	9.03	7.4	—	—
2	10.71	9.9	—	—	—	—
3	11.92	7.0	—	—	—	—
Personal service	8.54	5.3	8.48	5.2	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$9.90	3.6	\$9.05	3.6	\$15.05	6.7
All excluding sales	10.23	4.0	9.34	4.0	15.05	6.7
White collar	13.94	4.6	12.60	5.4	17.69	7.9
1	6.31	3.8	6.25	3.9	—	—
2	7.10	11.1	6.46	8.8	—	—
3	8.61	4.3	8.61	4.7	—	—
4	9.69	5.5	9.24	5.8	—	—
5	12.40	5.6	12.20	8.6	12.60	6.7
6	14.49	3.5	15.18	3.9	—	—
7	18.70	5.4	19.15	4.1	17.70	13.5
8	20.29	1.8	20.22	2.1	—	—
9	24.82	5.7	23.33	6.7	27.40	7.8
Not able to be leveled	12.69	17.4	—	—	15.49	21.3
White collar excluding sales	16.50	4.1	15.83	4.5	17.69	7.9
2	9.49	2.4	9.41	5.3	—	—
3	9.67	5.2	9.91	6.1	—	—
4	10.71	4.0	10.47	4.3	—	—
5	12.49	5.9	12.37	9.8	12.60	6.7
6	14.49	3.5	15.18	3.9	—	—
7	18.56	5.5	18.96	4.2	17.70	13.5
8	20.29	1.8	20.22	2.1	—	—
9	24.82	5.7	23.33	6.7	27.40	7.8
Not able to be leveled	12.83	17.7	—	—	15.49	21.3
Professional specialty and technical	19.36	3.5	18.80	3.9	20.56	6.7
Professional specialty	21.01	4.1	20.67	5.1	21.57	7.0
7	18.80	7.4	—	—	17.39	14.5
8	20.32	1.9	20.26	2.2	—	—
9	25.12	6.3	23.57	7.6	27.66	8.3
Not able to be leveled	10.98	10.5	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.63	2.9	21.74	3.0	—	—
8	20.09	1.7	20.09	2.0	—	—
9	23.81	8.1	23.81	8.1	—	—
Registered nurses	20.65	2.4	20.70	2.6	—	—
8	20.09	1.7	20.09	2.0	—	—
9	21.94	7.1	21.94	7.1	—	—
Teachers, college and university	31.29	6.6	—	—	31.29	6.6
Other post-secondary teachers	31.99	6.6	—	—	31.99	6.6
Teachers, except college and university	16.66	12.9	12.03	23.2	18.27	10.1
8	22.00	6.6	—	—	—	—
9	22.35	15.9	—	—	—	—
Teachers, n.e.c.	20.53	11.9	—	—	20.09	12.7
8	22.00	6.6	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.84	4.7	15.03	5.2	—	—
6	14.84	3.2	14.99	3.7	—	—
Clinical laboratory technologists and technicians	16.81	9.7	16.81	9.7	—	—
Licensed practical nurses	14.53	2.7	14.92	3.2	—	—
6	14.84	3.2	14.99	3.7	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	6.94	5.3	6.94	5.3	—	—
1	6.01	4.3	6.01	4.3	—	—
3	7.75	5.0	7.75	5.0	—	—
Sales workers, other commodities	7.47	6.2	7.47	6.2	—	—
Cashiers	6.29	7.1	6.29	7.1	—	—
Administrative support, including clerical	10.20	4.1	9.94	4.8	10.62	6.5
2	9.48	2.5	9.41	5.3	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
3	\$9.46	5.2	\$9.68	6.3	—	—
4	10.72	4.6	10.42	5.2	—	—
5	12.70	5.3	—	—	—	—
General office clerks	8.81	9.3	—	—	—	—
Teachers' aides	10.72	7.4	—	—	\$10.73	7.4
Blue collar	7.91	4.6	7.93	4.8	7.57	6.4
1	6.83	2.9	6.85	3.0	—	—
2	6.99	4.5	6.98	4.7	—	—
3	10.15	5.2	10.58	4.9	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	6.94	4.1	6.94	4.1	—	—
1	7.25	5.0	7.25	5.0	—	—
Transportation and material moving	9.01	7.0	9.01	7.0	—	—
Handlers, equipment cleaners, helpers, and laborers	7.64	5.6	7.65	6.1	7.57	6.4
1	6.85	3.6	6.87	3.8	—	—
2	7.09	8.3	—	—	—	—
3	10.18	5.8	10.69	5.3	—	—
Laborers, except construction, n.e.c.	6.72	2.0	6.74	2.1	—	—
Service	7.19	2.7	7.02	2.7	9.22	5.6
1	6.40	3.8	6.22	3.6	—	—
2	7.32	5.8	7.21	5.8	—	—
3	8.19	5.6	8.01	5.5	9.36	7.5
4	9.02	4.5	—	—	—	—
Protective service	—	—	—	—	—	—
Food service	6.35	4.3	6.09	4.0	—	—
1	6.15	5.4	5.98	5.1	—	—
2	6.02	19.8	5.42	20.4	—	—
3	8.19	9.9	—	—	—	—
Waiters, waitresses, and bartenders	4.53	13.8	4.53	13.8	—	—
1	4.39	15.3	4.39	15.3	—	—
2	4.66	26.5	4.66	26.5	—	—
Waiters and waitresses	3.94	15.4	3.94	15.4	—	—
Other food service	7.08	4.5	6.78	3.6	—	—
1	6.69	3.8	6.49	2.1	—	—
Food preparation, n.e.c.	6.83	4.3	6.47	2.0	—	—
1	6.67	3.9	6.46	2.0	—	—
Health service	8.49	6.4	8.49	6.4	—	—
2	8.88	6.4	8.88	6.4	—	—
Health aides, except nursing	10.61	9.6	10.61	9.6	—	—
Nursing aides, orderlies and attendants	8.29	6.2	8.29	6.2	—	—
2	8.85	7.0	8.85	7.0	—	—
Cleaning and building service	7.18	3.8	6.94	3.3	—	—
1	6.73	4.9	6.65	4.7	—	—
Janitors and cleaners	7.28	4.2	7.01	3.6	—	—
1	6.78	5.7	6.69	5.5	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$7.40	3.0	—	—	\$8.35	4.3

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Milwaukee-Racine, WI, October 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.50	\$9.90	\$17.92	\$15.93	\$16.47	\$17.85
All excluding sales	17.40	10.23	18.07	15.82	16.52	17.02
White collar	20.76	13.94	20.72	19.91	20.18	18.09
White-collar excluding sales	20.97	16.50	21.51	20.35	20.65	—
Professional specialty and technical	24.43	19.36	25.98	22.89	23.80	—
Professional specialty	26.13	21.01	26.72	24.83	25.51	—
Technical	19.06	14.84	16.09	18.71	18.49	—
Executive, administrative, and managerial	26.48	—	25.22	26.61	26.66	—
Sales	19.08	6.94	—	17.21	15.48	18.80
Administrative support, including clerical	13.01	10.20	13.34	12.62	12.76	—
Blue collar	15.19	7.91	17.07	12.73	14.48	17.75
Precision production, craft, and repair	18.76	—	19.97	17.61	18.61	21.33
Machine operators, assemblers, and inspectors	13.33	6.94	16.46	11.35	12.89	16.96
Transportation and material moving	17.95	9.01	17.97	14.61	16.59	—
Handlers, equipment cleaners, helpers, and laborers	11.97	7.64	13.07	8.78	10.70	—
Service	11.07	7.19	14.59	7.83	9.68	—
	Relative error ⁶ (percent)					
All occupations	1.8	3.6	2.1	2.5	1.9	7.9
All excluding sales	1.9	4.0	2.1	2.6	1.9	6.5
White collar	2.3	4.6	3.6	2.7	2.2	12.8
White-collar excluding sales	2.3	4.1	3.3	2.6	2.1	—
Professional specialty and technical	2.4	3.5	2.6	3.1	2.3	—
Professional specialty	2.7	4.1	2.6	3.9	2.6	—
Technical	3.8	4.7	4.7	3.8	3.6	—
Executive, administrative, and managerial	3.6	—	16.2	3.6	3.5	—
Sales	8.5	5.3	—	9.7	11.8	14.2
Administrative support, including clerical	3.2	4.1	3.6	3.7	3.0	—
Blue collar	2.5	4.6	2.6	3.7	2.7	7.3
Precision production, craft, and repair	2.3	—	2.5	3.2	2.4	6.8
Machine operators, assemblers, and inspectors	3.9	4.1	4.0	4.1	4.0	9.7
Transportation and material moving	3.5	7.0	2.6	15.5	6.0	—
Handlers, equipment cleaners, helpers, and laborers	4.9	5.6	5.7	5.1	5.0	—
Service	5.3	2.7	6.1	2.3	4.3	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$15.91	-	-	\$21.41	-	-	-	\$14.04	-	-
All excluding sales	15.85	-	-	21.32	-	-	-	14.04	-	-
White collar	19.45	-	-	19.49	-	-	-	17.42	-	-
White-collar excluding sales	20.00	-	-	18.49	-	-	-	22.13	-	-
Professional specialty and technical	23.10	-	-	-	-	-	-	26.53	-	-
Professional specialty	25.18	-	-	-	-	-	-	-	-	-
Technical	18.78	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	26.08	-	-	-	-	-	-	28.29	-	-
Sales	16.57	-	-	-	-	-	-	14.04	-	-
Administrative support, including clerical	12.91	-	-	-	-	-	-	12.89	-	-
Blue collar	14.59	-	-	21.72	-	-	-	11.98	-	-
Precision production, craft, and repair	18.81	-	-	22.13	-	-	-	16.57	-	-
Machine operators, assemblers, and inspectors	13.20	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.53	-	-	-	-	-	-	9.22	-	-
Handlers, equipment cleaners, helpers, and laborers	10.38	-	-	-	-	-	-	7.84	-	-
Service	7.98	-	-	-	-	-	-	6.74	-	-
	Relative error ⁵ (percent)									
All occupations	2.1	-	-	3.9	-	-	-	10.1	-	-
All excluding sales	2.2	-	-	3.7	-	-	-	12.3	-	-
White collar	2.7	-	-	12.8	-	-	-	10.0	-	-
White-collar excluding sales	2.7	-	-	16.2	-	-	-	8.9	-	-
Professional specialty and technical	3.2	-	-	-	-	-	-	8.0	-	-
Professional specialty	4.1	-	-	-	-	-	-	-	-	-
Technical	3.8	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	4.0	-	-	-	-	-	-	9.8	-	-
Sales	8.8	-	-	-	-	-	-	11.4	-	-
Administrative support, including clerical	3.5	-	-	-	-	-	-	7.9	-	-
Blue collar	2.7	-	-	4.6	-	-	-	10.1	-	-
Precision production, craft, and repair	2.5	-	-	5.7	-	-	-	10.9	-	-
Machine operators, assemblers, and inspectors	3.8	-	-	-	-	-	-	-	-	-
Transportation and material moving	6.3	-	-	-	-	-	-	9.2	-	-
Handlers, equipment cleaners, helpers, and laborers	4.8	-	-	-	-	-	-	9.5	-	-
Service	2.3	-	-	-	-	-	-	7.0	-	-

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$15.91	\$12.91	\$16.67	\$15.08	\$18.73
All excluding sales	15.85	12.54	16.64	14.94	18.74
White collar	19.45	16.13	20.01	18.19	21.88
White-collar excluding sales	20.00	16.47	20.44	18.55	22.10
Professional specialty and technical	23.10	18.94	23.48	20.91	24.88
Professional specialty	25.18	19.30	25.81	22.08	27.67
Technical	18.78	—	18.85	18.95	18.78
Executive, administrative, and managerial	26.08	24.02	26.32	24.00	28.68
Sales	16.57	15.57	17.08	16.69	—
Administrative support, including clerical	12.91	10.89	13.22	13.63	12.69
Blue collar	14.59	13.22	14.99	14.45	15.72
Precision production, craft, and repair	18.81	17.51	19.31	18.87	20.09
Machine operators, assemblers, and inspectors	13.20	9.75	14.03	12.93	15.49
Transportation and material moving	16.53	17.44	16.19	15.75	16.63
Handlers, equipment cleaners, helpers, and laborers	10.38	9.45	10.64	10.88	10.37
Service	7.98	6.95	8.45	8.16	9.54
Relative error ⁴ (percent)					
All occupations	2.1	5.9	2.3	3.2	3.0
All excluding sales	2.2	5.8	2.3	3.4	3.0
White collar	2.7	11.5	2.6	3.7	3.2
White-collar excluding sales	2.7	11.4	2.6	3.9	3.3
Professional specialty and technical	3.2	17.7	3.1	3.4	4.2
Professional specialty	4.1	22.2	3.7	4.3	4.7
Technical	3.8	—	3.9	5.7	5.2
Executive, administrative, and managerial	4.0	6.4	4.4	6.5	4.4
Sales	8.8	22.5	8.2	9.1	—
Administrative support, including clerical	3.5	6.9	3.4	5.8	3.4
Blue collar	2.7	8.0	2.9	3.8	4.6
Precision production, craft, and repair	2.5	4.8	2.8	4.0	3.0
Machine operators, assemblers, and inspectors	3.8	9.2	3.4	4.3	5.4
Transportation and material moving	6.3	7.8	8.3	15.8	6.0
Handlers, equipment cleaners, helpers, and laborers	4.8	10.0	5.2	6.5	8.5
Service	2.3	3.9	2.8	3.4	3.1

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

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

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.56	\$9.93	\$14.72	\$20.73	\$27.55
All excluding sales	7.72	10.00	14.76	20.75	27.00
White collar	9.62	12.69	17.45	25.00	32.69
White collar excluding sales	10.06	13.10	18.54	25.63	33.42
Professional specialty and technical	14.07	17.78	22.04	29.07	33.65
Professional specialty	15.73	19.40	24.30	30.56	35.11
Engineers, architects, and surveyors	21.85	23.00	24.03	28.20	31.29
Industrial engineers	21.85	22.36	23.00	24.31	25.63
Mechanical engineers	20.00	23.08	23.98	24.65	32.50
Mathematical and computer scientists	20.51	24.30	28.23	31.85	41.02
Operations and systems researchers and analysts	19.33	20.51	24.30	35.11	41.02
Natural scientists	—	—	—	—	—
Health related	15.73	19.03	20.01	22.17	27.00
Registered nurses	18.00	19.03	20.12	21.49	23.50
Therapists, n.e.c.	14.00	19.38	19.38	26.59	26.59
Teachers, college and university	19.56	33.69	41.04	46.22	56.87
Other post-secondary teachers	16.92	33.69	33.69	41.04	45.35
Teachers, except college and university	17.47	27.12	28.35	30.71	31.30
Elementary school teachers	24.01	27.55	28.12	30.87	32.30
Secondary school teachers	29.26	30.65	30.71	30.94	31.30
Teachers, special education	17.47	17.47	27.55	30.40	34.23
Teachers, n.e.c.	20.43	28.07	29.41	30.35	32.55
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.80	13.29	14.90	17.29	18.45
Social workers	13.03	13.29	15.73	17.29	18.38
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.82	16.94	20.28	24.19	44.23
Athletes	13.00	17.04	17.04	52.08	52.08
Technical	12.75	14.56	17.25	21.50	25.28
Clinical laboratory technologists and technicians	12.55	12.88	15.61	19.16	20.75
Licensed practical nurses	12.75	12.75	14.22	14.84	15.95
Health technologists and technicians, n.e.c.	8.00	9.95	15.72	18.47	18.47
Electrical and electronic technicians	20.67	21.20	21.89	26.27	26.27
Engineering technicians, n.e.c.	16.80	17.25	20.19	23.26	23.29
Drafters	14.05	17.78	17.78	20.00	20.75
Computer programmers	15.10	23.42	24.62	31.28	31.28
Technical and related, n.e.c.	15.55	15.55	19.59	21.50	30.38
Executive, administrative, and managerial	15.38	18.42	23.96	33.42	40.05
Executives, administrators, and managers	17.31	22.25	27.38	37.94	41.16
Administrators and officials, public administration	22.25	22.25	22.30	30.21	31.40
Financial managers	17.31	21.83	24.52	30.77	40.32
Administrators, education and related fields	28.69	36.13	37.94	37.94	39.09
Managers, medicine and health	13.52	20.50	20.75	28.61	29.07
Managers and administrators, n.e.c.	19.50	25.00	32.56	39.95	43.95
Management related	14.83	15.80	18.71	23.51	34.00
Accountants and auditors	17.06	18.28	22.50	24.77	24.77
Other financial officers	13.85	15.18	17.79	34.12	50.06
Personnel, training, and labor relations specialists	15.38	15.56	16.25	22.82	34.00
Purchasing agents and buyers, n.e.c.	14.83	14.83	18.61	20.50	23.51
Management related, n.e.c.	14.89	15.80	17.60	25.01	34.70
Sales	6.32	8.45	14.10	19.22	32.11
Supervisors, sales	7.45	9.10	15.12	24.90	35.24
Sales representatives, mining, manufacturing, and wholesale	13.47	15.97	21.81	43.75	60.54
Sales workers, other commodities	5.47	6.79	8.11	9.33	11.49
Cashiers	5.52	5.52	6.32	6.95	9.85
Sales support, n.e.c.	13.86	13.86	15.14	19.63	19.63
Administrative support, including clerical	9.38	9.98	12.05	14.49	17.45
Supervisors, general office	10.00	11.52	14.32	18.15	18.15
Secretaries	10.38	11.00	12.68	13.42	16.22
Information clerks, n.e.c.	10.21	11.70	12.73	13.06	15.00

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Records clerks, n.e.c.	\$9.95	\$10.40	\$12.98	\$14.58	\$15.92
Bookkeepers, accounting and auditing clerks	8.26	8.60	11.45	14.26	14.81
Mail clerks, except postal service	9.25	9.75	10.50	11.03	15.32
Production coordinators	9.98	12.50	12.87	17.07	20.06
Traffic, shipping and receiving clerks	9.77	10.00	10.25	12.84	14.88
Investigators and adjusters, except insurance	9.62	11.21	13.50	14.63	14.95
General office clerks	7.50	9.74	10.58	12.23	13.87
Teachers' aides	8.98	9.53	9.95	11.22	12.83
Administrative support, n.e.c.	9.38	10.50	12.75	14.46	16.20
Blue collar	7.86	9.89	14.26	18.54	21.84
Precision production, craft, and repair					
Supervisors, mechanics and repairers	15.70	22.38	24.85	28.18	31.63
Industrial machinery repairers	15.25	16.25	18.23	22.15	24.47
Electricians	20.21	21.80	21.95	24.27	24.27
Supervisors, production	13.25	15.40	19.60	21.65	24.00
Tool and die makers	17.72	20.35	21.88	23.33	23.90
Machinists	11.92	14.42	16.38	18.11	19.00
Miscellaneous precision workers, n.e.c.	15.12	15.23	18.99	21.13	21.83
Inspectors, testers, and graders	14.63	16.04	16.65	17.57	17.85
Machine operators, assemblers, and inspectors					
Lathe and turning machine operators	10.82	18.16	18.16	20.27	21.81
Punching and stamping press operators	9.70	12.85	15.15	20.73	20.73
Drilling and boring machine operators	10.80	12.15	14.10	14.28	21.09
Grinding, abrading, buffing, and polishing machine operators	8.73	8.73	11.04	13.80	15.11
Numerical control machine operators	9.79	11.20	13.81	15.48	16.00
Fabricating machine operators, n.e.c.	14.00	14.00	14.35	16.56	21.96
Molding and casting machine operators	9.29	9.29	9.29	15.97	16.03
Printing press operators	7.24	8.78	12.57	20.38	23.02
Packaging and filling machine operators	8.95	11.23	12.50	15.26	19.93
Painting and paint spraying machine operators ...	9.30	9.30	13.65	16.77	21.40
Miscellaneous machine operators, n.e.c.	9.89	10.39	12.88	16.39	20.92
Welders and cutters	11.48	12.27	13.10	18.66	20.76
Assemblers	7.00	7.93	10.75	13.65	19.80
Production inspectors, checkers and examiners ..	8.74	8.74	9.57	11.30	13.28
Transportation and material moving					
Truck drivers	11.80	17.58	18.54	21.35	24.75
Industrial truck and tractor equipment operators ..	9.25	12.24	14.13	19.86	21.73
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.03	8.44	15.16	19.35	19.35
Production helpers	7.86	8.77	9.24	13.89	14.92
Stock handlers and baggers	5.86	6.45	8.40	13.62	13.80
Freight, stock, and material handlers, n.e.c.	5.50	9.12	11.70	15.18	16.70
Hand packers and packagers	6.24	7.76	9.47	11.90	12.88
Laborers, except construction, n.e.c.	6.06	6.56	8.26	10.92	13.06
Service					
Protective service	10.17	13.44	17.63	21.66	23.52
Police and detectives, public service	19.78	20.55	21.66	22.37	22.99
Food service	3.47	6.06	6.75	8.83	10.15
Waiters, waitresses, and bartenders	2.33	2.50	4.50	5.18	6.90
Waiters and waitresses	2.33	2.50	3.47	5.15	5.18
Other food service	6.28	6.33	7.88	9.50	10.15
Cooks	8.50	8.51	8.90	9.63	10.46
Kitchen workers, food preparation	6.75	7.15	10.15	10.15	10.15
Food preparation, n.e.c.	6.06	6.28	6.50	7.83	9.28
Health service	6.97	7.36	8.81	9.49	10.18
Health aides, except nursing	9.20	9.45	9.99	10.18	10.35
Nursing aides, orderlies and attendants	6.97	7.36	8.80	9.23	10.00
Cleaning and building service	6.50	7.16	8.54	12.39	15.72

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service —Continued					
Maids and housemen	\$6.38	\$6.40	\$8.02	\$8.47	\$8.67
Janitors and cleaners	6.56	7.16	8.41	11.08	13.34
Personal service	7.25	7.50	7.72	9.12	10.60
Child care workers, n.e.c.	7.33	7.33	7.50	7.60	9.12
Service, n.e.c.	7.25	7.72	7.72	9.99	10.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.36	\$9.60	\$14.10	\$19.92	\$24.95
All excluding sales	7.49	9.66	14.10	20.00	24.77
White collar	9.46	12.25	17.06	23.51	33.42
White collar excluding sales	9.95	12.76	17.60	24.01	33.60
Professional specialty and technical	13.97	17.13	20.85	25.63	35.11
Professional specialty	15.23	19.38	22.37	28.85	43.62
Engineers, architects, and surveyors	22.36	23.00	24.03	28.20	31.29
Industrial engineers	21.85	22.36	23.00	24.31	25.63
Mechanical engineers	20.00	23.08	23.98	24.65	32.50
Mathematical and computer scientists	20.51	24.30	28.23	31.85	41.02
Operations and systems researchers and analysts	19.33	20.51	24.30	35.11	41.02
Natural scientists	—	—	—	—	—
Health related	15.53	18.65	20.13	22.50	27.00
Registered nurses	18.00	19.03	20.13	22.17	23.50
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	9.26	10.13	10.13	17.47	28.06
Elementary school teachers	21.40	21.40	21.53	28.06	31.35
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	7.75	11.80	13.03	17.79	18.46
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.82	17.04	20.28	24.19	44.23
Technical	12.75	15.05	17.78	21.50	26.27
Clinical laboratory technologists and technicians	12.55	12.88	15.61	19.16	20.75
Licensed practical nurses	12.75	12.75	14.27	15.05	16.11
Health technologists and technicians, n.e.c.	8.00	9.95	15.72	18.47	18.47
Electrical and electronic technicians	20.67	21.20	21.89	26.27	26.27
Engineering technicians, n.e.c.	16.80	17.25	20.19	23.26	23.29
Drafters	14.05	17.78	17.78	20.00	20.75
Computer programmers	15.10	24.52	24.62	31.28	31.28
Executive, administrative, and managerial	15.25	17.50	23.68	32.38	40.32
Executives, administrators, and managers	17.31	20.51	26.92	38.46	43.95
Financial managers	17.31	21.83	24.52	30.77	40.32
Managers, medicine and health	13.52	20.50	20.75	23.68	28.61
Managers and administrators, n.e.c.	19.50	25.00	32.56	40.05	43.95
Management related	14.83	15.80	18.61	24.45	34.12
Accountants and auditors	17.06	18.28	22.50	24.77	24.77
Other financial officers	13.85	15.18	17.79	34.12	50.06
Personnel, training, and labor relations specialists	15.38	15.56	16.25	22.82	34.00
Purchasing agents and buyers, n.e.c.	14.83	14.83	18.61	20.50	23.51
Management related, n.e.c.	14.89	15.80	17.50	25.01	39.56
Sales	6.32	8.45	14.10	19.22	32.11
Supervisors, sales	7.45	9.10	15.12	24.90	35.24
Sales representatives, mining, manufacturing, and wholesale	13.47	15.97	21.81	43.75	60.54
Sales workers, other commodities	5.47	6.79	8.11	9.33	11.49
Cashiers	5.52	5.52	6.32	6.95	9.85
Sales support, n.e.c.	13.86	13.86	15.14	19.63	19.63
Administrative support, including clerical	9.38	9.98	12.05	14.63	18.64
Supervisors, general office	10.00	11.52	14.32	18.15	18.15
Secretaries	10.42	11.00	12.68	13.42	16.80
Information clerks, n.e.c.	10.21	11.70	12.73	13.06	15.00
Records clerks, n.e.c.	9.95	10.40	12.98	14.58	15.92
Bookkeepers, accounting and auditing clerks	8.26	8.60	10.90	13.07	14.35
Mail clerks, except postal service	9.25	9.75	10.50	11.03	15.32
Production coordinators	9.98	12.50	12.87	17.07	20.06
Traffic, shipping and receiving clerks	9.77	10.00	10.25	12.84	14.88
Investigators and adjusters, except insurance	9.62	11.21	13.50	14.63	14.95
General office clerks	7.50	7.50	10.00	13.16	13.87
Administrative support, n.e.c.	9.38	10.35	12.40	14.20	14.98
Blue collar	7.93	9.89	13.97	18.54	21.94

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Precision production, craft, and repair	\$12.79	\$15.20	\$19.09	\$22.15	\$24.85
Supervisors, mechanics and repairers	15.70	22.38	24.85	28.18	31.63
Industrial machinery repairers	15.25	16.25	18.23	22.15	24.47
Electricians	20.21	20.39	22.96	24.27	25.58
Supervisors, production	13.25	15.40	19.60	21.65	24.00
Tool and die makers	17.72	20.35	21.88	23.33	23.90
Machinists	11.92	14.42	16.38	18.11	19.00
Miscellaneous precision workers, n.e.c.	15.12	15.23	18.99	21.13	21.83
Inspectors, testers, and graders	14.63	16.04	16.65	17.57	17.85
Machine operators, assemblers, and inspectors	7.93	9.57	12.63	15.52	20.73
Lathe and turning machine operators	10.82	18.16	18.16	20.27	21.81
Punching and stamping press operators	9.70	12.85	15.15	20.73	20.73
Drilling and boring machine operators	10.80	12.15	14.10	14.28	21.09
Grinding, abrading, buffing, and polishing machine operators	8.73	8.73	11.04	13.80	15.11
Numerical control machine operators	9.79	11.20	13.81	15.48	16.00
Fabricating machine operators, n.e.c.	14.00	14.00	14.35	16.56	21.96
Molding and casting machine operators	9.29	9.29	9.29	15.97	16.03
Printing press operators	7.24	8.78	12.57	20.38	23.02
Packaging and filling machine operators	8.95	11.23	12.50	15.26	19.93
Painting and paint spraying machine operators ...	9.30	9.30	13.65	16.77	21.40
Miscellaneous machine operators, n.e.c.	9.89	10.39	12.88	16.39	20.92
Welders and cutters	11.48	12.27	13.10	18.66	20.76
Assemblers	7.00	7.93	10.75	13.65	19.80
Production inspectors, checkers and examiners ..	8.74	8.74	9.57	11.30	13.28
Transportation and material moving	9.60	12.47	17.87	18.54	23.97
Truck drivers	11.80	18.54	18.54	21.35	24.75
Industrial truck and tractor equipment operators ..	9.25	12.24	14.13	19.86	21.73
Handlers, equipment cleaners, helpers, and laborers	6.30	7.81	9.24	12.90	15.21
Production helpers	7.86	8.77	9.24	13.89	14.92
Stock handlers and baggers	5.86	6.45	8.40	13.62	13.80
Freight, stock, and material handlers, n.e.c.	5.50	9.12	11.70	15.18	16.70
Hand packers and packagers	6.24	7.76	9.47	11.90	12.88
Laborers, except construction, n.e.c.	6.56	6.56	8.26	10.92	11.88
Service	6.00	6.75	7.72	9.25	10.18
Protective service	8.08	8.08	9.28	9.70	10.39
Food service	2.77	6.06	6.60	8.51	10.15
Waiters, waitresses, and bartenders	2.33	2.50	4.50	5.18	6.90
Waiters and waitresses	2.33	2.50	3.47	5.15	5.18
Other food service	6.06	6.33	7.15	9.63	10.15
Cooks	8.50	8.51	8.90	9.63	10.46
Kitchen workers, food preparation	6.75	7.15	10.15	10.15	10.15
Food preparation, n.e.c.	6.06	6.28	6.33	6.75	8.50
Health service	6.97	7.36	8.80	9.48	10.00
Health aides, except nursing	9.20	9.45	9.99	10.18	10.35
Nursing aides, orderlies and attendants	6.97	7.36	8.80	9.12	9.93
Cleaning and building service	6.40	6.86	7.79	9.28	11.57
Maids and housemen	6.38	6.40	8.02	8.47	8.67
Janitors and cleaners	6.50	6.98	7.16	9.26	11.08
Personal service	7.25	7.33	7.72	7.72	9.99
Service, n.e.c.	7.25	7.72	7.72	9.99	10.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.95	\$13.75	\$18.51	\$27.64	\$30.94
All excluding sales	9.95	13.75	18.51	27.64	30.94
White collar	10.82	14.17	22.30	30.35	32.69
White collar excluding sales	10.82	14.17	22.30	30.35	32.69
Professional specialty and technical	14.56	19.16	28.07	30.71	32.30
Professional specialty	15.89	19.56	28.12	30.71	32.55
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.88	19.16	19.38	20.11	30.59
Teachers, college and university	16.92	19.56	33.69	41.04	41.04
Other post-secondary teachers	16.92	33.69	33.69	41.04	45.35
Teachers, except college and university	24.01	27.64	29.26	30.79	31.88
Elementary school teachers	24.01	27.55	28.12	30.87	32.30
Secondary school teachers	29.49	30.71	30.71	30.94	31.30
Teachers, n.e.c.	20.43	28.07	29.41	30.35	32.55
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.29	13.84	16.10	17.29	18.38
Social workers	13.29	13.29	16.10	17.29	18.38
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	13.33	13.93	14.56	20.07	22.57
Executive, administrative, and managerial	18.71	22.25	29.60	37.83	39.02
Executives, administrators, and managers	22.25	22.30	31.78	37.94	39.09
Administrators and officials, public administration	22.25	22.25	22.30	30.21	31.40
Administrators, education and related fields	31.78	36.13	37.94	37.94	41.16
Management related	—	—	—	—	—
Administrative support, including clerical	9.40	9.97	11.29	13.75	15.25
Secretaries	10.14	11.26	12.01	13.27	14.76
General office clerks	8.79	9.81	10.58	11.29	14.93
Teachers' aides	8.98	9.53	9.95	11.22	12.83
Blue collar	6.47	14.86	16.24	18.51	21.80
Precision production, craft, and repair	15.21	16.03	17.80	18.51	21.80
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	5.88	6.47	14.86	16.42	19.35
Groundskeepers and gardeners, except farm	8.44	8.44	15.16	19.35	19.35
Laborers, except construction, n.e.c.	5.88	5.88	6.47	14.52	16.42
Service	9.28	10.63	15.48	21.40	22.85
Protective service	10.60	13.88	19.54	21.66	23.52
Police and detectives, public service	19.78	20.55	21.66	22.37	22.99
Food service	8.09	8.09	9.28	9.28	11.28
Other food service	8.09	8.09	9.28	9.28	11.28
Health service	—	—	—	—	—

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$9.55	\$12.39	\$13.93	\$21.58	\$21.58
Janitors and cleaners	9.35	12.39	12.57	13.93	15.79
Personal service	7.54	7.54	8.14	11.08	11.29

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.81	\$11.25	\$15.48	\$21.35	\$28.21
All excluding sales	8.81	11.23	15.48	21.35	28.12
White collar	10.14	13.27	18.10	26.10	33.69
White collar excluding sales	10.28	13.35	18.88	26.50	33.69
Professional specialty and technical	14.29	17.97	23.08	30.19	33.69
Professional specialty	16.10	19.56	25.37	30.71	38.65
Engineers, architects, and surveyors	21.85	23.00	24.03	28.20	31.29
Industrial engineers	21.85	22.36	23.00	24.31	25.63
Mechanical engineers	20.00	23.08	23.98	24.65	32.50
Mathematical and computer scientists	20.51	24.30	28.23	31.85	41.02
Operations and systems researchers and analysts	19.33	20.51	24.30	35.11	41.02
Natural scientists	—	—	—	—	—
Health related	15.53	18.41	19.67	22.50	27.00
Registered nurses	17.59	18.88	20.01	22.17	25.37
Therapists, n.e.c.	14.00	19.38	19.38	26.59	26.59
Teachers, college and university	19.56	38.15	43.62	47.76	56.87
Teachers, except college and university	24.01	27.64	29.26	30.79	31.88
Elementary school teachers	24.07	27.55	28.12	30.87	32.30
Secondary school teachers	29.26	30.65	30.71	30.94	31.30
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.80	13.29	15.73	17.29	18.45
Social workers	13.03	13.29	15.73	17.29	17.79
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.82	17.04	20.28	24.19	44.23
Technical	12.90	15.10	17.79	21.89	26.27
Clinical laboratory technologists and technicians	12.55	12.88	13.78	18.54	18.54
Licensed practical nurses	12.69	12.75	13.93	15.05	15.61
Electrical and electronic technicians	20.67	21.20	21.89	26.27	26.27
Engineering technicians, n.e.c.	16.80	17.25	20.19	23.26	23.29
Drafters	14.05	17.78	17.78	20.00	20.75
Computer programmers	15.10	24.52	24.62	31.28	31.28
Technical and related, n.e.c.	15.55	15.55	19.59	21.50	30.38
Executive, administrative, and managerial	15.38	18.28	23.96	33.42	40.05
Executives, administrators, and managers	17.31	22.25	27.38	37.94	41.00
Administrators and officials, public administration	22.25	22.25	22.30	30.21	31.40
Financial managers	17.31	21.83	24.52	30.77	40.32
Administrators, education and related fields	28.69	31.78	37.94	37.94	39.09
Managers, medicine and health	13.52	20.50	20.75	28.61	29.07
Managers and administrators, n.e.c.	19.50	25.00	32.56	39.95	43.95
Management related	14.83	15.80	18.71	24.01	34.00
Accountants and auditors	17.06	18.28	22.50	24.77	24.77
Other financial officers	13.85	15.18	17.79	34.12	50.06
Personnel, training, and labor relations specialists	15.38	15.56	16.25	22.82	34.00
Purchasing agents and buyers, n.e.c.	14.83	14.83	18.61	20.50	23.51
Management related, n.e.c.	14.89	15.80	17.50	25.01	39.56
Sales	9.09	11.39	15.33	20.65	35.24
Supervisors, sales	7.45	9.10	15.12	24.90	35.24
Sales representatives, mining, manufacturing, and wholesale	13.47	15.97	21.81	43.75	60.54
Sales workers, other commodities	8.11	8.92	9.37	10.46	13.59
Sales support, n.e.c.	13.86	13.86	15.14	19.63	19.63
Administrative support, including clerical	9.46	10.17	12.10	14.72	18.15
Supervisors, general office	10.00	11.52	14.32	18.15	18.15
Secretaries	10.38	11.00	12.68	13.42	16.22
Records clerks, n.e.c.	10.40	12.50	12.98	14.58	15.92
Bookkeepers, accounting and auditing clerks	8.26	9.50	12.40	14.26	14.81
Mail clerks, except postal service	9.25	9.75	10.50	11.03	15.32
Production coordinators	9.98	12.50	12.87	17.07	20.06
Traffic, shipping and receiving clerks	9.77	10.00	10.25	12.84	14.88
Investigators and adjusters, except insurance	9.62	11.30	13.50	14.63	14.95
General office clerks	8.79	9.74	10.58	12.63	13.87

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Teachers' aides	\$8.52	\$8.98	\$9.95	\$10.94	\$11.22
Administrative support, n.e.c.	9.38	10.50	12.75	14.72	16.20
Blue collar	8.77	11.23	14.76	18.91	21.96
Precision production, craft, and repair					
Supervisors, mechanics and repairers	12.79	15.25	18.83	22.04	24.85
Industrial machinery repairers	15.70	22.38	24.85	28.18	31.63
Electricians	15.25	16.25	18.23	22.15	24.47
Supervisors, production	20.21	21.80	21.95	24.27	24.27
Tool and die makers	13.25	15.40	19.60	21.65	24.00
Machinists	17.72	20.35	21.88	23.33	23.90
Miscellaneous precision workers, n.e.c.	11.92	14.42	16.38	18.11	19.00
Inspectors, testers, and graders	15.12	15.23	18.99	21.13	21.83
.....	14.63	16.04	16.65	17.57	17.85
Machine operators, assemblers, and inspectors					
Lathe and turning machine operators	8.73	9.68	12.87	15.70	20.73
Punching and stamping press operators	10.82	18.16	18.16	20.27	21.81
Drilling and boring machine operators	9.70	12.85	15.15	20.73	20.73
Grinding, abrading, buffing, and polishing machine operators	10.80	12.15	14.10	14.28	21.09
Numerical control machine operators	8.73	9.04	11.63	14.04	15.11
Fabricating machine operators, n.e.c.	9.79	11.20	13.81	15.48	16.00
Molding and casting machine operators	14.00	14.00	14.35	16.56	21.96
Printing press operators	9.29	9.29	9.29	15.97	16.03
Packaging and filling machine operators	7.24	8.78	12.57	20.38	23.02
Painting and paint spraying machine operators ...	10.94	11.73	12.50	15.75	19.93
Miscellaneous machine operators, n.e.c.	9.30	9.30	13.65	16.77	21.40
Welders and cutters	9.89	11.12	12.88	16.39	20.92
Assemblers	11.48	12.27	13.10	18.66	20.76
.....	7.00	8.75	11.40	13.87	19.80
Transportation and material moving					
Truck drivers	12.24	15.21	18.39	21.18	24.19
Industrial truck and tractor equipment operators ..	15.21	17.79	18.54	21.35	24.75
.....	9.60	12.55	14.90	19.86	21.73
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	7.30	8.68	11.18	15.16	17.00
Stock handlers and baggers	7.86	8.77	9.24	13.89	14.92
Freight, stock, and material handlers, n.e.c.	7.11	8.40	12.74	13.80	18.93
Hand packers and packagers	5.50	9.45	15.18	16.70	16.70
Laborers, except construction, n.e.c.	9.26	9.26	10.60	12.00	12.88
.....	6.06	8.26	10.03	11.88	16.28
Service					
Protective service	6.90	8.10	9.50	12.39	19.78
Police and detectives, public service	10.39	13.44	17.63	21.66	23.52
Food service	19.78	20.55	21.66	22.37	22.99
Other food service	4.50	6.75	8.50	10.13	10.15
Cooks	6.75	8.09	9.50	10.15	10.15
Kitchen workers, food preparation	8.50	8.51	9.50	9.63	10.46
Food preparation, n.e.c.	6.75	7.78	10.15	10.15	10.15
Health service	6.57	6.75	8.50	9.42	10.05
Nursing aides, orderlies and attendants	6.97	8.25	8.92	9.33	10.09
.....	6.97	8.25	8.81	9.12	9.69

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.98	\$8.47	\$11.08	\$13.93	\$18.22
Janitors and cleaners	6.86	8.41	9.55	12.39	13.93
Personal service	7.50	7.72	7.72	9.99	10.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.86	\$6.50	\$7.76	\$10.26	\$19.42
All excluding sales	6.00	6.56	8.01	11.08	19.49
White collar	5.88	7.94	11.55	19.49	22.90
White collar excluding sales	8.74	10.00	14.90	20.43	25.60
Professional specialty and technical	11.55	14.84	19.49	21.33	28.07
Professional specialty	14.17	18.30	20.13	22.90	31.25
Natural scientists	—	—	—	—	—
Health related	18.67	19.49	20.34	21.49	25.60
Registered nurses	18.30	19.49	20.13	20.91	22.90
Teachers, college and university	16.92	27.20	33.69	33.69	46.22
Other post-secondary teachers	16.92	33.69	33.69	33.69	46.22
Teachers, except college and university	9.26	9.26	15.52	20.43	27.57
Teachers, n.e.c.	5.65	20.43	20.43	26.17	28.07
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.06	13.02	14.50	16.43	19.53
Clinical laboratory technologists and technicians	11.90	11.90	19.16	21.33	21.33
Licensed practical nurses	12.75	13.33	14.27	14.84	17.00
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	5.47	5.52	6.49	7.89	8.78
Sales workers, other commodities	5.47	6.26	7.84	8.39	8.78
Cashiers	5.33	5.52	5.88	6.49	8.45
Administrative support, including clerical	7.24	8.74	9.95	11.98	12.83
General office clerks	6.75	6.75	10.00	10.00	10.00
Teachers' aides	9.40	9.53	9.86	12.83	12.83
Blue collar	6.00	6.30	7.15	9.60	11.14
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	6.20	6.20	6.50	7.15	8.29
Transportation and material moving	6.00	7.50	9.60	9.60	11.05
Handlers, equipment cleaners, helpers, and laborers	6.00	6.25	6.56	8.44	11.25
Laborers, except construction, n.e.c.	6.22	6.56	6.56	6.56	8.01
Service	5.75	6.28	7.16	8.00	9.49
Protective service	—	—	—	—	—
Food service	2.77	5.90	6.28	7.00	8.83
Waiters, waitresses, and bartenders	2.33	2.77	5.18	5.75	7.00
Waiters and waitresses	2.33	2.50	2.77	5.18	5.18
Other food service	6.06	6.28	6.33	7.88	9.28
Food preparation, n.e.c.	6.06	6.28	6.33	6.75	9.14
Health service	7.36	7.36	8.17	9.53	10.26
Health aides, except nursing	9.20	9.25	9.45	9.99	17.87
Nursing aides, orderlies and attendants	7.36	7.36	7.36	9.49	10.26
Cleaning and building service	5.86	6.40	7.16	7.16	8.49
Janitors and cleaners	5.86	6.75	7.16	7.21	8.49
Personal service	6.70	6.95	7.33	7.54	8.14

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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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 is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Milwaukee–Racine, WI, Metropolitan Statistical Area includes Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties.

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 that were not selected for collection. See appendix table 2 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. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the Census of Population system
3. Characterization of jobs as full-time 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 es-

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.

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 the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

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. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

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

Definition of terms

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

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

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

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

Part-time worker. Any employee 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 business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	378
Responding	242
Out of business or not in survey scope	13
Unable or refused to pro- vide data	123

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 each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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 workers¹ represented by the survey, by occupational group,² National Compensation Survey, Milwaukee-Racine, WI, October 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	475,800	394,600	81,200
All excluding sales	445,600	364,400	81,200
White collar	223,400	169,100	54,200
White-collar excluding sales	193,200	138,900	54,200
Professional specialty and technical	88,900	53,400	35,500
Professional specialty	68,700	35,800	32,900
Technical	20,200	17,600	2,600
Executive, administrative, and managerial	39,500	33,100	6,400
Sales	30,200	30,200	–
Administrative support, including clerical	64,700	52,400	12,300
Blue collar	167,800	157,400	10,400
Precision production, craft, and repair	39,100	35,800	3,200
Machine operators, assemblers, and inspectors	71,400	71,400	–
Transportation and material moving	24,300	22,700	–
Handlers, equipment cleaners, helpers, and laborers	33,000	27,400	5,600
Service	84,600	68,100	16,500

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Milwaukee-Racine, WI, October 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	2,900	242	61	181	107	74
Private industry	2,800	214	60	154	100	54
Goods-producing industries	800	80	15	65	43	22
Construction	100	7	3	4	4	-
Manufacturing	800	73	12	61	39	22
Service-producing industries	1,900	134	45	89	57	32
Transportation and public utilities	300	12	4	8	5	3
Wholesale and retail trade	700	41	19	22	20	2
Finance, insurance and real estate	200	13	3	10	4	6
Services	800	68	19	49	28	21
State and local government	100	28	1	27	7	20

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	5	5	2
All excluding sales	5	5	2
White collar	7	7	5
White collar excluding sales	7	8	6
Professional specialty and technical	9	9	8
Professional specialty	9	9	8
Engineers, architects, and surveyors	9	9	—
Industrial engineers	9	9	—
Mechanical engineers	9	9	—
Mathematical and computer scientists	9	9	—
Operations and systems researchers and analysts	9	9	—
Natural scientists	—	—	—
Health related	8	9	8
Registered nurses	8	9	8
Therapists, n.e.c.	8	8	—
Teachers, college and university	9	12	9
Other post-secondary teachers	9	—	9
Teachers, except college and university	9	9	8
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, special education	9	—	—
Teachers, n.e.c.	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.	—	8	—
Athletes	—	—	—
Technical	7	7	6
Clinical laboratory technologists and technicians	7	6	7
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	9	9	—
Technical and related, n.e.c.	7	7	—
Executive, administrative, and managerial	9	9	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	11	11	—
Administrators, education and related fields	11	9	—
Managers, medicine and health	9	9	—
Managers and administrators, n.e.c.	11	11	—
Management related	8	8	—
Accountants and auditors	7	7	—
Other financial officers	8	8	—
Personnel, training, and labor relations specialists	7	7	—
Purchasing agents and buyers, n.e.c.	9	9	—
Management related, n.e.c.	8	8	—
Sales	4	6	2
Supervisors, sales	7	7	—
Sales representatives, mining, manufacturing, and wholesale	8	8	—
Sales workers, other commodities	3	4	3
Cashiers	2	—	2
Sales support, n.e.c.	5	5	—
Administrative support, including clerical	4	4	3
Supervisors, general office	6	6	—
Secretaries	4	4	—
Information clerks, n.e.c.	4	—	—
Records clerks, n.e.c.	4	5	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
Bookkeepers, accounting and auditing clerks	4	3	—
Mail clerks, except postal service	3	3	—
Production coordinators	5	5	—
Traffic, shipping and receiving clerks	3	3	—
Investigators and adjusters, except insurance	4	4	—
General office clerks	3	3	3
Teachers' aides	4	4	4
Administrative support, n.e.c.	5	5	—
Blue collar	4	4	1
Precision production, craft, and repair			
Supervisors, mechanics and repairers	9	9	—
Industrial machinery repairers	7	7	—
Electricians	7	7	—
Supervisors, production	7	7	—
Tool and die makers	7	7	—
Machinists	6	6	—
Miscellaneous precision workers, n.e.c.	7	7	—
Inspectors, testers, and graders	6	6	—
Machine operators, assemblers, and inspectors			
Lathe and turning machine operators	6	6	—
Punching and stamping press operators	4	4	—
Drilling and boring machine operators	4	4	—
Grinding, abrading, buffing, and polishing machine operators	2	2	—
Numerical control machine operators	5	5	—
Fabricating machine operators, n.e.c.	4	4	—
Molding and casting machine operators	3	3	—
Printing press operators	5	5	—
Packaging and filling machine operators	2	3	—
Painting and paint spraying machine operators	4	4	—
Miscellaneous machine operators, n.e.c.	4	4	—
Welders and cutters	4	4	—
Assemblers	2	2	—
Production inspectors, checkers and examiners	2	—	—
Transportation and material moving			
Truck drivers	5	5	4
Industrial truck and tractor equipment operators	3	4	—
Handlers, equipment cleaners, helpers, and laborers			
Groundskeepers and gardeners, except farm	3	—	—
Production helpers	2	2	—
Stock handlers and baggers	1	3	—
Freight, stock, and material handlers, n.e.c.	2	2	—
Hand packers and packagers	1	2	—
Laborers, except construction, n.e.c.	1	2	1
Service			
Protective service	7	7	—
Police and detectives, public service	8	8	—
Food service	1	1	1
Waiters, waitresses, and bartenders	1	—	1
Waiters and waitresses	1	—	1
Other food service	1	2	1
Cooks	3	3	—
Kitchen workers, food preparation	1	1	—
Food preparation, n.e.c.	1	1	1
Health service	3	3	3
Health aides, except nursing	4	—	3
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	2	2	2

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Milwaukee-Racine, WI, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Service —Continued			
Cleaning and building service —Continued			
Maids and housemen	1	—	—
Janitors and cleaners	1	1	2
Personal service	1	4	1
Child care workers, n.e.c.	2	—	—
Service, n.e.c.	4	—	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

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