

Dayton–Springfield, OH National Compensation Survey July 2003



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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://www.bls.gov/ncs/ocs/compub.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 Dayton–Springfield, OH, metropolitan area. Data were collected between December 2002 and January 2004; the average reference month is July 2003. 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 occupational 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). 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 within the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$19.06	2.4	36.3	\$18.28	2.9	36.3	\$22.83	3.3	36.1
Worker characteristics:⁴									
White-collar occupations ⁵	22.26	2.7	36.5	21.23	3.4	36.6	26.10	4.7	36.1
Professional specialty and technical	26.71	3.7	36.3	25.26	4.9	36.6	30.86	4.6	35.4
Executive, administrative, and managerial	32.19	3.8	40.6	32.99	4.6	40.9	29.97	6.8	40.0
Sales	16.05	15.1	31.4	16.07	15.1	31.4	—	—	—
Administrative support	13.66	2.6	37.2	13.27	3.1	37.7	15.21	3.5	35.3
Blue-collar occupations ⁵	17.46	2.9	38.0	17.47	3.2	38.2	17.26	2.1	36.3
Precision production, craft, and repair	21.32	3.1	40.1	21.58	3.3	40.1	18.81	1.5	40.0
Machine operators, assemblers, and inspectors	17.63	3.0	39.7	17.63	3.0	39.7	—	—	—
Transportation and material moving	16.44	3.6	34.8	16.30	4.6	35.2	17.00	2.3	33.2
Handlers, equipment cleaners, helpers, and laborers	11.79	6.8	34.2	11.42	7.7	33.8	15.33	5.5	38.3
Service occupations ⁵	11.87	4.6	32.1	9.98	5.9	30.9	17.23	4.2	36.0
Full time	19.92	1.8	39.7	19.12	2.1	39.8	23.70	3.6	39.0
Part time	11.42	12.5	20.6	11.40	14.2	20.9	11.60	3.2	18.4
Union	21.22	2.4	37.3	19.69	3.3	37.3	24.51	2.3	37.3
Nonunion	18.15	3.4	35.8	17.83	3.8	36.0	20.77	5.9	34.8
Time	18.87	2.4	36.1	18.03	2.9	36.2	22.83	3.3	36.1
Incentive	25.81	13.8	40.5	25.81	13.8	40.5	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	20.15	2.5	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.97	5.2	34.1	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	14.57	8.4	34.1	14.44	8.6	34.1	—	—	—
100-499 workers	18.55	6.2	35.9	17.97	7.3	35.9	23.23	2.7	35.4
500 workers or more	21.07	1.8	37.4	20.45	1.2	37.8	22.74	4.9	36.4

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$19.06	2.4	\$18.28	2.9	\$22.83	3.3
All excluding sales	19.24	2.5	18.45	3.1	22.86	3.3
White collar	22.26	2.7	21.23	3.4	26.10	4.7
White collar excluding sales	23.06	3.0	22.09	3.9	26.14	4.7
Professional specialty and technical	26.71	3.7	25.26	4.9	30.86	4.6
Professional specialty	28.63	3.2	27.33	4.7	31.35	4.6
Engineers, architects, and surveyors	38.83	10.0	38.83	10.0	—	—
Mathematical and computer scientists	27.45	4.3	27.28	4.4	—	—
Computer systems analysts and scientists	27.84	4.4	27.67	4.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.94	2.9	24.01	3.0	22.68	7.7
Registered nurses	22.99	.9	23.02	.8	—	—
Teachers, college and university	34.45	18.4	—	—	38.40	7.1
Other post-secondary teachers	24.80	9.9	—	—	—	—
Teachers, except college and university	33.79	1.4	29.96	12.6	34.19	.9
Elementary school teachers	34.80	.5	—	—	35.52	.3
Secondary school teachers	34.80	1.8	—	—	34.87	1.8
Teachers, special education	33.33	.2	—	—	33.33	.2
Substitute teachers	10.33	3.3	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.94	7.2	17.85	11.9	19.87	12.0
Social workers	17.96	7.3	14.87	11.9	19.87	12.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.87	5.3	25.35	5.5	—	—
Technical	20.23	5.3	20.38	5.6	16.30	2.8
Clinical laboratory technologists and technicians	15.57	8.3	15.57	8.3	—	—
Licensed practical nurses	16.83	3.8	—	—	—	—
Engineering technicians, n.e.c.	25.61	17.1	25.61	17.1	—	—
Technical and related, n.e.c.	18.06	12.7	—	—	—	—
Executive, administrative, and managerial	32.19	3.8	32.99	4.6	29.97	6.8
Executives, administrators, and managers	33.97	4.7	34.18	5.6	33.44	8.9
Administrators and officials, public administration	32.34	19.4	—	—	33.28	22.0
Financial managers	26.58	10.0	26.58	10.0	—	—
Managers, marketing, advertising, and public relations	41.38	14.3	41.38	14.3	—	—
Administrators, education and related fields	34.25	5.0	—	—	34.77	7.2
Managers and administrators, n.e.c.	35.33	7.3	36.51	7.5	—	—
Management related	28.67	6.5	30.78	6.1	21.74	7.3
Accountants and auditors	24.07	3.3	—	—	—	—
Management analysts	32.94	19.6	32.94	19.6	—	—
Management related, n.e.c.	33.28	36.8	43.03	27.9	—	—
Sales	16.05	15.1	16.07	15.1	—	—
Supervisors, sales	13.90	8.6	13.90	8.6	—	—
Sales representatives, mining, manufacturing, and wholesale	27.81	27.0	27.81	27.0	—	—
Sales workers, other commodities	8.07	2.3	8.07	2.3	—	—
Cashiers	8.78	4.9	8.61	4.1	—	—
Administrative support, including clerical	13.66	2.6	13.27	3.1	15.21	3.5
Secretaries	15.78	3.4	15.75	4.4	15.86	5.3
Receptionists	9.94	3.3	9.94	3.3	—	—
Order clerks	11.03	3.5	11.03	3.5	—	—
Library clerks	9.41	7.6	—	—	9.41	7.6
Bookkeepers, accounting and auditing clerks	12.65	5.7	11.30	4.6	—	—
Dispatchers	19.57	8.7	—	—	—	—
Traffic, shipping and receiving clerks	14.42	5.6	14.42	5.6	—	—
Investigators and adjusters, except insurance	13.54	13.4	—	—	—	—
General office clerks	11.78	5.4	11.54	6.6	12.76	6.3
Teachers' aides	14.42	18.7	—	—	14.42	18.7
Administrative support, n.e.c.	15.07	6.8	14.74	11.4	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar	\$17.46	2.9	\$17.47	3.2	\$17.26	2.1
Precision production, craft, and repair	21.32	3.1	21.58	3.3	18.81	1.5
Bus, truck, and stationary engine mechanics	20.94	4.9	—	—	—	—
Industrial machinery repairers	22.79	8.1	22.79	8.1	—	—
Plumbers, pipefitters and steamfitters	25.04	7.4	25.04	7.4	—	—
Supervisors, production	26.17	.6	26.17	.6	—	—
Machinists	19.00	6.3	19.00	6.3	—	—
Machine operators, assemblers, and inspectors	17.63	3.0	17.63	3.0	—	—
Punching and stamping press operators	13.33	17.8	13.33	17.8	—	—
Painting and paint spraying machine operators ...	15.72	8.2	15.72	8.2	—	—
Miscellaneous machine operators, n.e.c.	17.73	7.7	17.73	7.7	—	—
Assemblers	19.36	7.2	19.36	7.2	—	—
Production inspectors, checkers and examiners ..	12.83	10.8	12.83	10.8	—	—
Transportation and material moving	16.44	3.6	16.30	4.6	17.00	2.3
Truck drivers	18.53	4.2	18.15	4.0	—	—
Bus drivers	14.81	4.3	—	—	14.81	4.3
Industrial truck and tractor equipment operators ..	15.41	5.5	15.41	5.5	—	—
Handlers, equipment cleaners, helpers, and laborers	11.79	6.8	11.42	7.7	15.33	5.5
Groundskeepers and gardeners, except farm	11.99	17.4	—	—	—	—
Stock handlers and baggers	10.62	7.1	10.62	7.1	—	—
Freight, stock, and material handlers, n.e.c.	11.83	6.6	11.83	6.6	—	—
Laborers, except construction, n.e.c.	13.73	8.5	—	—	—	—
Service	11.87	4.6	9.98	5.9	17.23	4.2
Protective service	20.70	3.4	—	—	20.95	3.2
Police and detectives, public service	23.15	.1	—	—	23.15	.1
Food service	8.33	9.1	8.12	9.7	11.09	1.9
Waiters, waitresses, and bartenders	3.13	47.0	3.13	47.0	—	—
Other food service	9.22	2.5	9.05	2.7	11.09	1.9
Cooks	8.64	6.5	8.40	5.8	—	—
Kitchen workers, food preparation	8.36	16.4	8.27	17.4	—	—
Food preparation, n.e.c.	7.85	11.9	7.48	11.8	10.27	4.4
Health service	10.40	3.5	10.19	3.6	—	—
Health aides, except nursing	11.65	7.5	10.60	7.4	—	—
Nursing aides, orderlies and attendants	9.76	1.4	9.76	1.4	—	—
Cleaning and building service	13.85	8.2	13.53	13.1	14.45	2.5
Janitors and cleaners	14.18	8.9	14.46	13.6	13.68	2.4
Personal service	10.92	3.4	10.66	1.8	11.84	10.6
Child care workers, n.e.c.	11.18	3.4	—	—	—	—

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.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$19.92	1.8	\$19.12	2.1	\$23.70	3.6
All excluding sales	20.02	1.8	19.18	2.1	23.73	3.6
White collar	23.11	2.1	22.03	2.4	26.85	5.0
White collar excluding sales	23.67	2.3	22.61	2.6	26.91	5.0
Professional specialty and technical	26.63	3.0	24.89	3.4	31.52	4.8
Professional specialty	28.54	2.4	26.85	2.7	31.88	4.8
Engineers, architects, and surveyors	34.53	3.6	34.53	3.6	—	—
Mathematical and computer scientists	27.45	4.3	27.28	4.4	—	—
Computer systems analysts and scientists	27.84	4.4	27.67	4.5	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.96	3.3	24.05	3.4	22.68	7.7
Registered nurses	23.03	1.1	23.07	1.1	—	—
Teachers, college and university	34.79	19.1	—	—	—	—
Other post-secondary teachers	25.55	10.3	—	—	—	—
Teachers, except college and university	34.63	1.3	30.26	12.6	35.10	.7
Elementary school teachers	34.80	.5	—	—	35.52	.3
Secondary school teachers	34.93	1.4	—	—	34.96	1.5
Teachers, special education	33.33	.2	—	—	33.33	.2
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.28	7.3	18.52	11.4	19.87	12.0
Social workers	18.30	7.2	15.45	11.8	19.87	12.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.91	5.4	25.40	5.6	—	—
Technical	20.40	5.5	20.51	5.7	—	—
Clinical laboratory technologists and technicians	15.57	8.3	15.57	8.3	—	—
Engineering technicians, n.e.c.	25.61	17.1	25.61	17.1	—	—
Executive, administrative, and managerial	32.19	3.8	33.00	4.6	29.97	6.8
Executives, administrators, and managers	33.97	4.7	34.18	5.6	33.44	8.9
Administrators and officials, public administration	32.34	19.4	—	—	33.28	22.0
Financial managers	26.58	10.0	26.58	10.0	—	—
Managers, marketing, advertising, and public relations	41.38	14.3	41.38	14.3	—	—
Administrators, education and related fields	34.25	5.0	—	—	34.77	7.2
Managers and administrators, n.e.c.	35.33	7.3	36.51	7.5	—	—
Management related	28.68	6.5	30.80	6.1	21.74	7.3
Accountants and auditors	24.07	3.3	—	—	—	—
Management analysts	33.00	19.5	33.00	19.5	—	—
Management related, n.e.c.	33.28	36.8	43.03	27.9	—	—
Sales	18.06	16.0	18.10	16.1	—	—
Supervisors, sales	13.90	8.6	13.90	8.6	—	—
Sales representatives, mining, manufacturing, and wholesale	27.81	27.0	27.81	27.0	—	—
Cashiers	9.65	9.2	9.38	8.8	—	—
Administrative support, including clerical	14.33	2.5	13.95	3.0	15.75	4.1
Secretaries	15.79	3.6	15.75	4.7	15.86	5.3
Receptionists	9.94	3.3	9.94	3.3	—	—
Order clerks	11.73	6.2	11.73	6.2	—	—
Bookkeepers, accounting and auditing clerks	12.71	5.9	11.31	4.8	—	—
Dispatchers	19.57	8.7	—	—	—	—
Traffic, shipping and receiving clerks	14.42	5.6	14.42	5.6	—	—
Investigators and adjusters, except insurance	13.54	13.4	—	—	—	—
General office clerks	12.47	6.5	12.38	8.2	12.77	7.4
Administrative support, n.e.c.	15.17	7.4	—	—	—	—
Blue collar	18.06	2.8	18.06	3.0	18.04	1.7
Precision production, craft, and repair	21.32	3.1	21.58	3.3	18.81	1.5
Bus, truck, and stationary engine mechanics	20.94	4.9	—	—	—	—
Industrial machinery repairers	22.79	8.1	22.79	8.1	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Plumbers, pipefitters and steamfitters	\$25.04	7.4	\$25.04	7.4	—	—
Supervisors, production	26.17	.6	26.17	.6	—	—
Machinists	19.00	6.3	19.00	6.3	—	—
Machine operators, assemblers, and inspectors	17.67	2.9	17.67	2.9	—	—
Punching and stamping press operators	13.33	17.8	13.33	17.8	—	—
Painting and paint spraying machine operators ...	15.72	8.2	15.72	8.2	—	—
Miscellaneous machine operators, n.e.c.	17.86	7.5	17.86	7.5	—	—
Assemblers	19.36	7.2	19.36	7.2	—	—
Production inspectors, checkers and examiners ..	12.83	10.8	12.83	10.8	—	—
Transportation and material moving	17.39	3.6	17.24	4.4	\$17.95	1.2
Truck drivers	18.53	4.2	18.15	4.0	—	—
Industrial truck and tractor equipment operators ..	15.05	7.7	15.05	7.7	—	—
Handlers, equipment cleaners, helpers, and laborers	13.03	7.7	12.56	9.0	16.73	2.6
Stock handlers and baggers	12.35	7.9	12.35	7.9	—	—
Laborers, except construction, n.e.c.	14.30	11.8	—	—	—	—
Service	12.82	4.4	10.74	5.9	17.90	3.9
Protective service	20.70	3.4	—	—	20.95	3.2
Police and detectives, public service	23.15	.1	—	—	23.15	.1
Food service	9.30	11.2	9.14	11.8	—	—
Other food service	10.66	3.2	10.55	3.4	—	—
Cooks	9.77	7.4	9.50	6.2	—	—
Food preparation, n.e.c.	8.43	12.9	8.21	13.4	—	—
Health service	10.45	3.8	10.24	3.8	—	—
Health aides, except nursing	11.36	7.1	—	—	—	—
Nursing aides, orderlies and attendants	9.81	2.0	9.81	2.0	—	—
Cleaning and building service	14.19	8.3	14.04	13.3	14.45	2.5
Janitors and cleaners	14.43	9.0	14.88	13.8	13.68	2.4
Personal service	11.30	3.8	—	—	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$11.42	12.5	\$11.40	14.2	\$11.60	3.2
All excluding sales	11.87	13.6	11.92	15.7	11.60	3.2
White collar	14.09	19.4	14.38	21.3	11.80	6.2
White collar excluding sales	16.05	21.6	16.80	24.1	11.80	6.2
Professional specialty and technical	27.91	23.4	30.78	23.0	13.52	8.1
Professional specialty	29.96	23.5	32.85	22.4	12.90	11.7
Engineers, architects, and surveyors	-	-	-	-	-	-
Health related	-	-	-	-	-	-
Teachers, college and university	24.11	3.4	-	-	-	-
Teachers, except college and university	12.50	12.7	-	-	12.13	13.8
Substitute teachers	10.33	3.3	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	15.49	4.6	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	7.81	2.0	7.81	2.0	-	-
Cashiers	7.88	2.2	7.88	2.2	-	-
Administrative support, including clerical	9.88	3.0	9.73	3.3	10.76	4.0
General office clerks	10.01	3.3	-	-	-	-
Blue collar	10.65	3.4	10.36	3.5	12.71	5.7
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	13.03	8.1	12.71	10.4	14.08	3.3
Bus drivers	14.08	3.3	-	-	14.08	3.3
Handlers, equipment cleaners, helpers, and laborers	8.86	2.1	8.89	2.2	-	-
Stock handlers and baggers	7.27	5.6	7.27	5.6	-	-
Service	7.48	3.0	7.11	3.4	10.10	4.4
Food service	6.47	1.5	6.04	2.1	9.96	5.8
Other food service	6.77	4.4	6.34	6.1	9.96	5.8
Cooks	6.70	4.5	-	-	-	-
Food preparation, n.e.c.	7.26	10.6	-	-	9.95	5.5
Health service	10.17	4.2	9.91	4.2	-	-
Nursing aides, orderlies and attendants	9.54	4.7	9.54	4.7	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	8.59	7.7	-	-	-	-

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$790	1.9	39.7	\$761	2.2	39.8	\$925	3.6	39.0
All excluding sales	793	1.9	39.6	763	2.3	39.8	926	3.6	39.0
White collar	916	2.2	39.7	882	2.4	40.0	1,031	4.8	38.4
White collar excluding sales	936	2.3	39.6	904	2.6	40.0	1,033	4.8	38.4
Professional specialty and technical	1,044	2.8	39.2	992	3.4	39.9	1,180	4.2	37.4
Professional specialty	1,114	2.3	39.0	1,072	2.7	39.9	1,192	4.2	37.4
Engineers, architects, and surveyors	1,381	3.6	40.0	1,381	3.6	40.0	-	-	-
Mathematical and computer scientists	1,097	4.3	40.0	1,091	4.4	40.0	-	-	-
Computer systems analysts and scientists	1,112	4.4	40.0	1,107	4.5	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	932	4.1	38.9	934	4.3	38.8	907	7.7	40.0
Registered nurses	887	1.0	38.5	887	.9	38.5	-	-	-
Teachers, college and university	1,439	21.9	41.4	-	-	-	-	-	-
Other post-secondary teachers	1,148	3.8	44.9	-	-	-	-	-	-
Teachers, except college and university	1,277	1.8	36.9	1,173	13.2	38.8	1,287	1.5	36.7
Elementary school teachers	1,277	1.4	36.7	-	-	-	1,303	1.3	36.7
Secondary school teachers	1,281	2.1	36.7	-	-	-	1,281	2.1	36.6
Teachers, special education	1,227	.1	36.8	-	-	-	1,227	.1	36.8
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	765	6.8	39.7	728	10.4	39.3	795	12.0	40.0
Social workers	732	7.2	40.0	618	11.8	40.0	795	12.0	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,047	4.6	40.4	1,028	4.9	40.5	-	-	-
Technical	810	5.5	39.7	814	5.7	39.7	-	-	-
Clinical laboratory technologists and technicians	604	7.9	38.8	604	7.9	38.8	-	-	-
Engineering technicians, n.e.c.	1,044	15.9	40.8	1,044	15.9	40.8	-	-	-
Executive, administrative, and managerial	1,308	4.1	40.6	1,349	5.1	40.9	1,199	7.4	40.0
Executives, administrators, and managers	1,396	5.7	41.1	1,413	7.0	41.3	1,352	10.0	40.4
Administrators and officials, public administration	1,294	19.4	40.0	-	-	-	1,331	22.0	40.0
Financial managers	1,050	10.0	39.5	1,050	10.0	39.5	-	-	-
Managers, marketing, advertising, and public relations	1,685	13.5	40.7	1,685	13.5	40.7	-	-	-
Administrators, education and related fields	1,385	5.2	40.4	-	-	-	1,368	6.6	39.3
Managers and administrators, n.e.c.	1,499	9.2	42.4	1,550	9.7	42.5	-	-	-
Management related	1,141	6.5	39.8	1,233	6.0	40.0	848	6.5	39.0
Accountants and auditors	932	2.4	38.7	-	-	-	-	-	-
Management analysts	1,320	19.5	40.0	1,320	19.5	40.0	-	-	-
Management related, n.e.c.	1,318	37.3	39.6	1,697	29.1	39.4	-	-	-
Sales	732	16.0	40.5	733	16.1	40.5	-	-	-
Supervisors, sales	597	8.8	43.0	597	8.8	43.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003 — 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									
Sales —Continued									
Sales representatives, mining, manufacturing, and wholesale	\$1,112	27.0	40.0	\$1,112	27.0	40.0	—	—	—
Cashiers	375	9.5	38.9	364	9.2	38.8	—	—	—
Administrative support, including clerical	567	2.6	39.6	553	3.1	39.6	\$618	4.5	39.2
Secretaries	621	3.4	39.3	618	4.4	39.2	628	5.2	39.6
Receptionists	396	3.3	39.9	396	3.3	39.9	—	—	—
Order clerks	466	6.4	39.7	466	6.4	39.7	—	—	—
Bookkeepers, accounting and auditing clerks	499	6.6	39.2	440	5.5	38.9	—	—	—
Dispatchers	783	8.7	40.0	—	—	—	—	—	—
Traffic, shipping and receiving clerks	577	5.6	40.0	577	5.6	40.0	—	—	—
Investigators and adjusters, except insurance	542	13.4	40.0	—	—	—	—	—	—
General office clerks	493	6.6	39.6	491	8.4	39.6	502	6.6	39.4
Administrative support, n.e.c.	602	7.8	39.7	—	—	—	—	—	—
Blue collar	722	2.7	40.0	723	2.9	40.0	716	2.2	39.7
Precision production, craft, and repair	855	3.0	40.1	866	3.2	40.1	752	1.5	40.0
Bus, truck, and stationary engine mechanics	838	4.9	40.0	—	—	—	—	—	—
Industrial machinery repairers	912	8.1	40.0	912	8.1	40.0	—	—	—
Plumbers, pipefitters and steamfitters	1,002	7.4	40.0	1,002	7.4	40.0	—	—	—
Supervisors, production	1,079	.4	41.2	1,079	.4	41.2	—	—	—
Machinists	760	6.3	40.0	760	6.3	40.0	—	—	—
Machine operators, assemblers, and inspectors	706	2.9	39.9	706	2.9	39.9	—	—	—
Punching and stamping press operators	533	17.8	40.0	533	17.8	40.0	—	—	—
Painting and paint spraying machine operators	629	8.2	40.0	629	8.2	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	713	7.6	39.9	713	7.6	39.9	—	—	—
Assemblers	774	7.2	40.0	774	7.2	40.0	—	—	—
Production inspectors, checkers and examiners ...	513	10.8	40.0	513	10.8	40.0	—	—	—
Transportation and material moving	695	3.8	40.0	693	4.7	40.2	704	2.4	39.2
Truck drivers	755	4.6	40.8	743	4.7	40.9	—	—	—
Industrial truck and tractor equipment operators	602	7.7	40.0	602	7.7	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	521	7.6	40.0	503	9.0	40.0	669	2.6	40.0
Stock handlers and baggers ...	494	7.9	40.0	494	7.9	40.0	—	—	—
Laborers, except construction, n.e.c.	572	11.8	40.0	—	—	—	—	—	—
Service	498	5.8	38.9	411	7.9	38.2	727	5.0	40.6
Protective service	880	4.9	42.5	—	—	—	892	4.7	42.6
Police and detectives, public service	926	.1	40.0	—	—	—	926	.1	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003 — 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									
Food service	\$339	16.8	36.5	\$334	17.8	36.6	—	—	—
Other food service	401	5.4	37.6	399	5.7	37.8	—	—	—
Cooks	377	6.7	38.5	368	5.9	38.7	—	—	—
Food preparation, n.e.c.	299	16.5	35.5	288	16.9	35.1	—	—	—
Health service	404	4.3	38.7	396	4.5	38.6	—	—	—
Health aides, except nursing ..	442	8.3	38.9	—	—	—	—	—	—
Nursing aides, orderlies and attendants	377	2.9	38.5	377	2.9	38.5	—	—	—
Cleaning and building service	561	8.4	39.5	556	13.5	39.6	\$568	2.2	39.3
Janitors and cleaners	576	9.0	39.9	594	13.9	39.9	547	2.4	40.0
Personal service	444	2.4	39.3	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$40,058	1.9	2,011	\$39,442	2.2	2,063	\$42,568	3.6	1,796
All excluding sales	40,162	1.9	2,006	39,527	2.3	2,061	42,602	3.6	1,795
White collar	45,478	2.2	1,968	45,574	2.4	2,068	45,207	4.8	1,683
White collar excluding sales	46,251	2.3	1,954	46,647	2.6	2,063	45,264	4.8	1,682
Professional specialty and technical	49,650	2.8	1,864	50,875	3.4	2,044	47,144	4.2	1,496
Professional specialty	51,672	2.3	1,810	54,662	2.7	2,036	47,361	4.2	1,485
Engineers, architects, and surveyors	71,827	3.6	2,080	71,827	3.6	2,080	-	-	-
Mathematical and computer scientists	57,036	4.3	2,078	56,749	4.4	2,080	-	-	-
Computer systems analysts and scientists	57,834	4.4	2,077	57,563	4.5	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	48,230	4.1	2,013	48,552	4.3	2,019	43,987	7.7	1,939
Registered nurses	46,126	1.0	2,003	46,148	.9	2,001	-	-	-
Teachers, college and university	54,868	21.9	1,577	-	-	-	-	-	-
Other post-secondary teachers	43,654	3.8	1,709	-	-	-	-	-	-
Teachers, except college and university	47,401	1.8	1,369	50,383	13.2	1,665	47,143	1.5	1,343
Elementary school teachers ...	46,684	1.4	1,341	-	-	-	47,642	1.3	1,341
Secondary school teachers	46,969	2.1	1,345	-	-	-	46,972	2.1	1,344
Teachers, special education ...	45,106	.1	1,353	-	-	-	45,106	.1	1,353
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	39,596	6.8	2,054	37,441	10.4	2,022	41,327	12.0	2,080
Social workers	38,063	7.2	2,080	32,134	11.8	2,080	41,327	12.0	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	54,431	4.6	2,100	53,443	4.9	2,104	-	-	-
Technical	42,110	5.5	2,064	42,313	5.7	2,064	-	-	-
Clinical laboratory technologists and technicians	31,418	7.9	2,017	31,418	7.9	2,017	-	-	-
Engineering technicians, n.e.c.	54,288	15.9	2,120	54,288	15.9	2,120	-	-	-
Executive, administrative, and managerial	67,506	4.1	2,097	70,124	5.1	2,125	60,602	7.4	2,022
Executives, administrators, and managers	71,716	5.7	2,111	73,466	7.0	2,149	67,510	10.0	2,019
Administrators and officials, public administration	67,268	19.4	2,080	-	-	-	69,227	22.0	2,080
Financial managers	54,606	10.0	2,055	54,606	10.0	2,055	-	-	-
Managers, marketing, advertising, and public relations	87,624	13.5	2,118	87,624	13.5	2,118	-	-	-
Administrators, education and related fields	67,605	5.2	1,974	-	-	-	65,191	6.6	1,875
Managers and administrators, n.e.c.	77,510	9.2	2,194	80,607	9.7	2,208	-	-	-
Management related	59,354	6.5	2,070	64,124	6.0	2,082	44,111	6.5	2,029
Accountants and auditors	48,460	2.4	2,013	-	-	-	-	-	-
Management analysts	68,632	19.5	2,080	68,632	19.5	2,080	-	-	-
Management related, n.e.c.	68,544	37.3	2,060	88,228	29.1	2,050	-	-	-
Sales	38,039	16.0	2,106	38,134	16.1	2,106	-	-	-
Supervisors, sales	31,048	8.8	2,234	31,048	8.8	2,234	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003 — 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									
Sales —Continued									
Sales representatives, mining, manufacturing, and wholesale	\$57,847	27.0	2,080	\$57,847	27.0	2,080	—	—	—
Cashiers	19,520	9.5	2,023	18,931	9.2	2,018	—	—	—
Administrative support, including clerical	29,041	2.6	2,027	28,709	3.1	2,058	\$30,214	4.5	1,918
Secretaries	31,546	3.4	1,998	32,117	4.4	2,039	30,388	5.2	1,916
Receptionists	20,617	3.3	2,073	20,617	3.3	2,073	—	—	—
Order clerks	24,218	6.4	2,064	24,218	6.4	2,064	—	—	—
Bookkeepers, accounting and auditing clerks	25,931	6.6	2,040	22,887	5.5	2,023	—	—	—
Dispatchers	39,963	8.7	2,042	—	—	—	—	—	—
Traffic, shipping and receiving clerks	30,001	5.6	2,080	30,001	5.6	2,080	—	—	—
Investigators and adjusters, except insurance	28,165	13.4	2,080	—	—	—	—	—	—
General office clerks	25,509	6.6	2,046	25,324	8.4	2,045	26,124	6.6	2,046
Administrative support, n.e.c.	30,861	7.8	2,034	—	—	—	—	—	—
Blue collar	37,541	2.7	2,079	37,585	2.9	2,081	36,909	2.2	2,046
Precision production, craft, and repair	44,468	3.0	2,085	45,026	3.2	2,086	39,128	1.5	2,080
Bus, truck, and stationary engine mechanics	43,560	4.9	2,080	—	—	—	—	—	—
Industrial machinery repairers	47,404	8.1	2,080	47,404	8.1	2,080	—	—	—
Plumbers, pipefitters and steamfitters	52,091	7.4	2,080	52,091	7.4	2,080	—	—	—
Supervisors, production	56,097	.4	2,143	56,097	.4	2,143	—	—	—
Machinists	39,522	6.3	2,080	39,522	6.3	2,080	—	—	—
Machine operators, assemblers, and inspectors	36,693	2.9	2,077	36,693	2.9	2,077	—	—	—
Punching and stamping press operators	27,727	17.8	2,080	27,727	17.8	2,080	—	—	—
Painting and paint spraying machine operators	32,707	8.2	2,080	32,707	8.2	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	37,078	7.6	2,076	37,078	7.6	2,076	—	—	—
Assemblers	40,270	7.2	2,080	40,270	7.2	2,080	—	—	—
Production inspectors, checkers and examiners ...	26,678	10.8	2,080	26,678	10.8	2,080	—	—	—
Transportation and material moving	36,004	3.8	2,071	36,041	4.7	2,090	35,865	2.4	1,998
Truck drivers	39,283	4.6	2,120	38,633	4.7	2,129	—	—	—
Industrial truck and tractor equipment operators	31,305	7.7	2,080	31,305	7.7	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,105	7.6	2,080	26,136	9.0	2,080	34,797	2.6	2,080
Stock handlers and baggers ...	25,689	7.9	2,080	25,689	7.9	2,080	—	—	—
Laborers, except construction, n.e.c.	29,740	11.8	2,080	—	—	—	—	—	—
Service	25,674	5.8	2,003	21,331	7.9	1,986	36,607	5.0	2,045
Protective service	45,740	4.9	2,209	—	—	—	46,367	4.7	2,214
Police and detectives, public service	48,143	.1	2,080	—	—	—	48,143	.1	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003 — 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									
Food service	\$17,414	16.8	1,872	\$17,343	17.8	1,898	—	—	—
Other food service	20,517	5.4	1,924	20,692	5.7	1,962	—	—	—
Cooks	19,330	6.7	1,979	19,084	5.9	2,009	—	—	—
Food preparation, n.e.c.	15,553	16.5	1,845	15,002	16.9	1,827	—	—	—
Health service	21,017	4.3	2,012	20,576	4.5	2,009	—	—	—
Health aides, except nursing ..	22,959	8.3	2,020	—	—	—	—	—	—
Nursing aides, orderlies and attendants	19,608	2.9	2,000	19,608	2.9	2,000	—	—	—
Cleaning and building service	28,624	8.4	2,017	28,927	13.5	2,061	\$28,129	2.2	1,946
Janitors and cleaners	29,704	9.0	2,059	30,884	13.9	2,076	27,805	2.4	2,032
Personal service	22,805	2.4	2,017	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003**

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	\$19.06	2.4	\$18.28	2.9	\$22.83	3.3
All excluding sales	19.24	2.5	18.45	3.1	22.86	3.3
White collar	22.26	2.7	21.23	3.4	26.10	4.7
1	8.16	3.8	8.20	3.9	—	—
2	9.54	3.8	9.56	4.0	—	—
3	11.01	5.4	10.87	6.4	11.92	5.3
4	13.00	2.6	12.83	2.9	14.22	2.3
5	16.61	4.7	16.70	5.6	16.20	5.0
6	16.87	3.9	16.90	5.2	16.80	1.3
7	21.21	3.8	20.67	2.0	22.93	12.0
8	21.66	3.5	22.04	3.7	20.67	7.5
9	27.98	2.4	24.31	2.4	32.98	2.8
10	30.85	4.5	31.08	4.4	—	—
11	39.47	4.1	39.77	4.9	38.16	3.6
12	40.74	7.3	40.33	7.8	—	—
13	46.05	4.8	—	—	—	—
14	56.78	5.3	56.78	5.3	—	—
Not able to be leveled	21.28	3.7	21.22	3.9	—	—
White collar excluding sales	23.06	3.0	22.09	3.9	26.14	4.7
1	8.77	1.9	—	—	—	—
2	9.78	6.5	9.85	7.3	—	—
3	10.92	1.7	10.71	1.9	11.92	5.3
4	13.15	2.9	12.96	3.4	14.28	2.5
5	15.96	3.0	15.90	3.5	16.20	5.0
6	17.62	4.0	18.05	5.8	16.80	1.3
7	21.29	3.9	20.74	2.0	22.93	12.0
8	21.51	3.7	21.86	4.0	20.67	7.5
9	27.98	2.4	24.31	2.4	32.98	2.8
10	30.20	5.3	30.38	5.5	—	—
11	39.50	3.9	39.82	4.6	38.16	3.6
12	39.92	7.6	39.40	8.2	—	—
13	46.05	4.8	—	—	—	—
14	56.78	5.3	56.78	5.3	—	—
Not able to be leveled	21.27	3.9	21.20	4.0	—	—
Professional specialty and technical	26.71	3.7	25.26	4.9	30.86	4.6
Professional specialty	28.63	3.2	27.33	4.7	31.35	4.6
5	15.10	11.3	—	—	—	—
7	22.66	10.1	20.15	4.5	26.95	13.5
8	21.32	7.9	22.41	9.1	19.19	3.5
9	28.80	2.0	24.65	2.2	33.81	1.7
10	31.21	6.5	30.62	7.2	—	—
11	41.58	3.0	41.73	3.2	—	—
12	38.25	9.9	38.46	10.7	—	—
Not able to be leveled	25.86	8.6	25.98	9.0	—	—
Engineers, architects, and surveyors	38.83	10.0	38.83	10.0	—	—
Mathematical and computer scientists	27.45	4.3	27.28	4.4	—	—
9	26.04	1.5	25.88	1.5	—	—
Computer systems analysts and scientists	27.84	4.4	27.67	4.5	—	—
9	25.97	1.5	25.80	1.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.94	2.9	24.01	3.0	22.68	7.7
9	22.75	4.0	22.62	4.2	—	—
Registered nurses	22.99	.9	23.02	.8	—	—
9	22.48	2.4	22.38	2.4	—	—
Teachers, college and university	34.45	18.4	—	—	38.40	7.1
9	22.81	1.1	—	—	—	—
Other post-secondary teachers	24.80	9.9	—	—	—	—
Teachers, except college and university	33.79	1.4	29.96	12.6	34.19	.9
7	29.34	7.3	—	—	30.60	.0
9	34.77	1.5	—	—	35.24	1.5
Elementary school teachers	34.80	.5	—	—	35.52	.3
9	34.86	.7	—	—	35.67	.8
Secondary school teachers	34.80	1.8	—	—	34.87	1.8
9	35.05	2.0	—	—	35.14	1.9

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, Dayton-Springfield, OH, July 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Teachers, special education	\$33.33	0.2	—	—	\$33.33	0.2
9	32.94	4.0	—	—	32.94	4.0
Substitute teachers	10.33	3.3	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.94	7.2	\$17.85	11.9	19.87	12.0
9	24.51	8.0	—	—	—	—
Social workers	17.96	7.3	14.87	11.9	19.87	12.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.87	5.3	25.35	5.5	—	—
9	25.31	7.3	—	—	—	—
Technical	20.23	5.3	20.38	5.6	16.30	2.8
4	15.26	4.5	15.26	4.5	—	—
5	16.03	8.3	16.03	8.3	—	—
6	16.72	7.0	16.95	7.6	—	—
7	20.89	3.3	21.05	3.3	—	—
8	19.34	4.6	19.76	3.9	—	—
Clinical laboratory technologists and technicians	15.57	8.3	15.57	8.3	—	—
Licensed practical nurses	16.83	3.8	—	—	—	—
Engineering technicians, n.e.c.	25.61	17.1	25.61	17.1	—	—
Technical and related, n.e.c.	18.06	12.7	—	—	—	—
Executive, administrative, and managerial	32.19	3.8	32.99	4.6	29.97	6.8
5	15.36	10.5	—	—	—	—
7	22.01	3.7	—	—	—	—
8	23.52	5.5	22.04	3.2	—	—
9	24.65	5.0	23.31	5.0	27.18	11.6
10	25.97	6.8	26.04	9.9	—	—
11	36.17	4.1	35.61	5.6	37.35	3.9
12	40.65	7.8	39.80	8.2	—	—
14	58.32	4.4	58.32	4.4	—	—
Executives, administrators, and managers	33.97	4.7	34.18	5.6	33.44	8.9
9	25.11	7.2	23.18	7.3	—	—
11	36.88	5.0	—	—	39.06	5.1
12	39.50	9.2	38.30	9.8	—	—
14	57.66	5.3	57.66	5.3	—	—
Administrators and officials, public administration	32.34	19.4	—	—	33.28	22.0
Financial managers	26.58	10.0	26.58	10.0	—	—
Managers, marketing, advertising, and public relations	41.38	14.3	41.38	14.3	—	—
Administrators, education and related fields	34.25	5.0	—	—	34.77	7.2
Managers and administrators, n.e.c.	35.33	7.3	36.51	7.5	—	—
9	22.63	8.2	21.92	9.8	—	—
Management related	28.67	6.5	30.78	6.1	21.74	7.3
7	22.01	3.7	—	—	—	—
8	22.85	3.2	22.60	3.2	—	—
9	23.83	2.6	23.55	3.1	—	—
Accountants and auditors	24.07	3.3	—	—	—	—
Management analysts	32.94	19.6	32.94	19.6	—	—
Management related, n.e.c.	33.28	36.8	43.03	27.9	—	—
Sales	16.05	15.1	16.07	15.1	—	—
2	9.16	3.1	9.16	3.1	—	—
3	11.36	25.0	11.36	25.0	—	—
4	12.25	4.3	—	—	—	—
Supervisors, sales	13.90	8.6	13.90	8.6	—	—
Sales representatives, mining, manufacturing, and wholesale	27.81	27.0	27.81	27.0	—	—
Sales workers, other commodities	8.07	2.3	8.07	2.3	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003 — 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 —Continued						
Cashiers	\$8.78	4.9	\$8.61	4.1	—	—
2	9.19	4.4	9.19	4.4	—	—
Administrative support, including clerical	13.66	2.6	13.27	3.1	\$15.21	3.5
2	9.76	7.7	9.84	8.9	—	—
3	10.92	1.7	10.71	1.9	11.92	5.3
4	12.84	3.6	12.55	4.3	14.28	2.5
5	16.19	3.2	16.04	3.6	16.81	6.0
6	16.66	4.6	16.41	8.1	16.99	2.1
7	19.58	4.2	20.17	2.9	18.92	8.6
Secretaries	15.78	3.4	15.75	4.4	15.86	5.3
4	13.69	2.9	13.21	4.9	—	—
5	14.63	5.3	—	—	—	—
7	19.80	2.9	—	—	—	—
Receptionists	9.94	3.3	9.94	3.3	—	—
Order clerks	11.03	3.5	11.03	3.5	—	—
Library clerks	9.41	7.6	—	—	9.41	7.6
Bookkeepers, accounting and auditing clerks	12.65	5.7	11.30	4.6	—	—
4	11.19	4.6	—	—	—	—
Dispatchers	19.57	8.7	—	—	—	—
Traffic, shipping and receiving clerks	14.42	5.6	14.42	5.6	—	—
Investigators and adjusters, except insurance	13.54	13.4	—	—	—	—
General office clerks	11.78	5.4	11.54	6.6	12.76	6.3
3	10.44	4.5	9.78	3.0	—	—
4	12.25	7.7	—	—	—	—
5	14.53	3.1	—	—	—	—
Teachers' aides	14.42	18.7	—	—	14.42	18.7
Administrative support, n.e.c.	15.07	6.8	14.74	11.4	—	—
Blue collar						
1	17.46	2.9	17.47	3.2	17.26	2.1
2	8.84	4.2	8.85	4.3	—	—
3	11.28	3.5	11.16	3.5	—	—
4	18.44	2.2	18.49	2.3	16.51	1.7
5	19.09	1.5	19.42	1.5	—	—
6	16.57	3.2	16.46	3.5	17.57	3.0
7	18.41	5.5	18.48	6.8	18.16	4.7
8	23.55	1.7	24.07	1.8	20.27	2.6
Not able to be leveled	26.65	1.8	26.65	1.8	—	—
14.73	7.8	14.73	7.8	—	—	
Precision production, craft, and repair						
4	21.32	3.1	21.58	3.3	18.81	1.5
5	13.61	8.8	13.61	8.8	—	—
6	17.45	2.9	17.35	3.3	—	—
7	18.51	9.4	18.80	11.0	—	—
8	23.85	1.6	24.39	1.7	19.50	1.7
Bus, truck, and stationary engine mechanics	26.65	1.8	26.65	1.8	—	—
Industrial machinery repairers	20.94	4.9	—	—	—	—
7	22.79	8.1	22.79	8.1	—	—
Plumbers, pipefitters and steamfitters	24.73	6.6	24.73	6.6	—	—
Supervisors, production	25.04	7.4	25.04	7.4	—	—
8	26.17	.6	26.17	.6	—	—
Machinists	26.55	2.0	26.55	2.0	—	—
19.00	6.3	19.00	6.3	—	—	
Machine operators, assemblers, and inspectors						
2	17.63	3.0	17.63	3.0	—	—
3	10.88	3.6	10.88	3.6	—	—
4	19.75	3.1	19.75	3.1	—	—
5	20.90	2.7	20.90	2.7	—	—
6	14.16	5.6	14.16	5.6	—	—
Punching and stamping press operators	17.47	1.8	17.47	1.8	—	—
13.33	17.8	13.33	17.8	—	—	

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, Dayton-Springfield, OH, July 2003 — 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						
Fabricating machine operators, n.e.c.						
4	\$23.61	6.7	\$23.61	6.7	—	—
Painting and paint spraying machine operators ...	15.72	8.2	15.72	8.2	—	—
Miscellaneous machine operators, n.e.c.	17.73	7.7	17.73	7.7	—	—
3	14.59	5.1	14.59	5.1	—	—
Assemblers	19.36	7.2	19.36	7.2	—	—
2	10.79	10.4	10.79	10.4	—	—
4	21.51	6.2	21.51	6.2	—	—
Production inspectors, checkers and examiners ..	12.83	10.8	12.83	10.8	—	—
Transportation and material moving	16.44	3.6	16.30	4.6	\$17.00	2.3
2	12.47	8.4	—	—	—	—
3	15.06	6.3	14.66	7.7	16.51	1.7
4	17.37	5.1	18.00	5.6	—	—
5	19.69	5.4	19.78	5.6	—	—
Truck drivers	18.53	4.2	18.15	4.0	—	—
5	19.77	6.3	19.77	6.3	—	—
Bus drivers	14.81	4.3	—	—	14.81	4.3
Industrial truck and tractor equipment operators ..	15.41	5.5	15.41	5.5	—	—
3	15.04	11.8	15.04	11.8	—	—
Handlers, equipment cleaners, helpers, and laborers	11.79	6.8	11.42	7.7	15.33	5.5
1	9.06	3.7	9.09	3.8	—	—
2	11.69	2.9	11.69	2.9	—	—
3	14.80	9.4	14.80	9.4	—	—
5	16.82	3.6	—	—	—	—
Groundskeepers and gardeners, except farm	11.99	17.4	—	—	—	—
Stock handlers and baggers	10.62	7.1	10.62	7.1	—	—
1	8.72	5.2	8.72	5.2	—	—
2	12.18	5.1	12.18	5.1	—	—
3	16.55	20.2	16.55	20.2	—	—
Freight, stock, and material handlers, n.e.c.	11.83	6.6	11.83	6.6	—	—
Laborers, except construction, n.e.c.	13.73	8.5	—	—	—	—
Service	11.87	4.6	9.98	5.9	17.23	4.2
1	8.01	5.1	7.70	3.3	11.94	10.6
2	10.55	13.9	10.48	15.5	11.26	7.8
3	10.81	10.2	9.86	13.2	13.62	10.2
4	11.22	6.5	10.54	7.4	13.45	.8
5	11.93	7.9	—	—	14.88	.6
6	16.55	10.3	—	—	—	—
7	20.24	1.9	—	—	20.84	1.0
8	22.91	1.4	—	—	22.91	1.4
9	25.18	3.0	—	—	25.18	3.0
Protective service	20.70	3.4	—	—	20.95	3.2
7	20.92	1.4	—	—	20.96	1.4
9	25.18	3.0	—	—	25.18	3.0
Police and detectives, public service	23.15	.1	—	—	23.15	.1
Food service	8.33	9.1	8.12	9.7	11.09	1.9
1	6.95	2.5	6.86	2.6	—	—
2	6.66	20.4	6.40	22.7	—	—
3	7.68	24.8	7.05	28.9	—	—
Waiters, waitresses, and bartenders	3.13	47.0	3.13	47.0	—	—
Other food service	9.22	2.5	9.05	2.7	11.09	1.9
1	6.98	2.4	6.89	2.5	—	—
2	8.56	9.1	8.44	10.4	—	—
3	9.86	5.1	9.39	7.8	—	—
Cooks	8.64	6.5	8.40	5.8	—	—
Kitchen workers, food preparation	8.36	16.4	8.27	17.4	—	—
Food preparation, n.e.c.	7.85	11.9	7.48	11.8	10.27	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, Dayton-Springfield, OH, July 2003 — 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						
Food preparation, n.e.c.—Continued						
1	\$7.18	8.2	—	—	—	—
2	9.48	8.6	—	—	—	—
Health service	10.40	3.5	\$10.19	3.6	—	—
2	9.59	4.8	9.59	4.8	—	—
3	10.39	1.4	10.39	1.4	—	—
5	10.86	9.3	—	—	—	—
Health aides, except nursing	11.65	7.5	10.60	7.4	—	—
Nursing aides, orderlies and attendants	9.76	1.4	9.76	1.4	—	—
2	9.59	4.8	9.59	4.8	—	—
3	10.39	1.4	10.39	1.4	—	—
Cleaning and building service	13.85	8.2	13.53	13.1	\$14.45	2.5
1	9.91	8.0	9.24	6.3	—	—
2	17.01	17.2	18.36	20.1	—	—
3	13.79	2.8	—	—	—	—
4	14.21	2.9	—	—	14.21	2.9
Janitors and cleaners	14.18	8.9	14.46	13.6	13.68	2.4
1	10.50	8.2	9.65	6.6	—	—
2	17.01	17.2	18.36	20.1	—	—
3	13.79	2.8	—	—	—	—
4	14.21	2.9	—	—	14.21	2.9
Personal service	10.92	3.4	10.66	1.8	11.84	10.6
Child care workers, n.e.c.	11.18	3.4	—	—	—	—

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.

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, Dayton-Springfield, OH, July 2003**

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	\$19.92	1.8	\$19.12	2.1	\$23.70	3.6
All excluding sales	20.02	1.8	19.18	2.1	23.73	3.6
White collar	23.11	2.1	22.03	2.4	26.85	5.0
1	7.93	8.5	7.93	8.5	—	—
2	10.21	3.9	10.27	4.0	—	—
3	11.32	5.8	11.21	6.6	12.22	6.5
4	13.61	2.4	13.51	2.9	14.25	2.4
5	16.85	4.8	16.88	5.8	16.68	4.6
6	16.60	5.1	16.51	6.9	16.87	1.5
7	21.33	4.2	20.68	2.0	23.47	13.9
8	21.67	3.5	22.04	3.7	20.70	7.5
9	28.11	2.5	24.31	2.4	32.98	2.8
10	31.08	4.4	31.35	4.2	—	—
11	38.75	3.4	38.90	4.1	38.16	3.6
12	39.83	6.7	39.34	7.1	—	—
13	46.05	4.8	—	—	—	—
14	56.78	5.3	56.78	5.3	—	—
Not able to be leveled	21.31	3.7	21.25	3.9	—	—
White collar excluding sales	23.67	2.3	22.61	2.6	26.91	5.0
2	10.15	6.4	10.24	6.6	—	—
3	10.96	1.9	10.76	2.0	12.22	6.5
4	13.95	2.5	13.88	3.1	14.32	2.6
5	16.19	3.1	16.07	3.7	16.68	4.6
6	17.33	5.5	17.57	8.0	16.87	1.5
7	21.42	4.4	20.75	2.0	23.47	13.9
8	21.52	3.7	21.86	4.0	20.70	7.5
9	28.11	2.5	24.31	2.4	32.98	2.8
10	30.46	5.3	30.69	5.3	—	—
11	38.75	3.0	38.90	3.7	38.16	3.6
12	38.87	6.5	38.23	6.7	—	—
13	46.05	4.8	—	—	—	—
14	56.78	5.3	56.78	5.3	—	—
Not able to be leveled	21.30	3.9	21.23	4.0	—	—
Professional specialty and technical	26.63	3.0	24.89	3.4	31.52	4.8
Professional specialty	28.54	2.4	26.85	2.7	31.88	4.8
7	23.10	11.5	20.18	4.6	28.52	16.1
8	21.32	7.9	22.41	9.1	19.19	3.5
9	28.99	2.1	24.68	2.2	33.81	1.7
10	32.03	5.6	—	—	—	—
11	40.42	1.8	40.44	2.0	—	—
12	34.05	1.6	33.85	1.7	—	—
Not able to be leveled	25.97	8.5	26.10	8.9	—	—
Engineers, architects, and surveyors	34.53	3.6	34.53	3.6	—	—
Mathematical and computer scientists	27.45	4.3	27.28	4.4	—	—
9	26.04	1.5	25.88	1.5	—	—
Computer systems analysts and scientists	27.84	4.4	27.67	4.5	—	—
9	25.97	1.5	25.80	1.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.96	3.3	24.05	3.4	22.68	7.7
9	22.32	2.6	22.13	2.6	—	—
Registered nurses	23.03	1.1	23.07	1.1	—	—
9	22.45	2.7	22.34	2.6	—	—
Teachers, college and university	34.79	19.1	—	—	—	—
Other post-secondary teachers	25.55	10.3	—	—	—	—
Teachers, except college and university	34.63	1.3	30.26	12.6	35.10	.7
9	34.79	1.5	—	—	35.24	1.5
Elementary school teachers	34.80	.5	—	—	35.52	.3
9	34.86	.7	—	—	35.67	.8
Secondary school teachers	34.93	1.4	—	—	34.96	1.5
9	35.10	1.9	—	—	35.14	1.9
Teachers, special education	33.33	.2	—	—	33.33	.2
9	32.94	4.0	—	—	32.94	4.0
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—

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, Dayton-Springfield, OH, July 2003 — 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						
Social, recreation, and religious workers	\$19.28	7.3	\$18.52	11.4	\$19.87	12.0
9	24.51	8.0	–	–	–	–
Social workers	18.30	7.2	15.45	11.8	19.87	12.0
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.91	5.4	25.40	5.6	–	–
9	25.31	7.3	–	–	–	–
Technical	20.40	5.5	20.51	5.7	–	–
4	15.28	4.6	15.28	4.6	–	–
6	16.95	7.6	16.95	7.6	–	–
7	20.89	3.3	21.05	3.4	–	–
8	19.36	4.6	19.76	3.9	–	–
Clinical laboratory technologists and technicians	15.57	8.3	15.57	8.3	–	–
Engineering technicians, n.e.c.	25.61	17.1	25.61	17.1	–	–
Executive, administrative, and managerial	32.19	3.8	33.00	4.6	29.97	6.8
7	22.01	3.7	–	–	–	–
8	23.52	5.5	22.04	3.2	–	–
9	24.65	5.0	23.31	5.0	27.18	11.6
10	25.97	6.8	26.04	9.9	–	–
11	36.17	4.1	35.61	5.6	37.35	3.9
12	40.65	7.8	39.80	8.2	–	–
14	58.32	4.4	58.32	4.4	–	–
Executives, administrators, and managers	33.97	4.7	34.18	5.6	33.44	8.9
9	25.11	7.2	23.18	7.3	–	–
11	36.88	5.0	–	–	39.06	5.1
12	39.50	9.2	38.30	9.8	–	–
14	57.66	5.3	57.66	5.3	–	–
Administrators and officials, public administration	32.34	19.4	–	–	33.28	22.0
Financial managers	26.58	10.0	26.58	10.0	–	–
Managers, marketing, advertising, and public relations	41.38	14.3	41.38	14.3	–	–
Administrators, education and related fields	34.25	5.0	–	–	34.77	7.2
Managers and administrators, n.e.c.	35.33	7.3	36.51	7.5	–	–
9	22.63	8.2	21.92	9.8	–	–
Management related	28.68	6.5	30.80	6.1	21.74	7.3
7	22.01	3.7	–	–	–	–
8	22.85	3.2	22.60	3.2	–	–
9	23.83	2.6	23.55	3.1	–	–
Accountants and auditors	24.07	3.3	–	–	–	–
Management analysts	33.00	19.5	33.00	19.5	–	–
Management related, n.e.c.	33.28	36.8	43.03	27.9	–	–
Sales	18.06	16.0	18.10	16.1	–	–
3	13.18	26.0	13.18	26.0	–	–
4	12.25	4.3	–	–	–	–
Supervisors, sales	13.90	8.6	13.90	8.6	–	–
Sales representatives, mining, manufacturing, and wholesale	27.81	27.0	27.81	27.0	–	–
Cashiers	9.65	9.2	9.38	8.8	–	–
Administrative support, including clerical	14.33	2.5	13.95	3.0	15.75	4.1
2	10.21	8.1	10.32	8.5	–	–
3	10.96	1.9	10.76	2.0	12.22	6.5
4	13.70	3.5	13.53	4.5	14.32	2.6
5	16.25	3.3	16.11	3.7	16.82	6.0
6	16.66	4.6	16.41	8.1	16.99	2.1
7	19.58	4.2	20.17	2.9	18.92	8.6
Secretaries	15.79	3.6	15.75	4.7	15.86	5.3
4	13.45	2.4	–	–	–	–
5	14.63	5.3	–	–	–	–

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, Dayton-Springfield, OH, July 2003 — 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						
Secretaries –Continued						
7	\$19.80	2.9	–	–	–	–
Receptionists	9.94	3.3	\$9.94	3.3	–	–
Order clerks	11.73	6.2	11.73	6.2	–	–
Bookkeepers, accounting and auditing clerks	12.71	5.9	11.31	4.8	–	–
4	11.19	4.6	–	–	–	–
Dispatchers	19.57	8.7	–	–	–	–
Traffic, shipping and receiving clerks	14.42	5.6	14.42	5.6	–	–
Investigators and adjusters, except insurance	13.54	13.4	–	–	–	–
General office clerks	12.47	6.5	12.38	8.2	\$12.77	7.4
3	10.41	4.8	9.70	2.9	–	–
4	14.58	6.8	–	–	–	–
5	14.53	3.1	–	–	–	–
Administrative support, n.e.c.	15.17	7.4	–	–	–	–
Blue collar	18.06	2.8	18.06	3.0	18.04	1.7
1	9.20	8.2	9.20	8.2	–	–
2	11.17	3.5	11.18	3.6	–	–
3	18.56	2.3	18.57	2.3	–	–
4	19.37	1.7	19.69	1.7	–	–
5	16.57	3.2	16.46	3.5	17.66	2.9
6	18.41	5.5	18.48	6.8	18.16	4.7
7	23.55	1.7	24.07	1.8	20.27	2.6
8	26.65	1.8	26.65	1.8	–	–
Not able to be leveled	14.73	7.8	14.73	7.8	–	–
Precision production, craft, and repair	21.32	3.1	21.58	3.3	18.81	1.5
4	13.61	8.8	13.61	8.8	–	–
5	17.45	2.9	17.35	3.3	–	–
6	18.51	9.4	18.80	11.0	–	–
7	23.85	1.6	24.39	1.7	19.50	1.7
8	26.65	1.8	26.65	1.8	–	–
Bus, truck, and stationary engine mechanics	20.94	4.9	–	–	–	–
Industrial machinery repairers	22.79	8.1	22.79	8.1	–	–
7	24.73	6.6	24.73	6.6	–	–
Plumbers, pipefitters and steamfitters	25.04	7.4	25.04	7.4	–	–
Supervisors, production	26.17	.6	26.17	.6	–	–
8	26.55	2.0	26.55	2.0	–	–
Machinists	19.00	6.3	19.00	6.3	–	–
Machine operators, assemblers, and inspectors	17.67	2.9	17.67	2.9	–	–
2	10.88	3.6	10.88	3.6	–	–
3	19.75	3.1	19.75	3.1	–	–
4	21.08	2.9	21.08	2.9	–	–
5	14.16	5.6	14.16	5.6	–	–
6	17.47	1.8	17.47	1.8	–	–
Punching and stamping press operators	13.33	17.8	13.33	17.8	–	–
Fabricating machine operators, n.e.c.						
4	23.61	6.7	23.61	6.7	–	–
Painting and paint spraying machine operators ...	15.72	8.2	15.72	8.2	–	–
Miscellaneous machine operators, n.e.c.	17.86	7.5	17.86	7.5	–	–
3	14.59	5.1	14.59	5.1	–	–
Assemblers	19.36	7.2	19.36	7.2	–	–
2	10.79	10.4	10.79	10.4	–	–
4	21.51	6.2	21.51	6.2	–	–
Production inspectors, checkers and examiners ..	12.83	10.8	12.83	10.8	–	–
Transportation and material moving	17.39	3.6	17.24	4.4	17.95	1.2
3	15.07	8.5	14.32	10.3	–	–
4	17.72	6.1	18.50	6.7	–	–
5	19.78	5.6	19.78	5.6	–	–
Truck drivers	18.53	4.2	18.15	4.0	–	–

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, Dayton-Springfield, OH, July 2003 — 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						
Transportation and material moving –Continued						
Truck drivers –Continued						
5	\$19.77	6.3	\$19.77	6.3	–	–
Industrial truck and tractor equipment operators ..	15.05	7.7	15.05	7.7	–	–
Handlers, equipment cleaners, helpers, and laborers	13.03	7.7	12.56	9.0	\$16.73	2.6
1	9.34	7.2	9.34	7.2	–	–
2	11.81	2.6	11.81	2.6	–	–
3	14.80	9.4	14.80	9.4	–	–
5	16.82	3.6	–	–	–	–
Stock handlers and baggers	12.35	7.9	12.35	7.9	–	–
1	10.28	5.8	10.28	5.8	–	–
2	12.38	4.1	12.38	4.1	–	–
3	16.55	20.2	16.55	20.2	–	–
Laborers, except construction, n.e.c.	14.30	11.8	–	–	–	–
Service	12.82	4.4	10.74	5.9	17.90	3.9
1	9.11	6.9	8.68	5.3	–	–
2	11.16	16.6	11.09	18.4	–	–
3	11.50	8.0	10.46	10.7	–	–
4	11.27	6.8	10.57	8.0	13.45	.8
5	11.86	8.2	–	–	14.98	.8
6	16.85	10.6	–	–	–	–
7	20.27	1.9	–	–	20.84	1.0
8	22.91	1.4	–	–	22.91	1.4
9	25.18	3.0	–	–	25.18	3.0
Protective service	20.70	3.4	–	–	20.95	3.2
7	20.92	1.4	–	–	20.96	1.4
9	25.18	3.0	–	–	25.18	3.0
Police and detectives, public service	23.15	.1	–	–	23.15	.1
Food service	9.30	11.2	9.14	11.8	–	–
1	7.70	6.7	7.70	6.7	–	–
2	7.02	27.7	6.80	29.2	–	–
Other food service	10.66	3.2	10.55	3.4	–	–
1	7.70	6.7	7.70	6.7	–	–
2	9.55	5.7	–	–	–	–
Cooks	9.77	7.4	9.50	6.2	–	–
Food preparation, n.e.c.	8.43	12.9	8.21	13.4	–	–
Health service	10.45	3.8	10.24	3.8	–	–
2	9.72	4.5	9.72	4.5	–	–
5	10.67	9.9	–	–	–	–
Health aides, except nursing	11.36	7.1	–	–	–	–
Nursing aides, orderlies and attendants	9.81	2.0	9.81	2.0	–	–
2	9.72	4.5	9.72	4.5	–	–
Cleaning and building service	14.19	8.3	14.04	13.3	14.45	2.5
1	10.26	8.4	9.50	7.0	–	–
2	17.01	17.2	18.36	20.1	–	–
3	13.79	2.8	–	–	–	–
4	14.21	2.9	–	–	14.21	2.9
Janitors and cleaners	14.43	9.0	14.88	13.8	13.68	2.4
1	10.89	7.6	10.00	6.4	–	–
2	17.01	17.2	18.36	20.1	–	–
3	13.79	2.8	–	–	–	–
4	14.21	2.9	–	–	14.21	2.9

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, Dayton-Springfield, OH, July 2003 — 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	\$11.30	3.8	—	—	—	—
4	10.95	1.6	—	—	—	—

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

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

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, Dayton-Springfield, OH, July 2003**

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	\$11.42	12.5	\$11.40	14.2	\$11.60	3.2
All excluding sales	11.87	13.6	11.92	15.7	11.60	3.2
White collar	14.09	19.4	14.38	21.3	11.80	6.2
1	8.30	2.1	8.38	2.0	—	—
2	8.22	4.5	8.07	4.8	—	—
3	9.48	6.9	8.92	7.2	11.22	5.3
5	11.91	10.5	—	—	—	—
White collar excluding sales	16.05	21.6	16.80	24.1	11.80	6.2
3	10.66	4.2	—	—	11.22	5.3
5	11.91	10.5	—	—	—	—
Professional specialty and technical	27.91	23.4	30.78	23.0	13.52	8.1
Professional specialty	29.96	23.5	32.85	22.4	12.90	11.7
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related	—	—	—	—	—	—
Teachers, college and university	24.11	3.4	—	—	—	—
Teachers, except college and university	12.50	12.7	—	—	12.13	13.8
Substitute teachers	10.33	3.3	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	15.49	4.6	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.81	2.0	7.81	2.0	—	—
2	8.07	2.4	8.07	2.4	—	—
Cashiers	7.88	2.2	7.88	2.2	—	—
2	7.92	3.3	7.92	3.3	—	—
Administrative support, including clerical	9.88	3.0	9.73	3.3	10.76	4.0
3	10.66	4.2	—	—	11.22	5.3
General office clerks	10.01	3.3	—	—	—	—
Blue collar	10.65	3.4	10.36	3.5	12.71	5.7
1	8.47	2.9	8.48	3.0	—	—
3	15.02	1.6	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.03	8.1	12.71	10.4	14.08	3.3
3	15.02	1.6	—	—	—	—
Bus drivers	14.08	3.3	—	—	14.08	3.3
Handlers, equipment cleaners, helpers, and laborers	8.86	2.1	8.89	2.2	—	—
1	8.82	2.1	8.85	2.2	—	—
Stock handlers and baggers	7.27	5.6	7.27	5.6	—	—
1	7.18	5.0	7.18	5.0	—	—
Service	7.48	3.0	7.11	3.4	10.10	4.4
1	6.72	1.9	6.60	2.0	—	—
2	6.60	12.1	6.37	15.4	—	—
3	8.85	14.1	7.81	19.5	—	—
Food service	6.47	1.5	6.04	2.1	9.96	5.8
1	6.53	1.5	6.36	1.7	—	—
2	5.36	11.4	—	—	—	—
3	7.61	21.8	—	—	—	—
Other food service	6.77	4.4	6.34	6.1	9.96	5.8
1	6.57	1.8	6.40	2.2	—	—
2	5.87	13.8	—	—	—	—
Cooks	6.70	4.5	—	—	—	—
Food preparation, n.e.c.	7.26	10.6	—	—	9.95	5.5
Health service	10.17	4.2	9.91	4.2	—	—
Nursing aides, orderlies and attendants	9.54	4.7	9.54	4.7	—	—

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, Dayton-Springfield, OH, July 2003 — 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						
Cleaning and building service	—	—	—	—	—	—
Personal service	\$8.59	7.7	—	—	—	—

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Dayton-Springfield, OH, July 2003**

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	\$19.92	\$11.42	\$21.22	\$18.15	\$18.87	\$25.81
All excluding sales	20.02	11.87	21.52	18.25	19.22	20.75
White collar	23.11	14.09	25.65	21.68	21.97	31.84
White-collar excluding sales	23.67	16.05	27.62	22.28	23.00	—
Professional specialty and technical	26.63	27.91	32.53	25.28	26.61	—
Professional specialty	28.54	29.96	33.65	27.08	28.52	—
Technical	20.40	15.49	—	20.31	20.23	—
Executive, administrative, and managerial	32.19	—	—	32.59	32.19	—
Sales	18.06	7.81	11.97	16.85	11.46	30.90
Administrative support, including clerical	14.33	9.88	17.45	13.12	13.66	—
Blue collar	18.06	10.65	20.34	14.37	17.39	19.82
Precision production, craft, and repair	21.32	—	23.95	19.09	21.29	—
Machine operators, assemblers, and inspectors	17.67	—	21.09	13.01	17.66	—
Transportation and material moving	17.39	13.03	18.85	13.71	16.10	—
Handlers, equipment cleaners, helpers, and laborers	13.03	8.86	13.10	10.80	11.79	—
Service	12.82	7.48	17.12	9.74	11.89	—
	Relative error ⁶ (percent)					
All occupations	1.8	12.5	2.4	3.4	2.4	13.8
All excluding sales	1.8	13.6	2.3	3.5	2.6	13.4
White collar	2.1	19.4	3.8	3.1	2.8	12.1
White-collar excluding sales	2.3	21.6	3.5	3.5	3.1	—
Professional specialty and technical	3.0	23.4	3.4	4.5	3.7	—
Professional specialty	2.4	23.5	3.1	4.3	3.3	—
Technical	5.5	4.6	—	5.7	5.3	—
Executive, administrative, and managerial	3.8	—	—	3.9	3.8	—
Sales	16.0	2.0	20.8	16.6	5.6	12.0
Administrative support, including clerical	2.5	3.0	4.4	3.0	2.6	—
Blue collar	2.8	3.4	2.6	3.1	3.1	7.0
Precision production, craft, and repair	3.1	—	2.5	3.2	3.3	—
Machine operators, assemblers, and inspectors	2.9	—	3.3	3.0	3.0	—
Transportation and material moving	3.6	8.1	3.9	6.6	4.0	—
Handlers, equipment cleaners, helpers, and laborers	7.7	2.1	11.2	5.9	6.8	—
Service	4.4	3.0	7.8	5.1	4.7	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$18.28	\$20.15	–	\$22.65	\$20.01	\$16.97	\$18.54	\$14.40	\$14.51	\$18.36
All excluding sales	18.45	20.26	–	22.65	20.12	17.05	18.35	13.49	14.62	18.54
White collar	21.23	23.34	–	–	23.40	20.53	19.34	18.67	15.21	22.12
White-collar excluding sales	22.09	23.96	–	–	24.05	21.40	18.87	20.64	15.34	22.50
Professional specialty and technical	25.26	25.34	–	–	25.65	25.24	–	31.16	–	25.22
Professional specialty	27.33	29.55	–	–	29.55	26.84	–	31.16	–	26.79
Technical	20.38	18.68	–	–	19.06	21.01	–	–	–	21.07
Executive, administrative, and managerial	32.99	35.54	–	–	36.30	31.35	–	30.46	–	32.62
Sales	16.07	–	–	–	–	16.20	–	16.76	–	–
Administrative support, including clerical	13.27	16.07	–	–	16.06	12.09	14.40	12.40	12.90	11.36
Blue collar	17.47	18.78	–	22.89	18.49	13.71	18.09	12.28	–	9.48
Precision production, craft, and repair	21.58	22.70	–	25.97	22.23	18.21	21.22	17.13	–	15.66
Machine operators, assemblers, and inspectors	17.63	18.07	–	–	18.10	10.10	–	–	–	–
Transportation and material moving	16.30	16.91	–	–	15.67	15.91	18.29	–	–	–
Handlers, equipment cleaners, helpers, and laborers	11.42	13.79	–	–	11.99	9.97	–	9.75	–	8.75
Service	9.98	22.01	–	–	22.01	9.32	–	6.85	–	10.81
	Relative error ⁵ (percent)									
All occupations	2.9	2.5	–	0.0	2.5	5.2	6.5	11.1	10.3	7.1
All excluding sales	3.1	2.1	–	.0	2.2	5.5	6.2	8.0	10.3	7.8
White collar	3.4	5.3	–	–	5.4	4.3	10.4	9.8	9.6	5.6
White-collar excluding sales	3.9	4.0	–	–	4.1	5.1	12.0	4.8	9.6	6.6
Professional specialty and technical	4.9	3.5	–	–	3.5	6.2	–	5.6	–	7.1
Professional specialty	4.7	2.3	–	–	2.3	5.9	–	5.6	–	6.9
Technical	5.6	5.6	–	–	4.7	8.3	–	–	–	9.7
Executive, administrative, and managerial	4.6	5.9	–	–	5.5	5.9	–	7.0	–	8.6
Sales	15.1	–	–	–	–	16.8	–	18.0	–	–
Administrative support, including clerical	3.1	4.3	–	–	4.3	3.8	6.5	13.3	1.5	1.5
Blue collar	3.2	3.2	–	.0	3.1	5.7	5.5	2.9	–	11.0
Precision production, craft, and repair	3.3	3.6	–	.0	3.5	4.2	5.0	4.7	–	9.0
Machine operators, assemblers, and inspectors	3.0	3.0	–	–	3.0	13.2	–	–	–	–
Transportation and material moving	4.6	7.3	–	–	6.6	5.5	3.5	–	–	–
Handlers, equipment cleaners, helpers, and laborers	7.7	12.1	–	–	4.8	5.5	–	7.1	–	7.4
Service	5.9	8.5	–	–	8.5	4.8	–	11.2	–	1.2

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Dayton-Springfield, OH, July 2003

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	\$18.28	\$14.44	\$19.25	\$17.97	\$20.45
All excluding sales	18.45	14.16	19.49	18.18	20.60
White collar	21.23	19.43	21.59	22.15	21.02
White-collar excluding sales	22.09	20.07	22.45	23.78	21.35
Professional specialty and technical	25.26	22.97	25.59	27.11	24.55
Professional specialty	27.33	26.03	27.48	29.14	26.25
Technical	20.38	18.45	20.77	20.88	20.71
Executive, administrative, and managerial	32.99	28.65	34.13	34.33	33.74
Sales	16.07	17.26	15.65	16.27	—
Administrative support, including clerical	13.27	12.27	13.46	12.99	13.82
Blue collar	17.47	13.66	18.37	14.69	20.73
Precision production, craft, and repair	21.58	19.20	22.06	19.71	23.51
Machine operators, assemblers, and inspectors	17.63	12.72	18.60	13.04	21.00
Transportation and material moving	16.30	12.15	18.39	17.72	18.86
Handlers, equipment cleaners, helpers, and laborers	11.42	10.88	11.54	11.29	12.12
Service	9.98	7.14	11.54	10.65	13.72
	Relative error ⁴ (percent)				
All occupations	2.9	8.6	3.2	7.3	1.2
All excluding sales	3.1	7.4	3.2	7.2	1.1
White collar	3.4	5.6	3.6	6.6	2.6
White-collar excluding sales	3.9	4.8	4.0	6.6	2.6
Professional specialty and technical	4.9	8.9	5.2	9.0	4.2
Professional specialty	4.7	7.3	5.0	9.1	3.6
Technical	5.6	8.1	7.2	8.9	10.3
Executive, administrative, and managerial	4.6	14.4	5.6	7.0	6.0
Sales	15.1	21.7	22.9	24.0	—
Administrative support, including clerical	3.1	5.2	3.2	4.4	5.3
Blue collar	3.2	4.9	3.6	9.5	1.7
Precision production, craft, and repair	3.3	9.7	3.4	7.6	5.7
Machine operators, assemblers, and inspectors	3.0	4.0	3.5	9.2	1.4
Transportation and material moving	4.6	15.2	3.1	9.5	3.3
Handlers, equipment cleaners, helpers, and laborers	7.7	4.9	9.6	13.1	8.5
Service	5.9	9.7	6.2	5.1	13.4

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.60	\$11.24	\$16.92	\$24.38	\$31.66
All excluding sales	8.75	11.47	17.45	24.63	31.66
White collar	9.57	12.92	19.92	28.52	39.45
White collar excluding sales	10.41	13.95	20.67	28.96	39.76
Professional specialty and technical	15.79	19.25	25.00	32.70	40.87
Professional specialty	17.45	21.11	26.71	35.35	42.26
Engineers, architects, and surveyors	28.53	31.65	35.37	41.80	53.00
Mathematical and computer scientists	16.35	19.10	25.70	35.79	43.27
Computer systems analysts and scientists	16.45	19.79	25.87	36.06	43.27
Natural scientists	—	—	—	—	—
Health related	18.44	20.00	23.10	25.84	29.21
Registered nurses	18.79	20.28	22.87	25.23	26.81
Teachers, college and university	22.69	23.20	31.75	40.82	50.33
Other post-secondary teachers	19.00	21.54	23.26	26.74	33.66
Teachers, except college and university	22.13	27.28	35.26	41.24	43.55
Elementary school teachers	22.86	27.86	36.44	42.26	43.47
Secondary school teachers	23.62	28.75	35.89	41.36	43.42
Teachers, special education	23.45	26.35	34.18	39.41	42.05
Substitute teachers	10.00	10.00	10.07	10.43	10.43
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	10.00	15.18	18.20	22.15	26.44
Social workers	9.50	14.50	18.04	20.27	24.06
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.39	21.84	27.25	30.08	32.95
Technical	13.00	15.91	19.23	22.85	28.67
Clinical laboratory technologists and technicians	9.35	10.58	15.53	20.01	20.69
Licensed practical nurses	14.62	15.75	16.28	17.75	19.25
Engineering technicians, n.e.c.	18.43	19.34	20.24	29.64	49.64
Technical and related, n.e.c.	11.04	13.00	20.19	20.19	25.33
Executive, administrative, and managerial	19.79	23.08	28.17	39.76	49.95
Executives, administrators, and managers	20.00	24.91	31.72	43.05	50.99
Administrators and officials, public administration	17.76	22.23	28.85	42.38	55.08
Financial managers	20.00	20.53	23.36	31.73	37.50
Managers, marketing, advertising, and public relations	27.13	29.93	32.03	64.44	64.44
Administrators, education and related fields	20.29	25.86	32.40	43.02	50.11
Managers and administrators, n.e.c.	16.02	25.00	33.14	45.34	52.88
Management related	18.99	21.83	24.48	35.34	47.06
Accountants and auditors	19.79	20.91	25.30	25.63	26.49
Management analysts	17.34	21.45	35.34	46.88	49.95
Management related, n.e.c.	11.64	11.64	26.57	60.79	61.68
Sales	6.75	8.70	11.79	18.79	34.11
Supervisors, sales	9.00	11.00	14.42	16.35	16.88
Sales representatives, mining, manufacturing, and wholesale	11.79	13.12	25.09	37.11	48.78
Sales workers, other commodities	6.50	7.00	8.40	8.70	8.70
Cashiers	6.25	7.03	8.30	10.00	12.83
Administrative support, including clerical	8.99	10.30	12.47	16.15	19.86
Secretaries	11.90	12.98	15.12	18.41	20.25
Receptionists	8.50	9.00	10.00	10.63	11.90
Order clerks	8.50	9.97	10.62	12.17	13.32
Library clerks	6.40	7.35	9.12	11.30	12.10
Bookkeepers, accounting and auditing clerks	9.33	10.61	11.27	15.72	17.24
Dispatchers	15.33	16.90	19.59	22.73	25.49
Traffic, shipping and receiving clerks	9.60	11.85	13.96	16.37	22.41
Investigators and adjusters, except insurance	10.71	10.97	11.81	13.75	22.40
General office clerks	8.60	9.04	10.88	14.10	16.17
Teachers' aides	9.65	10.55	12.20	20.21	24.85
Administrative support, n.e.c.	9.70	11.86	15.48	18.52	19.21
Blue collar	9.00	12.00	16.76	22.43	26.11
Precision production, craft, and repair	13.00	16.72	21.25	26.11	29.51

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Bus, truck, and stationary engine mechanics	\$16.74	\$18.69	\$20.96	\$24.29	\$24.29
Industrial machinery repairers	15.00	16.02	21.00	29.65	29.65
Plumbers, pipefitters and steamfitters	16.72	25.16	25.70	27.25	28.75
Supervisors, production	20.51	25.16	26.22	28.59	29.71
Machinists	15.14	19.03	19.44	19.95	21.90
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	9.55	12.20	16.95	22.80	26.11
Painting and paint spraying machine operators ...	8.00	9.05	10.50	17.25	25.09
Miscellaneous machine operators, n.e.c.	11.40	12.85	14.52	17.72	22.23
Assemblers	11.48	13.80	16.05	23.15	25.71
Production inspectors, checkers and examiners ..	10.16	15.40	21.71	24.59	26.11
	8.33	11.60	12.54	14.19	15.00
Transportation and material moving					
Truck drivers	9.30	13.00	16.62	19.91	24.65
Bus drivers	13.00	14.70	17.98	22.43	24.65
Industrial truck and tractor equipment operators ..	10.88	12.55	14.65	16.52	20.19
	9.75	12.45	16.62	16.62	19.91
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	6.75	8.43	10.50	14.00	19.00
Stock handlers and baggers	8.00	8.50	11.90	13.71	17.36
Freight, stock, and material handlers, n.e.c.	5.90	7.45	9.65	12.83	14.99
Laborers, except construction, n.e.c.	8.50	9.50	11.25	11.90	15.60
	7.50	10.13	14.00	17.39	18.23
Service					
Protective service	6.00	8.43	10.28	14.18	21.82
Police and detectives, public service	14.60	16.98	21.56	23.67	25.22
Food service	19.43	22.00	23.41	24.86	25.09
Waiters, waitresses, and bartenders	2.13	6.00	8.00	10.15	13.00
Other food service	2.13	2.13	2.13	5.15	6.50
Cooks	5.75	6.25	8.50	10.24	15.00
Kitchen workers, food preparation	6.00	6.65	8.50	9.58	11.15
Food preparation, n.e.c.	2.13	8.00	8.70	10.24	10.24
Health service	5.50	6.00	7.30	10.00	10.75
Health aides, except nursing	8.25	8.97	10.00	11.61	13.00
Nursing aides, orderlies and attendants	8.53	9.50	11.90	13.62	15.30
Cleaning and building service	7.98	8.75	9.47	10.72	11.75
Janitors and cleaners	8.00	9.49	13.09	15.23	24.72
Personal service	8.21	10.63	13.85	15.23	24.72
Child care workers, n.e.c.	8.40	9.43	10.74	12.00	13.84
	9.51	9.51	11.60	12.00	13.18

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

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Dayton-Springfield, OH, July 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.40	\$10.73	\$16.37	\$23.59	\$29.65
All excluding sales	8.50	10.91	16.62	23.81	29.64
White collar	9.07	12.02	19.02	26.29	37.11
White collar excluding sales	9.98	12.92	20.00	26.81	37.50
Professional specialty and technical	15.53	18.79	23.00	29.66	37.70
Professional specialty	16.86	20.30	25.23	31.66	40.36
Engineers, architects, and surveyors	28.53	31.65	35.37	41.80	53.00
Mathematical and computer scientists	16.33	18.86	25.05	36.06	43.27
Computer systems analysts and scientists	16.45	19.54	25.19	36.06	43.27
Natural scientists	—	—	—	—	—
Health related	18.61	20.05	23.07	25.96	29.21
Registered nurses	18.88	20.34	22.92	25.23	26.50
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	17.70	22.55	30.04	33.76	48.02
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	9.00	11.77	19.25	24.06	26.44
Social workers	9.00	9.50	13.00	19.88	23.40
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.39	20.30	25.05	30.78	32.95
Technical	13.00	15.92	19.34	22.85	28.78
Clinical laboratory technologists and technicians	9.35	10.58	15.53	20.01	20.69
Engineering technicians, n.e.c.	18.43	19.34	20.24	29.64	49.64
Executive, administrative, and managerial	20.00	23.04	29.35	39.94	51.41
Executives, administrators, and managers	20.00	24.52	32.03	43.05	52.88
Financial managers	20.00	20.53	23.36	31.73	37.50
Managers, marketing, advertising, and public relations	27.13	29.93	32.03	64.44	64.44
Managers and administrators, n.e.c.	21.50	27.44	34.86	45.34	56.54
Management related	19.93	21.83	25.63	37.82	49.95
Management analysts	17.34	21.45	35.34	46.88	49.95
Management related, n.e.c.	11.97	26.57	53.85	61.20	62.24
Sales	6.75	8.70	11.79	18.79	35.10
Supervisors, sales	9.00	11.00	14.42	16.35	16.88
Sales representatives, mining, manufacturing, and wholesale	11.79	13.12	25.09	37.11	48.78
Sales workers, other commodities	6.50	7.00	8.40	8.70	8.70
Cashiers	6.10	7.03	8.10	10.00	11.25
Administrative support, including clerical	8.71	10.00	11.95	15.06	20.33
Secretaries	11.75	12.39	14.98	18.54	20.33
Receptionists	8.50	9.00	10.00	10.63	11.90
Order clerks	8.50	9.97	10.62	12.17	13.32
Bookkeepers, accounting and auditing clerks	9.33	9.76	11.00	11.66	14.38
Traffic, shipping and receiving clerks	9.60	11.85	13.96	16.37	22.41
General office clerks	8.22	9.00	10.52	13.88	16.59
Administrative support, n.e.c.	9.70	11.86	15.48	18.85	19.21
Blue collar	8.70	11.70	16.76	22.80	26.22
Precision production, craft, and repair	12.50	16.40	21.45	27.25	29.65
Industrial machinery repairers	15.00	16.02	21.00	29.65	29.65
Plumbers, pipefitters and steamfitters	16.72	25.16	25.70	27.25	28.75
Supervisors, production	20.51	25.16	26.22	28.59	29.71
Machinists	15.14	19.03	19.44	19.95	21.90
Machine operators, assemblers, and inspectors	9.55	12.20	16.95	22.80	26.11
Punching and stamping press operators	8.00	9.05	10.50	17.25	25.09
Painting and paint spraying machine operators	11.40	12.85	14.52	17.72	22.23
Miscellaneous machine operators, n.e.c.	11.48	13.80	16.05	23.15	25.71
Assemblers	10.16	15.40	21.71	24.59	26.11
Production inspectors, checkers and examiners	8.33	11.60	12.54	14.19	15.00

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Dayton-Springfield, OH, July 2003** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving	\$9.30	\$12.75	\$16.62	\$19.05	\$24.65
Truck drivers	13.00	14.20	17.88	22.94	24.65
Industrial truck and tractor equipment operators ..	9.75	12.45	16.62	16.62	19.91
Handlers, equipment cleaners, helpers, and laborers	6.70	8.33	10.00	13.50	19.00
Stock handlers and baggers	5.90	7.45	9.65	12.83	14.99
Freight, stock, and material handlers, n.e.c.	8.50	9.50	11.25	11.90	15.60
Service	5.85	7.57	9.39	11.30	14.10
Protective service	—	—	—	—	—
Food service	2.13	6.00	8.00	9.78	12.83
Waiters, waitresses, and bartenders	2.13	2.13	2.13	5.15	6.50
Other food service	5.75	6.20	8.50	10.24	15.00
Cooks	6.00	6.60	8.50	9.35	10.65
Kitchen workers, food preparation	2.13	8.00	8.70	10.24	10.24
Food preparation, n.e.c.	5.15	6.00	6.50	9.30	10.75
Health service	8.08	8.97	9.85	11.20	12.50
Health aides, except nursing	8.53	8.79	10.00	11.94	12.50
Nursing aides, orderlies and attendants	7.98	8.75	9.47	10.72	11.75
Cleaning and building service	7.25	8.43	11.47	13.99	25.00
Janitors and cleaners	8.00	9.00	12.25	24.72	25.00
Personal service	7.21	9.43	10.50	12.00	13.38

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

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Dayton-Springfield, OH, July 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.95	\$15.38	\$19.79	\$28.52	\$40.51
All excluding sales	11.95	15.43	19.79	28.60	40.51
White collar	12.99	16.77	24.38	35.54	42.26
White collar excluding sales	13.01	16.84	24.38	35.69	42.26
Professional specialty and technical	17.61	22.85	31.29	39.45	42.63
Professional specialty	18.04	23.99	31.66	39.54	42.65
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	17.11	19.31	24.32	24.38	25.55
Teachers, college and university	29.02	40.82	40.82	40.82	40.82
Teachers, except college and university	22.64	27.67	36.18	41.57	43.42
Elementary school teachers	23.99	29.22	37.29	42.26	43.53
Secondary school teachers	23.56	28.96	35.95	41.56	43.42
Teachers, special education	23.45	26.35	34.18	39.41	42.05
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	15.70	17.61	18.20	20.63	26.99
Social workers	15.70	17.61	18.20	20.63	26.99
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.19	15.91	15.91	16.95	19.23
Executive, administrative, and managerial	17.19	23.60	25.86	39.53	46.89
Executives, administrators, and managers	18.26	25.00	31.64	42.38	48.56
Administrators and officials, public administration	17.19	18.76	28.43	42.38	55.08
Administrators, education and related fields	25.48	26.61	36.06	43.18	48.91
Management related	11.64	19.79	23.60	24.63	25.30
Sales	—	—	—	—	—
Administrative support, including clerical	10.28	12.75	15.49	17.62	19.59
Secretaries	13.05	14.49	15.21	17.82	18.94
Library clerks	6.40	7.35	9.12	11.30	12.10
General office clerks	9.39	11.34	12.97	14.22	16.17
Teachers' aides	9.65	10.55	12.20	20.21	24.85
Blue collar	12.31	15.15	17.88	20.08	21.21
Precision production, craft, and repair	16.66	17.48	18.48	20.96	21.61
Transportation and material moving	11.44	14.14	17.23	20.19	21.21
Bus drivers	10.88	12.55	14.65	16.52	20.19
Handlers, equipment cleaners, helpers, and laborers	8.50	12.51	16.66	18.19	18.94
Service	10.74	13.13	16.16	22.32	24.86
Protective service	15.49	17.69	21.82	24.00	25.22
Police and detectives, public service	19.43	22.00	23.41	24.86	25.09
Food service	7.89	9.74	11.15	12.19	14.85
Other food service	7.89	9.74	11.15	12.19	14.85
Food preparation, n.e.c.	7.89	9.18	10.28	11.77	14.16
Health service	—	—	—	—	—
Cleaning and building service	10.82	12.39	14.18	15.46	17.33
Janitors and cleaners	10.82	11.99	14.18	14.94	16.22
Personal service	9.12	9.51	11.41	13.18	16.61

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

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.39	\$12.29	\$18.26	\$25.00	\$32.70
All excluding sales	9.50	12.50	18.44	25.01	32.39
White collar	10.65	14.13	20.71	29.11	39.76
White collar excluding sales	11.15	15.12	21.52	29.45	39.94
Professional specialty and technical	15.91	19.34	25.03	32.77	40.72
Professional specialty	17.61	21.31	26.92	35.31	42.18
Engineers, architects, and surveyors	27.78	31.04	33.65	38.70	41.51
Mathematical and computer scientists	16.35	19.10	25.70	35.79	43.27
Computer systems analysts and scientists	16.45	19.79	25.87	36.06	43.27
Natural scientists	—	—	—	—	—
Health related	18.44	20.05	23.20	25.57	28.70
Registered nurses	18.70	20.13	22.92	25.29	27.52
Teachers, college and university	22.69	23.20	34.68	40.82	50.33
Other post-secondary teachers	21.54	21.73	24.30	27.51	36.24
Teachers, except college and university	23.05	28.36	35.79	41.72	43.73
Elementary school teachers	22.86	27.86	36.44	42.26	43.47
Secondary school teachers	23.62	28.99	35.95	41.43	43.42
Teachers, special education	23.45	26.35	34.18	39.41	42.05
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.77	15.88	18.75	22.15	26.44
Social workers	11.77	14.95	18.04	20.63	24.06
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	15.39	21.84	27.25	30.08	32.95
Technical	13.00	15.91	19.34	22.85	28.78
Clinical laboratory technologists and technicians	9.35	10.58	15.53	20.01	20.69
Engineering technicians, n.e.c.	18.43	19.34	20.24	29.64	49.64
Executive, administrative, and managerial	19.79	23.08	28.17	39.76	49.95
Executives, administrators, and managers	20.00	24.91	31.72	43.05	50.99
Administrators and officials, public administration	17.76	22.23	28.85	42.38	55.08
Financial managers	20.00	20.53	23.36	31.73	37.50
Managers, marketing, advertising, and public relations	27.13	29.93	32.03	64.44	64.44
Administrators, education and related fields	20.29	25.86	32.40	43.02	50.11
Managers and administrators, n.e.c.	16.02	25.00	33.14	45.34	52.88
Management related	18.99	21.83	24.48	35.34	47.06
Accountants and auditors	19.79	20.91	25.30	25.63	26.49
Management analysts	17.68	21.45	35.34	46.88	49.95
Management related, n.e.c.	11.64	11.64	26.57	60.79	61.68
Sales	7.84	9.91	13.25	22.96	37.11
Supervisors, sales	9.00	11.00	14.42	16.35	16.88
Sales representatives, mining, manufacturing, and wholesale	11.79	13.12	25.09	37.11	48.78
Cashiers	6.50	7.25	9.50	10.84	12.83
Administrative support, including clerical	9.33	11.00	13.04	16.90	21.48
Secretaries	11.80	12.98	15.09	18.41	20.25
Receptionists	8.50	9.00	10.00	10.63	11.90
Order clerks	9.75	10.00	11.50	12.92	14.00
Bookkeepers, accounting and auditing clerks	9.33	10.61	11.45	15.90	17.38
Dispatchers	15.33	16.90	19.59	22.73	25.49
Traffic, shipping and receiving clerks	9.60	11.85	13.96	16.37	22.41
Investigators and adjusters, except insurance	10.71	10.97	11.81	13.75	22.40
General office clerks	8.65	9.07	11.93	15.12	16.59
Administrative support, n.e.c.	9.70	11.86	15.48	18.52	19.21
Blue collar	9.60	12.75	17.85	22.87	26.26
Precision production, craft, and repair	13.00	16.72	21.25	26.11	29.51
Bus, truck, and stationary engine mechanics	16.74	18.69	20.96	24.29	24.29
Industrial machinery repairers	15.00	16.02	21.00	29.65	29.65
Plumbers, pipefitters and steamfitters	16.72	25.16	25.70	27.25	28.75
Supervisors, production	20.51	25.16	26.22	28.59	29.71
Machinists	15.14	19.03	19.44	19.95	21.90

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors	\$9.55	\$12.20	\$17.00	\$22.83	\$26.11
Punching and stamping press operators	8.00	9.05	10.50	17.25	25.09
Painting and paint spraying machine operators ...	11.40	12.85	14.52	17.72	22.23
Miscellaneous machine operators, n.e.c.	12.00	13.80	16.20	23.15	25.71
Assemblers	10.16	15.40	21.71	24.59	26.11
Production inspectors, checkers and examiners ..	8.33	11.60	12.54	14.19	15.00
Transportation and material moving	11.00	13.51	16.62	20.66	24.65
Truck drivers	13.00	14.70	17.98	22.43	24.65
Industrial truck and tractor equipment operators ..	9.30	11.00	14.45	17.10	21.71
Handlers, equipment cleaners, helpers, and laborers	7.50	8.80	11.50	16.34	22.17
Stock handlers and baggers	8.70	8.70	11.35	14.10	18.33
Laborers, except construction, n.e.c.	10.00	11.00	14.00	17.81	18.23
Service	7.21	9.02	11.02	15.49	23.14
Protective service	14.60	16.98	21.56	23.67	25.22
Police and detectives, public service	19.43	22.00	23.41	24.86	25.09
Food service	2.13	6.50	9.00	10.60	18.05
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	6.50	8.50	9.60	10.75	18.30
Cooks	8.00	8.50	9.10	10.50	13.00
Food preparation, n.e.c.	5.15	6.00	9.30	10.43	10.75
Health service	8.36	9.00	10.10	11.56	12.79
Health aides, except nursing	8.53	9.05	10.79	12.94	15.23
Nursing aides, orderlies and attendants	8.03	8.85	9.59	10.72	11.51
Cleaning and building service	8.27	10.32	13.61	15.76	24.72
Janitors and cleaners	8.50	10.82	13.85	15.62	24.72
Personal service	8.90	9.43	10.92	12.67	14.55

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

² Employees are classified as working either a full-time or a part-time

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Dayton-Springfield, OH, July 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$7.15	\$9.00	\$11.85	\$16.84
All excluding sales	6.00	7.19	9.15	12.42	17.90
White collar	7.00	8.40	9.97	13.32	25.07
White collar excluding sales	8.00	9.00	10.56	17.26	31.66
Professional specialty and technical	10.43	16.28	21.67	31.66	57.97
Professional specialty	10.43	19.25	24.11	40.79	61.80
Engineers, architects, and surveyors	—	—	—	—	—
Health related	—	—	—	—	—
Teachers, college and university	15.50	16.50	20.48	31.25	31.25
Teachers, except college and university	10.00	10.00	10.43	14.31	19.25
Substitute teachers	10.00	10.00	10.07	10.43	10.43
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.63	14.19	16.28	16.46	20.73
Executive, administrative, and managerial	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.10	6.75	7.50	8.74	9.50
Cashiers	5.80	6.75	7.75	8.74	10.00
Administrative support, including clerical	7.88	8.50	9.78	10.81	12.42
General office clerks	7.90	9.04	9.78	10.88	12.42
Blue collar	6.25	7.19	9.50	14.34	16.62
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	6.50	7.19	15.00	16.62	16.62
Bus drivers	11.08	13.13	14.52	15.63	16.29
Handlers, equipment cleaners, helpers, and laborers	5.90	7.15	8.50	9.81	11.85
Stock handlers and baggers	5.65	5.80	6.85	8.70	9.65
Service	5.50	6.00	7.25	8.97	10.35
Food service	2.13	5.85	6.15	7.75	8.55
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	5.50	6.00	6.25	7.98	8.85
Cooks	5.75	6.00	6.02	7.25	8.00
Food preparation, n.e.c.	5.85	6.00	6.25	8.00	9.47
Health service	7.00	8.50	9.47	11.90	13.34
Nursing aides, orderlies and attendants	7.00	8.50	8.97	10.20	12.41
Cleaning and building service	—	—	—	—	—
Personal service	6.00	6.63	9.43	9.51	9.51

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

² Employees are classified as working either a full-time or a part-time

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

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

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all 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 Dayton–Springfield, OH, Metropolitan Statistical Area includes Clark, Greene, Miami, and Montgomery 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. Approximately one-fifth of the sample is reselected each year.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the 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 establishment.

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

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

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

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. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely

on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational 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. 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 occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling 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.

Collection period

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

Earnings

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

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

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

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

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, 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 occupational leveling through point factor analysis for more details on the leveling process.)

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

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

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

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

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

Processing and analyzing the data

Data were processed and analyzed at the 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 data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group 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 sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,501
Total in sample	309
Responding	220
Out of business or not in survey scope	24
Unable or refused to provide data	65

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Dayton-Springfield, OH, July 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	215,100	174,100	41,100
All excluding sales	201,300	160,300	41,000
White collar	110,200	83,300	26,900
White-collar excluding sales	96,300	69,500	26,800
Professional specialty and technical	49,700	34,000	15,800
Professional specialty	39,900	24,500	15,300
Technical	9,900	9,500	400
Executive, administrative, and managerial	14,000	10,200	3,900
Sales	13,900	13,800	–
Administrative support, including clerical	32,500	25,300	7,200
Blue collar	69,100	63,700	5,300
Precision production, craft, and repair	15,900	14,400	1,500
Machine operators, assemblers, and inspectors	29,700	29,700	–
Transportation and material moving	11,800	8,900	2,800
Handlers, equipment cleaners, helpers, and laborers	11,700	10,700	1,000
Service	35,900	27,100	8,800

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

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

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