



Philadelphia–Wilmington– Atlantic City, PA–NJ–DE–MD National Compensation Survey December 2003

U.S. Department of Labor
Elaine L. Chao, Secretary

Bureau of Labor Statistics
Kathleen P. Utgoff, Commissioner

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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Philadelphia–Wilmington–Atlantic City, PA–NJ–DE–MD, metropolitan area. Data were collected between June 2003 and July 2004; the average reference month is December 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.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and firefighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$21.56	2.4	35.5	\$20.79	3.1	35.3	\$25.01	2.2	36.1
Worker characteristics:⁴									
White-collar occupations ⁵	26.09	2.5	36.0	25.44	3.2	36.2	29.03	2.2	35.0
Professional specialty and technical	31.69	2.5	35.8	30.29	3.3	35.9	35.81	3.1	35.3
Executive, administrative, and managerial	34.72	6.1	39.4	35.26	6.7	39.8	30.79	7.0	36.7
Sales	17.05	7.0	32.5	17.10	7.0	32.4	-	-	-
Administrative support	15.60	1.9	35.8	15.64	2.3	36.3	15.40	1.0	33.7
Blue-collar occupations ⁵	17.77	2.6	38.0	17.66	2.9	37.9	18.80	1.5	38.6
Precision production, craft, and repair	21.92	3.3	39.7	22.09	3.8	39.7	20.74	1.1	39.5
Machine operators, assemblers, and inspectors	15.72	5.9	39.5	15.71	5.9	39.5	-	-	-
Transportation and material moving	16.92	5.3	37.1	16.80	6.1	37.2	17.71	3.6	36.5
Handlers, equipment cleaners, helpers, and laborers	14.28	5.7	35.4	13.86	6.6	34.8	17.01	4.1	39.2
Service occupations ⁵	12.98	2.8	31.9	10.56	3.0	30.3	19.82	3.6	37.3
Full time	22.59	2.4	38.9	21.88	3.1	39.3	25.59	2.8	37.4
Part time	12.20	3.2	19.7	12.19	3.4	19.7	12.29	8.7	20.5
Union	21.72	2.0	36.3	18.97	3.0	35.9	25.11	2.2	36.7
Nonunion	21.48	3.3	35.1	21.30	3.5	35.1	24.59	4.4	33.9
Time	21.53	2.3	35.3	20.72	3.0	35.1	25.01	2.2	36.1
Incentive	22.17	10.1	39.2	22.17	10.1	39.2	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	18.57	5.9	35.0	18.51	6.2	35.0	20.39	5.5	35.2
100-499 workers	19.20	4.0	34.5	18.57	4.7	34.6	26.09	4.4	34.1
500 workers or more	24.41	2.7	36.4	24.18	3.7	36.3	24.94	2.7	36.6

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$21.56	2.4	\$20.79	3.1	\$25.01	2.2
All excluding sales	21.88	2.4	21.12	3.2	25.06	2.1
White collar	26.09	2.5	25.44	3.2	29.03	2.2
White collar excluding sales	27.30	2.3	26.83	3.0	29.15	2.2
Professional specialty and technical	31.69	2.5	30.29	3.3	35.81	3.1
Professional specialty	33.13	3.1	31.58	4.3	36.80	2.1
Engineers, architects, and surveyors	38.16	2.4	39.22	2.3	—	—
Electrical and electronic engineers	38.26	2.0	38.26	2.0	—	—
Mechanical engineers	33.58	4.0	33.58	4.0	—	—
Engineers, n.e.c.	40.50	8.4	40.50	8.4	—	—
Mathematical and computer scientists	34.57	5.4	34.57	5.4	—	—
Computer systems analysts and scientists	33.81	6.0	33.81	6.0	—	—
Operations and systems researchers and analysts	39.39	21.3	39.39	21.3	—	—
Natural scientists	35.67	12.0	36.07	13.0	—	—
Chemists, except biochemists	38.77	16.7	38.77	16.7	—	—
Biological and life scientists	36.69	10.5	36.83	12.5	—	—
Health related	32.57	4.9	32.33	5.0	36.03	16.9
Physicians	50.78	15.1	52.57	14.7	—	—
Registered nurses	29.39	2.2	29.00	1.5	34.58	14.4
Pharmacists	34.30	4.8	34.30	4.8	—	—
Respiratory therapists	25.20	3.7	25.20	3.7	—	—
Teachers, college and university	45.50	7.5	45.37	11.7	45.70	6.4
Other post-secondary teachers	40.54	5.8	—	—	45.70	4.7
Teachers, except college and university	35.68	6.2	—	—	39.67	1.7
Elementary school teachers	34.75	10.9	—	—	39.75	.8
Secondary school teachers	42.21	4.9	—	—	42.41	5.2
Teachers, special education	35.64	5.8	—	—	36.90	5.7
Teachers, n.e.c.	37.31	13.2	18.59	23.8	40.25	6.7
Vocational and educational counselors	30.93	28.4	—	—	40.13	25.2
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	29.33	14.5	—	—	—	—
Psychologists	29.49	18.5	—	—	—	—
Social, recreation, and religious workers	19.70	4.3	17.15	4.2	22.89	4.9
Social workers	19.51	6.2	16.90	4.0	23.33	6.2
Lawyers and judges	46.00	26.8	51.60	30.5	—	—
Lawyers	46.00	26.8	51.60	30.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.28	6.2	22.14	7.1	—	—
Technical	25.74	4.9	26.24	5.3	19.73	4.4
Clinical laboratory technologists and technicians	16.57	2.6	16.57	2.6	—	—
Radiological technicians	30.40	.6	30.40	.6	—	—
Licensed practical nurses	20.91	2.1	21.03	2.2	—	—
Health technologists and technicians, n.e.c.	17.79	5.3	17.91	5.4	—	—
Electrical and electronic technicians	23.76	6.8	23.76	6.8	—	—
Engineering technicians, n.e.c.	23.32	8.8	24.06	10.9	—	—
Chemical technicians	19.94	9.7	19.94	9.7	—	—
Computer programmers	27.97	11.1	—	—	—	—
Technical and related, n.e.c.	17.44	14.8	—	—	—	—
Executive, administrative, and managerial	34.72	6.1	35.26	6.7	30.79	7.0
Executives, administrators, and managers	41.63	6.7	42.76	7.4	34.41	6.5
Administrators and officials, public administration	30.13	6.7	—	—	30.13	6.7
Financial managers	45.98	10.9	46.07	11.4	—	—
Managers, marketing, advertising, and public relations	47.29	11.3	47.52	11.5	—	—
Administrators, education and related fields	36.06	12.0	27.94	27.4	38.90	11.7
Managers, medicine and health	36.16	8.2	36.46	9.4	—	—
Managers, food servicing and lodging establishments	28.96	12.3	—	—	—	—
Managers, service organizations, n.e.c.	26.40	6.8	—	—	—	—
Managers and administrators, n.e.c.	44.74	11.7	44.74	11.7	—	—
Management related	26.38	6.2	26.53	6.9	25.03	3.1
Accountants and auditors	29.36	7.3	30.13	7.5	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Other financial officers	\$31.74	3.2	\$31.74	3.2	–	–
Management analysts	34.33	13.3	34.80	15.5	–	–
Personnel, training, and labor relations specialists	24.29	12.5	23.67	13.2	–	–
Purchasing agents and buyers, n.e.c.	25.44	13.5	25.44	13.5	–	–
Management related, n.e.c.	21.50	18.6	21.68	20.2	–	–
Sales	17.05	7.0	17.10	7.0	–	–
Supervisors, sales	23.12	3.5	23.12	3.5	–	–
Sales workers, motor vehicles and boats	21.82	1.3	21.82	1.3	–	–
Sales workers, apparel	8.56	.0	8.56	.0	–	–
Sales workers, other commodities	15.32	17.6	15.32	17.6	–	–
Cashiers	10.57	3.0	10.47	3.0	–	–
Administrative support, including clerical	15.60	1.9	15.64	2.3	\$15.40	1.0
Supervisors, financial records processing	24.30	11.1	24.30	11.1	–	–
Computer operators	16.15	2.9	16.26	3.1	–	–
Secretaries	17.94	3.6	17.70	3.7	18.71	8.9
Typists	16.65	12.1	–	–	14.43	1.9
Hotel clerks	10.84	6.6	10.84	6.6	–	–
Receptionists	12.08	9.6	12.06	10.0	–	–
Order clerks	20.79	8.2	20.79	8.2	–	–
Library clerks	14.03	11.0	–	–	14.17	11.6
Records clerks, n.e.c.	15.47	7.9	15.71	9.7	–	–
Bookkeepers, accounting and auditing clerks	14.54	4.0	14.42	4.2	–	–
Telephone operators	14.45	14.6	14.42	17.9	–	–
Mail clerks, except postal service	11.85	4.2	11.47	3.9	–	–
Traffic, shipping and receiving clerks	14.37	5.8	14.37	5.8	–	–
Stock and inventory clerks	13.79	6.9	13.85	7.2	–	–
Investigators and adjusters, except insurance	15.67	3.5	15.67	3.5	–	–
General office clerks	14.64	5.1	13.89	7.4	16.13	6.4
Data entry keyers	13.98	8.7	13.98	8.7	–	–
Statistical clerks	17.37	15.2	17.37	15.2	–	–
Teachers' aides	12.00	6.8	–	–	12.00	7.1
Administrative support, n.e.c.	14.47	6.8	13.67	8.4	15.85	6.4
Blue collar	17.77	2.6	17.66	2.9	18.80	1.5
Precision production, craft, and repair	21.92	3.3	22.09	3.8	20.74	1.1
Automobile mechanics	20.39	5.4	–	–	–	–
Industrial machinery repairers	21.68	5.8	21.68	5.8	–	–
Electronic repairers, communications and industrial equipment	21.53	11.8	21.53	11.8	–	–
Mechanics and repairers, n.e.c.	18.96	3.6	18.91	4.6	–	–
Electricians	20.93	6.1	21.18	7.2	–	–
Plumbers, pipefitters and steamfitters	28.54	10.2	30.27	8.1	–	–
Supervisors, production	24.99	10.5	24.99	10.5	–	–
Machinists	20.07	3.8	–	–	–	–
Electrical and electronic equipment assemblers ..	13.63	22.4	13.63	22.4	–	–
Machine operators, assemblers, and inspectors	15.72	5.9	15.71	5.9	–	–
Textile sewing machine operators	9.20	6.3	9.20	6.3	–	–
Mixing and blending machine operators	20.01	13.9	20.01	13.9	–	–
Miscellaneous machine operators, n.e.c.	16.47	5.2	16.47	5.2	–	–
Assemblers	18.95	2.4	18.95	2.4	–	–
Transportation and material moving	16.92	5.3	16.80	6.1	17.71	3.6
Truck drivers	17.42	4.4	17.64	4.3	–	–
Bus drivers	–	–	–	–	18.00	2.8
Handlers, equipment cleaners, helpers, and laborers	14.28	5.7	13.86	6.6	17.01	4.1

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Groundskeepers and gardeners, except farm	\$13.19	11.0	\$11.87	10.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	19.41	9.6	—	—	—	—
Construction laborers	19.10	10.8	—	—	—	—
Stock handlers and baggers	11.07	16.3	11.07	16.4	—	—
Freight, stock, and material handlers, n.e.c.	16.00	6.4	16.00	6.4	—	—
Hand packers and packagers	10.68	8.8	10.68	8.8	—	—
Laborers, except construction, n.e.c.	14.39	12.1	12.85	16.7	—	—
Service	12.98	2.8	10.56	3.0	\$19.82	3.6
Protective service	19.49	6.7	10.84	5.6	23.81	4.5
Supervisors, police and detectives	30.70	3.3	—	—	30.70	3.3
Supervisors, guards	26.76	8.3	—	—	—	—
Police and detectives, public service	24.66	2.5	—	—	24.99	2.6
Correctional institution officers	18.99	5.4	—	—	18.99	5.4
Guards and police, except public service	11.14	4.4	10.69	2.5	—	—
Food service	9.00	3.2	8.68	2.7	12.28	3.1
Waiters, waitresses, and bartenders	6.66	9.3	6.66	9.3	—	—
Bartenders	6.69	22.5	6.69	22.5	—	—
Waiters and waitresses	5.68	14.6	5.68	14.6	—	—
Waiters'/Waitresses' assistants	8.26	9.9	8.26	9.9	—	—
Other food service	10.27	1.4	9.95	1.4	12.28	3.1
Supervisors, food preparation and service	16.85	8.0	16.87	8.2	—	—
Cooks	11.64	3.8	11.38	3.7	—	—
Food counter, fountain, and related	8.98	2.5	8.74	3.4	—	—
Kitchen workers, food preparation	11.22	7.0	10.74	8.6	—	—
Food preparation, n.e.c.	8.76	3.3	8.20	1.9	12.04	6.0
Health service	11.66	5.3	10.87	3.5	15.90	7.6
Health aides, except nursing	12.08	8.3	11.31	4.5	—	—
Nursing aides, orderlies and attendants	11.49	5.1	10.65	2.3	15.65	8.5
Cleaning and building service	11.76	4.3	10.90	4.6	14.36	2.1
Maids and housemen	10.30	2.7	10.30	2.7	—	—
Janitors and cleaners	11.83	5.7	10.56	5.0	14.35	2.1
Personal service	13.38	5.1	13.39	5.4	13.23	9.2
Supervisors, personal service	19.36	7.3	19.36	7.3	—	—
Attendants, amusement, and recreation facilities	8.13	6.2	8.13	6.2	—	—
Welfare service aides	11.92	12.6	—	—	—	—
Service, n.e.c.	10.12	6.1	9.87	6.6	—	—

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

² 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$22.59	2.4	\$21.88	3.1	\$25.59	2.8
All excluding sales	22.80	2.5	22.07	3.2	25.65	2.7
White collar	26.97	2.4	26.31	3.1	29.82	2.8
White collar excluding sales	27.83	2.3	27.27	3.0	29.96	2.8
Professional specialty and technical	31.97	2.6	30.49	3.4	36.16	3.2
Professional specialty	33.43	3.2	31.82	4.5	37.05	2.6
Engineers, architects, and surveyors	38.16	2.4	39.22	2.3	—	—
Electrical and electronic engineers	38.26	2.0	38.26	2.0	—	—
Mechanical engineers	33.58	4.0	33.58	4.0	—	—
Engineers, n.e.c.	40.50	8.4	40.50	8.4	—	—
Mathematical and computer scientists	34.91	5.3	34.91	5.3	—	—
Computer systems analysts and scientists	34.19	5.9	34.19	5.9	—	—
Operations and systems researchers and analysts	39.39	21.3	39.39	21.3	—	—
Natural scientists	35.67	12.0	36.07	13.0	—	—
Chemists, except biochemists	38.77	16.7	38.77	16.7	—	—
Biological and life scientists	36.69	10.5	36.83	12.5	—	—
Health related	32.95	5.6	32.68	5.8	36.15	16.9
Physicians	50.78	15.1	52.57	14.7	—	—
Registered nurses	29.27	2.7	28.76	1.8	34.73	14.3
Pharmacists	33.61	5.0	33.61	5.0	—	—
Teachers, college and university	46.20	9.1	46.38	14.6	45.93	6.4
Other post-secondary teachers	41.49	8.7	—	—	45.97	4.8
Teachers, except college and university	36.08	5.9	21.78	4.3	39.94	2.2
Elementary school teachers	34.74	11.0	—	—	39.80	.7
Secondary school teachers	42.31	5.1	—	—	42.47	5.3
Teachers, special education	35.64	5.8	—	—	36.90	5.7
Teachers, n.e.c.	37.52	13.1	—	—	40.29	6.7
Vocational and educational counselors	31.13	28.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	29.33	14.6	—	—	—	—
Psychologists	29.48	18.7	—	—	—	—
Social, recreation, and religious workers	19.73	4.3	17.05	3.7	22.89	4.9
Social workers	19.53	6.2	16.88	3.6	23.33	6.2
Lawyers and judges	47.24	25.8	—	—	—	—
Lawyers	47.24	25.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.24	6.4	22.14	7.1	—	—
Technical	25.99	5.1	26.42	5.5	20.50	5.6
Clinical laboratory technologists and technicians	16.30	3.2	16.30	3.2	—	—
Radiological technicians	31.00	.0	31.00	.0	—	—
Licensed practical nurses	20.95	2.3	21.03	2.5	—	—
Health technologists and technicians, n.e.c.	17.81	5.7	17.81	5.7	—	—
Electrical and electronic technicians	23.76	6.8	23.76	6.8	—	—
Engineering technicians, n.e.c.	23.32	8.8	24.06	10.9	—	—
Chemical technicians	19.94	9.7	19.94	9.7	—	—
Computer programmers	27.97	11.1	—	—	—	—
Technical and related, n.e.c.	19.48	11.1	—	—	—	—
Executive, administrative, and managerial	34.85	6.1	35.37	6.7	31.07	6.4
Executives, administrators, and managers	41.77	6.7	42.83	7.4	34.92	6.6
Administrators and officials, public administration	30.13	6.7	—	—	30.13	6.7
Financial managers	45.98	10.9	46.07	11.4	—	—
Managers, marketing, advertising, and public relations	47.29	11.3	47.52	11.5	—	—
Administrators, education and related fields	36.06	12.0	27.94	27.4	38.90	11.7
Managers, medicine and health	37.20	7.6	37.63	8.7	—	—
Managers, food servicing and lodging establishments	28.96	12.3	—	—	—	—
Managers, service organizations, n.e.c.	26.40	6.8	—	—	—	—
Managers and administrators, n.e.c.	44.74	11.7	44.74	11.7	—	—
Management related	26.25	5.6	26.40	6.3	25.03	3.1
Accountants and auditors	28.68	6.7	29.40	7.1	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Other financial officers	\$31.74	3.2	\$31.74	3.2	–	–
Management analysts	34.33	13.3	34.80	15.5	–	–
Personnel, training, and labor relations specialists	24.29	12.5	23.67	13.2	–	–
Purchasing agents and buyers, n.e.c.	25.44	13.5	25.44	13.5	–	–
Management related, n.e.c.	21.44	18.9	21.62	20.5	–	–
Sales	19.37	7.2	19.47	7.3	–	–
Supervisors, sales	23.13	3.5	23.13	3.5	–	–
Sales, other business services	19.49	29.9	19.49	29.9	–	–
Sales workers, motor vehicles and boats	21.82	1.3	21.82	1.3	–	–
Sales workers, other commodities	19.25	14.4	19.25	14.4	–	–
Cashiers	11.81	4.0	11.72	4.2	–	–
Administrative support, including clerical	15.99	2.0	16.00	2.5	\$15.98	1.4
Supervisors, financial records processing	24.30	11.1	24.30	11.1	–	–
Computer operators	16.26	3.1	16.26	3.1	–	–
Secretaries	17.94	3.8	17.68	3.9	18.75	8.9
Typists	16.65	12.1	–	–	14.43	1.9
Hotel clerks	10.84	6.6	10.84	6.6	–	–
Receptionists	12.22	11.2	12.20	11.7	–	–
Order clerks	21.15	8.0	21.15	8.0	–	–
Library clerks	15.49	6.1	–	–	–	–
Records clerks, n.e.c.	15.47	7.9	15.71	9.7	–	–
Bookkeepers, accounting and auditing clerks	14.54	4.0	14.42	4.2	–	–
Telephone operators	16.49	13.8	–	–	–	–
Mail clerks, except postal service	12.16	6.7	11.52	6.0	–	–
Traffic, shipping and receiving clerks	14.37	5.8	14.37	5.8	–	–
Stock and inventory clerks	13.97	6.4	14.04	6.6	–	–
Investigators and adjusters, except insurance	15.75	4.2	15.75	4.2	–	–
General office clerks	15.35	5.5	14.83	8.4	16.15	6.5
Statistical clerks	17.37	15.2	17.37	15.2	–	–
Teachers' aides	12.87	4.4	–	–	12.89	4.7
Administrative support, n.e.c.	15.21	6.9	14.63	10.7	15.87	6.3
Blue collar	18.24	2.7	18.15	3.0	19.02	2.2
Precision production, craft, and repair						
Automobile mechanics	21.90	3.3	22.07	3.8	20.75	1.1
Industrial machinery repairers	20.39	5.4	–	–	–	–
Industrial machinery repairers	21.68	5.8	21.68	5.8	–	–
Electronic repairers, communications and industrial equipment	20.67	11.2	20.67	11.2	–	–
Mechanics and repairers, n.e.c.	18.96	3.6	18.91	4.6	–	–
Electricians	20.93	6.1	21.18	7.2	–	–
Plumbers, pipefitters and steamfitters	28.54	10.2	30.27	8.1	–	–
Supervisors, production	24.99	10.5	24.99	10.5	–	–
Machinists	20.07	3.8	–	–	–	–
Electrical and electronic equipment assemblers ..	13.63	22.4	13.63	22.4	–	–
Machine operators, assemblers, and inspectors						
Textile sewing machine operators	15.76	5.7	15.76	5.7	–	–
Textile sewing machine operators	9.17	6.5	9.17	6.5	–	–
Mixing and blending machine operators	20.01	13.9	20.01	13.9	–	–
Miscellaneous machine operators, n.e.c.	16.47	5.2	16.47	5.2	–	–
Assemblers	18.95	2.4	18.95	2.4	–	–
Transportation and material moving						
Truck drivers	17.65	5.0	17.52	5.7	18.45	6.6
Truck drivers	17.42	4.4	17.64	4.3	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	15.03	5.6	14.67	6.6	17.01	4.1
Groundskeepers and gardeners, except farm	13.22	11.3	–	–	–	–

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Handlers, equipment cleaners, helpers, and laborers —Continued						
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	\$19.41	9.6	—	—	—	—
Construction laborers	19.10	10.8	—	—	—	—
Stock handlers and baggers	12.21	18.6	\$12.20	18.7	—	—
Freight, stock, and material handlers, n.e.c.	17.11	6.0	17.11	6.0	—	—
Hand packers and packagers	11.23	9.5	11.23	9.5	—	—
Laborers, except construction, n.e.c.	15.51	9.3	14.08	14.2	—	—
Service	14.05	3.3	11.28	3.7	\$20.22	4.1
Protective service	20.10	7.9	10.98	7.3	23.97	5.2
Supervisors, police and detectives	30.70	3.3	—	—	30.70	3.3
Supervisors, guards	26.76	8.3	—	—	—	—
Police and detectives, public service	24.66	2.5	—	—	24.99	2.6
Correctional institution officers	18.99	5.4	—	—	18.99	5.4
Guards and police, except public service	11.47	5.6	10.89	3.5	—	—
Food service	9.89	4.9	9.56	4.6	12.62	4.0
Waiters, waitresses, and bartenders	6.88	15.7	6.88	15.7	—	—
Bartenders	6.80	32.4	6.80	32.4	—	—
Waiters and waitresses	5.19	22.7	5.19	22.7	—	—
Waiters'/Waitresses' assistants	9.20	7.9	9.20	7.9	—	—
Other food service	11.26	2.2	11.01	2.3	12.62	4.0
Supervisors, food preparation and service	17.29	10.1	17.32	10.4	—	—
Cooks	11.96	3.5	11.67	3.5	—	—
Kitchen workers, food preparation	12.32	14.6	—	—	—	—
Food preparation, n.e.c.	9.55	5.1	9.02	4.0	12.15	4.7
Health service	11.79	6.3	10.88	4.4	16.06	7.7
Health aides, except nursing	12.39	11.0	11.44	6.7	—	—
Nursing aides, orderlies and attendants	11.58	6.2	10.61	3.1	15.76	8.6
Cleaning and building service	12.30	3.5	11.42	4.9	14.52	2.6
Maids and housemen	10.31	2.8	10.31	2.8	—	—
Janitors and cleaners	12.57	3.3	11.27	2.8	14.52	2.6
Personal service	14.66	5.5	14.71	5.8	—	—
Supervisors, personal service	19.36	7.3	19.36	7.3	—	—
Attendants, amusement, and recreation facilities	8.57	6.8	8.57	6.8	—	—
Service, n.e.c.	11.25	7.9	—	—	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$12.20	3.2	\$12.19	3.4	\$12.29	8.7
All excluding sales	12.83	3.4	12.88	3.7	12.29	8.7
White collar	15.63	4.2	15.94	4.5	13.18	10.1
White collar excluding sales	19.05	4.6	20.22	4.6	13.18	10.1
Professional specialty and technical	26.66	4.4	27.41	4.2	20.22	18.9
Professional specialty	27.90	4.6	28.42	4.3	22.89	25.0
Mathematical and computer scientists	—	—	—	—	—	—
Health related	30.48	2.1	30.51	2.1	—	—
Registered nurses	29.89	4.2	29.92	4.2	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	16.88	38.7	—	—	21.46	45.3
Teachers, n.e.c.	25.13	5.0	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.41	7.1	21.94	.8	—	—
Licensed practical nurses	20.74	5.1	21.08	4.0	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.46	4.1	8.46	4.1	—	—
Sales workers, other commodities	8.71	3.4	8.71	3.4	—	—
Cashiers	8.47	3.0	8.47	3.0	—	—
Administrative support, including clerical	12.00	3.6	12.29	2.9	11.02	11.7
Secretaries	17.83	12.5	18.01	13.0	—	—
General office clerks	10.75	8.6	10.70	8.7	—	—
Teachers' aides	10.49	10.8	—	—	10.50	11.0
Administrative support, n.e.c.	11.77	5.3	11.79	5.3	—	—
Blue collar	11.87	10.1	11.85	10.8	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.72	12.6	9.72	12.6	—	—
Stock handlers and baggers	9.69	20.4	9.69	20.4	—	—
Service	8.43	1.5	8.33	1.6	10.20	6.0
Protective service	9.93	3.4	10.11	2.9	—	—
Guards and police, except public service	10.13	3.2	10.13	3.2	—	—
Food service	7.37	2.5	7.16	2.5	11.02	.5
Waiters, waitresses, and bartenders	6.35	6.0	6.35	6.0	—	—
Waiters and waitresses	6.23	8.1	6.23	8.1	—	—
Waiters/Waitresses' assistants	6.52	27.3	6.52	27.3	—	—
Other food service	8.11	1.4	7.81	1.1	11.02	.5
Food counter, fountain, and related	8.46	9.2	—	—	—	—
Food preparation, n.e.c.	7.40	1.7	6.92	1.9	—	—
Health service	10.92	3.4	10.85	3.4	—	—
Health aides, except nursing	10.87	3.6	10.87	3.8	—	—
Nursing aides, orderlies and attendants	10.93	5.2	10.85	5.2	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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)
Service —Continued						
Cleaning and building service	\$8.89	8.9	\$8.84	9.4	—	—
Janitors and cleaners	8.76	9.5	8.70	10.1	—	—
Personal service	8.25	2.1	8.31	1.9	—	—
Attendants, amusement, and recreation facilities	5.87	8.0	5.87	8.0	—	—
Service, n.e.c.	8.53	4.4	8.53	4.4	—	—

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 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$879	2.5	38.9	\$859	3.2	39.3	\$958	3.0	37.4
All excluding sales	886	2.6	38.8	866	3.3	39.2	960	3.0	37.4
White collar	1,043	2.4	38.7	1,033	3.0	39.3	1,083	2.5	36.3
White collar excluding sales	1,073	2.3	38.5	1,069	2.9	39.2	1,087	2.6	36.3
Professional specialty and technical	1,217	2.5	38.1	1,183	3.3	38.8	1,305	2.9	36.1
Professional specialty	1,272	3.1	38.1	1,242	4.5	39.0	1,334	2.3	36.0
Engineers, architects, and surveyors	1,515	2.6	39.7	1,569	2.3	40.0	-	-	-
Electrical and electronic engineers	1,530	2.0	40.0	1,530	2.0	40.0	-	-	-
Mechanical engineers	1,343	4.0	40.0	1,343	4.0	40.0	-	-	-
Engineers, n.e.c.	1,620	8.4	40.0	1,620	8.4	40.0	-	-	-
Mathematical and computer scientists	1,372	5.2	39.3	1,372	5.2	39.3	-	-	-
Computer systems analysts and scientists	1,342	5.8	39.3	1,342	5.8	39.3	-	-	-
Operations and systems researchers and analysts	1,576	21.3	40.0	1,576	21.3	40.0	-	-	-
Natural scientists	1,359	11.8	38.1	1,384	12.7	38.4	-	-	-
Chemists, except biochemists	1,551	16.7	40.0	1,551	16.7	40.0	-	-	-
Biological and life scientists	1,345	10.5	36.7	1,362	12.4	37.0	-	-	-
Health related	1,276	5.0	38.7	1,268	5.3	38.8	1,365	12.3	37.8
Physicians	1,948	13.5	38.4	1,976	13.7	37.6	-	-	-
Registered nurses	1,133	2.7	38.7	1,121	2.4	39.0	1,248	13.0	35.9
Pharmacists	1,293	6.0	38.5	1,293	6.0	38.5	-	-	-
Teachers, college and university	1,659	8.4	35.9	1,708	13.1	36.8	1,590	8.6	34.6
Other post-secondary teachers	1,538	8.4	37.1	-	-	-	1,692	5.2	36.8
Teachers, except college and university	1,309	4.7	36.3	848	4.8	38.9	1,422	1.6	35.6
Elementary school teachers	1,274	8.7	36.7	-	-	-	1,418	.4	35.6
Secondary school teachers	1,531	3.3	36.2	-	-	-	1,543	3.5	36.3
Teachers, special education	1,245	5.3	34.9	-	-	-	1,286	5.2	34.9
Teachers, n.e.c.	1,326	12.1	35.3	-	-	-	1,416	6.3	35.2
Vocational and educational counselors	1,190	26.3	38.2	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	1,127	14.0	38.4	-	-	-	-	-	-
Psychologists	1,104	17.1	37.4	-	-	-	-	-	-
Social, recreation, and religious workers	763	3.8	38.7	675	3.9	39.6	862	4.2	37.7
Social workers	752	5.7	38.5	669	3.8	39.6	863	6.5	37.0
Lawyers and judges	1,778	23.5	37.6	-	-	-	-	-	-
Lawyers	1,778	23.5	37.6	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	871	7.1	39.1	870	7.8	39.3	-	-	-
Technical	991	5.0	38.1	1,007	5.4	38.1	776	5.6	37.9
Clinical laboratory technologists and technicians	630	3.3	38.6	630	3.3	38.6	-	-	-
Radiological technicians	1,228	2.0	39.6	1,228	2.0	39.6	-	-	-
Licensed practical nurses	806	2.8	38.5	808	3.0	38.4	-	-	-
Health technologists and technicians, n.e.c.	692	6.3	38.8	692	6.3	38.8	-	-	-
Electrical and electronic technicians	946	6.8	39.8	946	6.8	39.8	-	-	-
Engineering technicians, n.e.c.	917	9.4	39.3	962	10.9	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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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									
Professional specialty and technical –Continued									
Technical –Continued									
Chemical technicians	\$764	13.1	38.3	\$764	13.1	38.3	–	–	–
Computer programmers	1,099	11.3	39.3	–	–	–	–	–	–
Technical and related, n.e.c. ...	753	12.4	38.7	–	–	–	–	–	–
Executive, administrative, and managerial									
Executives, administrators, and managers	1,660	6.8	39.7	1,716	7.6	40.1	1,317	6.2	37.7
Administrators and officials, public administration	1,106	7.5	36.7	–	–	–	1,106	7.5	36.7
Financial managers	1,895	15.4	41.2	1,902	16.2	41.3	–	–	–
Managers, marketing, advertising, and public relations	1,883	11.4	39.8	1,892	11.6	39.8	–	–	–
Administrators, education and related fields	1,375	10.6	38.1	1,090	21.0	39.0	1,471	10.9	37.8
Managers, medicine and health	1,463	6.8	39.3	1,478	7.7	39.3	–	–	–
Managers, food servicing and lodging establishments	1,147	12.2	39.6	–	–	–	–	–	–
Managers, service organizations, n.e.c.	990	10.2	37.5	–	–	–	–	–	–
Managers and administrators, n.e.c.	1,788	11.4	40.0	1,788	11.4	40.0	–	–	–
Management related	1,041	4.4	39.6	1,053	4.8	39.9	941	2.3	37.6
Accountants and auditors	1,115	7.0	38.9	1,151	7.2	39.1	–	–	–
Other financial officers	1,242	5.2	39.1	1,242	5.2	39.1	–	–	–
Management analysts	1,390	11.9	40.5	1,440	13.7	41.4	–	–	–
Personnel, training, and labor relations specialists	989	10.7	40.7	975	11.6	41.2	–	–	–
Purchasing agents and buyers, n.e.c.	890	16.5	35.0	890	16.5	35.0	–	–	–
Management related, n.e.c.	901	13.3	42.0	912	14.3	42.2	–	–	–
Sales									
Supervisors, sales	979	3.1	42.3	979	3.1	42.3	–	–	–
Sales, other business services	768	29.7	39.4	768	29.7	39.4	–	–	–
Sales workers, motor vehicles and boats	951	5.3	43.6	951	5.3	43.6	–	–	–
Sales workers, other commodities	745	15.2	38.7	745	15.2	38.7	–	–	–
Cashiers	463	3.7	39.2	460	3.9	39.3	–	–	–
Administrative support, including clerical									
Supervisors, financial records processing	1,025	10.9	42.2	1,025	10.9	42.2	–	–	–
Computer operators	651	3.1	40.0	651	3.1	40.0	–	–	–
Secretaries	681	3.7	37.9	680	4.1	38.5	682	8.0	36.4
Typists	615	11.6	36.9	–	–	–	530	2.0	36.7
Hotel clerks	430	7.4	39.7	430	7.4	39.7	–	–	–
Receptionists	483	11.4	39.5	485	11.9	39.7	–	–	–
Order clerks	819	6.1	38.7	819	6.1	38.7	–	–	–
Library clerks	552	5.5	35.6	–	–	–	–	–	–
Records clerks, n.e.c.	607	6.9	39.3	620	8.6	39.5	–	–	–
Bookkeepers, accounting and auditing clerks	560	3.9	38.5	558	4.2	38.7	–	–	–

See footnotes at end of table.

Table 3-1. **Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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									
Administrative support, including clerical —Continued									
Telephone operators	\$629	12.6	38.1	—	—	—	—	—	—
Mail clerks, except postal service	461	9.0	37.9	\$433	8.8	37.6	—	—	—
Traffic, shipping and receiving clerks	575	5.8	40.0	575	5.8	40.0	—	—	—
Stock and inventory clerks	557	6.5	39.9	562	6.6	40.0	—	—	—
Investigators and adjusters, except insurance	624	4.8	39.6	624	4.8	39.6	—	—	—
General office clerks	580	5.2	37.8	582	8.4	39.3	\$577	4.5	35.7
Statistical clerks	672	16.5	38.7	672	16.5	38.7	—	—	—
Teachers' aides	451	4.3	35.0	—	—	—	453	4.7	35.2
Administrative support, n.e.c.	560	5.8	36.8	565	11.1	38.6	554	5.0	34.9
Blue collar	731	3.1	40.1	728	3.4	40.1	752	2.3	39.5
Precision production, craft, and repair	875	3.3	40.0	883	3.8	40.0	823	1.0	39.7
Automobile mechanics	817	5.9	40.1	—	—	—	—	—	—
Industrial machinery repairers	867	5.8	40.0	867	5.8	40.0	—	—	—
Electronic repairers, communications and industrial equipment	827	11.2	40.0	827	11.2	40.0	—	—	—
Mechanics and repairers, n.e.c.	756	3.7	39.9	756	4.6	40.0	—	—	—
Electricians	837	6.1	40.0	847	7.2	40.0	—	—	—
Plumbers, pipefitters and steamfitters	1,142	10.2	40.0	1,211	8.1	40.0	—	—	—
Supervisors, production	1,000	10.5	40.0	1,000	10.5	40.0	—	—	—
Machinists	803	3.8	40.0	—	—	—	—	—	—
Electrical and electronic equipment assemblers	545	22.4	40.0	545	22.4	40.0	—	—	—
Machine operators, assemblers, and inspectors	624	6.6	39.6	624	6.6	39.6	—	—	—
Textile sewing machine operators	345	.9	37.6	345	.9	37.6	—	—	—
Mixing and blending machine operators	800	13.9	40.0	800	13.9	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	659	5.2	40.0	659	5.2	40.0	—	—	—
Assemblers	758	2.4	40.0	758	2.4	40.0	—	—	—
Transportation and material moving	727	4.9	41.2	727	5.5	41.5	730	6.8	39.6
Truck drivers	705	4.3	40.5	716	4.1	40.6	—	—	—
Handlers, equipment cleaners, helpers, and laborers	597	5.7	39.7	584	6.8	39.8	667	4.6	39.2
Groundskeepers and gardeners, except farm	523	10.7	39.6	—	—	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	786	9.2	40.5	—	—	—	—	—	—
Construction laborers	764	10.8	40.0	—	—	—	—	—	—
Stock handlers and baggers	484	18.3	39.6	483	18.5	39.6	—	—	—
Freight, stock, and material handlers, n.e.c.	685	6.0	40.0	685	6.0	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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Hand packers and packagers	\$438	11.7	39.0	\$438	11.7	39.0	—	—	—
Laborers, except construction, n.e.c.	620	9.3	40.0	563	14.2	40.0	—	—	—
Service	538	3.8	38.2	429	4.3	38.0	\$785	5.5	38.8
Protective service	784	8.2	39.0	430	5.1	39.2	933	7.8	38.9
Supervisors, police and detectives	1,228	3.3	40.0	—	—	—	1,228	3.3	40.0
Supervisors, guards	1,038	10.2	38.8	—	—	—	—	—	—
Police and detectives, public service	996	2.7	40.4	—	—	—	1,009	2.7	40.4
Correctional institution officers	760	5.4	40.0	—	—	—	760	5.4	40.0
Guards and police, except public service	447	5.8	39.0	424	4.2	38.9	—	—	—
Food service	372	5.7	37.6	361	5.7	37.7	462	9.0	36.6
Waiters, waitresses, and bartenders	255	21.0	37.0	255	21.0	37.0	—	—	—
Bartenders	242	37.6	35.6	242	37.6	35.6	—	—	—
Waiters and waitresses	186	28.4	35.8	186	28.4	35.8	—	—	—
Waiters/Waitresses' assistants	362	8.8	39.4	362	8.8	39.4	—	—	—
Other food service	427	2.4	37.9	420	2.5	38.2	462	9.0	36.6
Supervisors, food preparation and service	687	10.5	39.7	688	10.8	39.7	—	—	—
Cooks	458	3.6	38.3	446	4.0	38.2	—	—	—
Kitchen workers, food preparation	493	14.6	40.0	—	—	—	—	—	—
Food preparation, n.e.c.	352	4.0	36.9	335	3.1	37.2	432	5.0	35.6
Health service	452	7.5	38.3	416	6.1	38.2	624	6.6	38.8
Health aides, except nursing ..	488	9.4	39.4	458	6.7	40.0	—	—	—
Nursing aides, orderlies and attendants	441	7.4	38.1	401	4.7	37.8	619	7.6	39.3
Cleaning and building service	489	3.5	39.8	453	4.9	39.7	580	2.5	39.9
Maids and housemen	407	2.1	39.4	407	2.1	39.4	—	—	—
Janitors and cleaners	501	3.3	39.9	449	2.7	39.8	580	2.5	39.9
Personal service	521	4.0	35.5	522	4.2	35.5	—	—	—
Supervisors, personal service	774	7.3	40.0	774	7.3	40.0	—	—	—
Attendants, amusement, and recreation facilities	343	6.8	40.0	343	6.8	40.0	—	—	—
Service, n.e.c.	450	7.9	40.0	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$44,446	2.5	1,967	\$44,327	3.2	2,026	\$44,878	3.0	1,754
All excluding sales	44,717	2.6	1,961	44,646	3.3	2,023	44,959	3.0	1,753
White collar	52,051	2.4	1,930	53,160	3.0	2,020	48,232	2.5	1,617
White collar excluding sales	53,318	2.3	1,916	54,935	2.9	2,015	48,385	2.6	1,615
Professional specialty and technical	58,253	2.5	1,822	60,052	3.3	1,970	54,392	2.9	1,504
Professional specialty	59,737	3.1	1,787	62,543	4.5	1,966	54,994	2.3	1,484
Engineers, architects, and surveyors	78,794	2.6	2,065	81,585	2.3	2,080	-	-	-
Electrical and electronic engineers	79,572	2.0	2,080	79,572	2.0	2,080	-	-	-
Mechanical engineers	69,841	4.0	2,080	69,841	4.0	2,080	-	-	-
Engineers, n.e.c.	84,239	8.4	2,080	84,239	8.4	2,080	-	-	-
Mathematical and computer scientists	71,337	5.2	2,043	71,337	5.2	2,043	-	-	-
Computer systems analysts and scientists	69,797	5.8	2,041	69,797	5.8	2,041	-	-	-
Operations and systems researchers and analysts	81,940	21.3	2,080	81,940	21.3	2,080	-	-	-
Natural scientists	70,669	11.8	1,981	71,951	12.7	1,995	-	-	-
Chemists, except biochemists	80,651	16.7	2,080	80,651	16.7	2,080	-	-	-
Biological and life scientists	69,949	10.5	1,907	70,811	12.4	1,923	-	-	-
Health related	65,241	5.0	1,980	65,934	5.3	2,018	58,648	12.3	1,622
Physicians	101,301	13.5	1,995	102,765	13.7	1,955	-	-	-
Registered nurses	57,731	2.7	1,973	58,302	2.4	2,027	53,103	13.0	1,529
Pharmacists	67,250	6.0	2,001	67,250	6.0	2,001	-	-	-
Teachers, college and university	66,001	8.4	1,429	70,217	13.1	1,514	60,497	8.6	1,317
Other post-secondary teachers	64,358	8.4	1,551	-	-	-	65,086	5.2	1,416
Teachers, except college and university	51,449	4.7	1,426	34,153	4.8	1,568	55,599	1.6	1,392
Elementary school teachers	49,430	8.7	1,423	-	-	-	55,620	.4	1,398
Secondary school teachers	58,197	3.3	1,375	-	-	-	58,675	3.5	1,381
Teachers, special education	49,726	5.3	1,395	-	-	-	51,469	5.2	1,395
Teachers, n.e.c.	52,190	12.1	1,391	-	-	-	53,974	6.3	1,340
Vocational and educational counselors	55,238	26.3	1,774	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	54,486	14.0	1,858	-	-	-	-	-	-
Psychologists	52,391	17.1	1,777	-	-	-	-	-	-
Social, recreation, and religious workers	39,683	3.8	2,011	35,092	3.9	2,058	44,842	4.2	1,959
Social workers	39,099	5.7	2,002	34,790	3.8	2,061	44,859	6.5	1,923
Lawyers and judges	92,453	23.5	1,957	-	-	-	-	-	-
Lawyers	92,453	23.5	1,957	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	45,062	7.1	2,026	45,016	7.8	2,033	-	-	-
Technical	51,509	5.0	1,982	52,380	5.4	1,983	40,355	5.6	1,969
Clinical laboratory technologists and technicians	32,747	3.3	2,009	32,747	3.3	2,009	-	-	-
Radiological technicians	63,857	2.0	2,060	63,857	2.0	2,060	-	-	-
Licensed practical nurses	41,914	2.8	2,001	42,032	3.0	1,999	-	-	-
Health technologists and technicians, n.e.c.	35,963	6.3	2,020	35,963	6.3	2,020	-	-	-
Electrical and electronic technicians	49,203	6.8	2,071	49,203	6.8	2,071	-	-	-
Engineering technicians, n.e.c.	47,660	9.4	2,044	50,035	10.9	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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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									
Professional specialty and technical –Continued									
Technical –Continued									
Chemical technicians	\$39,734	13.1	1,993	\$39,734	13.1	1,993	–	–	–
Computer programmers	57,136	11.3	2,043	–	–	–	–	–	–
Technical and related, n.e.c. ...	39,141	12.4	2,010	–	–	–	–	–	–
Executive, administrative, and managerial									
Executives, administrators, and managers	85,819	6.8	2,054	89,053	7.6	2,079	66,583	6.2	1,907
Administrators and officials, public administration	57,512	7.5	1,909	–	–	–	57,512	7.5	1,909
Financial managers	98,542	15.4	2,143	98,891	16.2	2,147	–	–	–
Managers, marketing, advertising, and public relations	97,910	11.4	2,070	98,370	11.6	2,070	–	–	–
Administrators, education and related fields	69,901	10.6	1,938	52,119	21.0	1,866	76,444	10.9	1,965
Managers, medicine and health	76,078	6.8	2,045	76,839	7.7	2,042	–	–	–
Managers, food servicing and lodging establishments	55,429	12.2	1,914	–	–	–	–	–	–
Managers, service organizations, n.e.c.	51,465	10.2	1,950	–	–	–	–	–	–
Managers and administrators, n.e.c.	92,980	11.4	2,078	92,980	11.4	2,078	–	–	–
Management related	54,114	4.4	2,061	54,768	4.8	2,075	48,908	2.3	1,954
Accountants and auditors	57,995	7.0	2,022	59,836	7.2	2,035	–	–	–
Other financial officers	64,589	5.2	2,035	64,589	5.2	2,035	–	–	–
Management analysts	72,294	11.9	2,106	74,868	13.7	2,151	–	–	–
Personnel, training, and labor relations specialists	51,421	10.7	2,117	50,690	11.6	2,142	–	–	–
Purchasing agents and buyers, n.e.c.	46,280	16.5	1,819	46,280	16.5	1,819	–	–	–
Management related, n.e.c.	46,858	13.3	2,185	47,446	14.3	2,195	–	–	–
Sales									
Supervisors, sales	50,900	3.1	2,201	50,900	3.1	2,201	–	–	–
Sales, other business services	39,923	29.7	2,048	39,923	29.7	2,048	–	–	–
Sales workers, motor vehicles and boats	49,441	5.3	2,266	49,441	5.3	2,266	–	–	–
Sales workers, other commodities	38,719	15.2	2,011	38,719	15.2	2,011	–	–	–
Cashiers	24,052	3.7	2,037	23,935	3.9	2,042	–	–	–
Administrative support, including clerical									
Supervisors, financial records processing	53,304	10.9	2,194	53,304	10.9	2,194	–	–	–
Computer operators	33,831	3.1	2,080	33,831	3.1	2,080	–	–	–
Secretaries	34,978	3.7	1,949	35,377	4.1	2,001	33,871	8.0	1,807
Typists	31,978	11.6	1,921	–	–	–	27,554	2.0	1,910
Hotel clerks	22,377	7.4	2,065	22,377	7.4	2,065	–	–	–
Receptionists	25,121	11.4	2,055	25,201	11.9	2,066	–	–	–
Order clerks	42,572	6.1	2,013	42,572	6.1	2,013	–	–	–
Library clerks	28,705	5.5	1,853	–	–	–	–	–	–
Records clerks, n.e.c.	31,572	6.9	2,042	32,254	8.6	2,053	–	–	–
Bookkeepers, accounting and auditing clerks	29,111	3.9	2,002	29,029	4.2	2,013	–	–	–

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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									
Administrative support, including clerical —Continued									
Telephone operators	\$32,703	12.6	1,983	—	—	—	—	—	—
Mail clerks, except postal service	23,969	9.0	1,971	\$22,501	8.8	1,953	—	—	—
Traffic, shipping and receiving clerks	29,892	5.8	2,080	29,892	5.8	2,080	—	—	—
Stock and inventory clerks	28,959	6.5	2,074	29,206	6.6	2,080	—	—	—
Investigators and adjusters, except insurance	32,437	4.8	2,059	32,437	4.8	2,059	—	—	—
General office clerks	29,750	5.2	1,938	30,283	8.4	2,042	\$29,029	4.5	1,797
Statistical clerks	34,931	16.5	2,011	34,931	16.5	2,011	—	—	—
Teachers' aides	17,674	4.3	1,374	—	—	—	17,767	4.7	1,378
Administrative support, n.e.c.	29,096	5.8	1,913	29,379	11.1	2,008	28,803	5.0	1,815
Blue collar	37,741	3.1	2,069	37,618	3.4	2,073	38,741	2.3	2,037
Precision production, craft, and repair									
Automobile mechanics	45,479	3.3	2,077	45,876	3.8	2,079	42,802	1.0	2,063
Industrial machinery repairers	42,495	5.9	2,084	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	45,098	5.8	2,080	45,098	5.8	2,080	—	—	—
Mechanics and repairers, n.e.c.	43,000	11.2	2,080	43,000	11.2	2,080	—	—	—
Electricians	39,338	3.7	2,075	39,336	4.6	2,080	—	—	—
Plumbers, pipefitters and steamfitters	43,526	6.1	2,080	44,058	7.2	2,080	—	—	—
Supervisors, production	59,368	10.2	2,080	62,961	8.1	2,080	—	—	—
Machinists	51,892	10.5	2,077	51,892	10.5	2,077	—	—	—
Electrical and electronic equipment assemblers	41,743	3.8	2,080	—	—	—	—	—	—
Equipment assemblers	28,350	22.4	2,080	28,350	22.4	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Textile sewing machine operators	32,392	6.6	2,055	32,379	6.6	2,055	—	—	—
Mixing and blending machine operators	17,941	.9	1,956	17,941	.9	1,956	—	—	—
Miscellaneous machine operators, n.e.c.	41,620	13.9	2,080	41,620	13.9	2,080	—	—	—
Assemblers	34,250	5.2	2,080	34,250	5.2	2,080	—	—	—
Assemblers	38,993	2.4	2,058	38,993	2.4	2,058	—	—	—
Transportation and material moving									
Truck drivers	37,584	4.9	2,129	37,735	5.5	2,153	36,703	6.8	1,989
Truck drivers	36,539	4.3	2,098	37,227	4.1	2,110	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Groundskeepers and gardeners, except farm	30,335	5.7	2,018	29,547	6.8	2,014	34,689	4.6	2,039
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	20,969	10.7	1,586	—	—	—	—	—	—
Construction laborers	40,857	9.2	2,105	—	—	—	—	—	—
Stock handlers and baggers	38,799	10.8	2,031	—	—	—	—	—	—
Freight, stock, and material handlers, n.e.c.	25,128	18.3	2,059	25,139	18.5	2,060	—	—	—
Freight, stock, and material handlers, n.e.c.	35,597	6.0	2,080	35,597	6.0	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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Hand packers and packagers	\$22,778	11.7	2,028	\$22,778	11.7	2,028	—	—	—
Laborers, except construction, n.e.c.	32,259	9.3	2,080	29,293	14.2	2,080	—	—	—
Service	27,656	3.8	1,968	22,268	4.3	1,973	\$39,555	5.5	1,956
Protective service	40,348	8.2	2,007	22,379	5.1	2,038	47,801	7.8	1,994
Supervisors, police and detectives	63,859	3.3	2,080	—	—	—	63,859	3.3	2,080
Supervisors, guards	53,990	10.2	2,018	—	—	—	—	—	—
Police and detectives, public service	51,771	2.7	2,099	—	—	—	52,484	2.7	2,100
Correctional institution officers	39,500	5.4	2,080	—	—	—	39,500	5.4	2,080
Guards and police, except public service	23,259	5.8	2,028	22,046	4.2	2,025	—	—	—
Food service	18,948	5.7	1,916	18,707	5.7	1,957	20,610	9.0	1,633
Waiters, waitresses, and bartenders	13,148	21.0	1,911	13,148	21.0	1,911	—	—	—
Bartenders	12,580	37.6	1,851	12,580	37.6	1,851	—	—	—
Waiters and waitresses	9,626	28.4	1,854	9,626	28.4	1,854	—	—	—
Waiters/Waitresses' assistants	18,590	8.8	2,020	18,590	8.8	2,020	—	—	—
Other food service	21,606	2.4	1,918	21,832	2.5	1,983	20,610	9.0	1,633
Supervisors, food preparation and service	35,720	10.5	2,066	35,765	10.8	2,065	—	—	—
Cooks	23,756	3.6	1,986	23,091	4.0	1,979	—	—	—
Kitchen workers, food preparation	25,623	14.6	2,080	—	—	—	—	—	—
Food preparation, n.e.c.	17,613	4.0	1,844	17,438	3.1	1,934	18,276	5.0	1,505
Health service	23,373	7.5	1,983	21,612	6.1	1,987	31,567	6.6	1,965
Health aides, except nursing ..	24,468	9.4	1,974	23,792	6.7	2,080	—	—	—
Nursing aides, orderlies and attendants	22,945	7.4	1,981	20,875	4.7	1,967	32,179	7.6	2,042
Cleaning and building service	25,235	3.5	2,051	23,561	4.9	2,064	29,331	2.5	2,019
Maids and housemen	21,138	2.1	2,050	21,138	2.1	2,050	—	—	—
Janitors and cleaners	25,768	3.3	2,050	23,342	2.7	2,072	29,321	2.5	2,019
Personal service	26,935	4.0	1,837	27,099	4.2	1,843	—	—	—
Supervisors, personal service	40,262	7.3	2,080	40,262	7.3	2,080	—	—	—
Attendants, amusement, and recreation facilities	17,828	6.8	2,080	17,828	6.8	2,080	—	—	—
Service, n.e.c.	23,405	7.9	2,080	—	—	—	—	—	—

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

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

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

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

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

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

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

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$21.56	2.4	\$20.79	3.1	\$25.01	2.2
All excluding sales	21.88	2.4	21.12	3.2	25.06	2.1
White collar	26.09	2.5	25.44	3.2	29.03	2.2
1	10.52	9.9	9.70	10.4	—	—
2	10.77	4.6	10.65	4.7	11.68	18.1
3	12.07	2.9	11.70	3.7	13.72	.9
4	14.78	2.3	14.44	2.4	16.45	4.9
5	18.23	2.8	18.38	3.0	16.94	4.5
6	19.56	2.3	19.52	2.6	20.06	4.4
7	21.91	2.2	22.15	2.7	20.90	1.4
8	27.66	3.1	25.51	3.3	33.87	4.8
9	32.35	2.4	29.03	1.9	38.70	.8
10	33.30	4.2	30.57	4.2	—	—
11	43.47	3.8	44.51	4.6	39.20	5.8
12	50.33	4.7	51.07	5.1	44.11	5.3
13	67.77	9.5	67.77	9.5	—	—
14	69.03	7.3	68.76	7.5	—	—
Not able to be leveled	31.35	8.6	31.59	8.7	26.12	15.4
White collar excluding sales	27.30	2.3	26.83	3.0	29.15	2.2
1	12.46	9.5	12.02	14.7	—	—
2	11.37	5.7	11.30	5.8	11.68	18.1
3	12.91	3.2	12.60	4.4	13.80	.7
4	15.35	2.8	15.06	3.2	16.45	4.9
5	17.31	3.0	17.37	3.3	16.94	4.5
6	19.22	2.2	19.12	2.4	20.06	4.4
7	21.87	2.3	22.13	3.0	20.90	1.4
8	27.69	3.1	25.48	3.4	33.87	4.8
9	32.53	2.5	29.05	2.1	38.70	.8
10	32.70	6.0	29.41	7.0	—	—
11	43.24	3.8	44.26	4.6	39.20	5.8
12	50.33	4.7	51.07	5.1	44.11	5.3
13	67.77	9.5	67.77	9.5	—	—
14	69.03	7.3	68.76	7.5	—	—
Not able to be leveled	31.24	8.5	31.48	8.7	26.12	15.4
Professional specialty and technical	31.69	2.5	30.29	3.3	35.81	3.1
Professional specialty	33.13	3.1	31.58	4.3	36.80	2.1
5	14.60	6.3	14.63	7.1	—	—
6	19.43	7.5	17.93	11.4	—	—
7	23.14	4.1	24.09	5.4	20.75	2.3
8	28.63	4.8	24.83	4.7	35.27	6.1
9	33.38	2.6	28.79	2.4	39.54	.5
10	34.89	3.2	30.00	3.4	—	—
11	38.86	4.2	38.00	4.8	43.58	8.0
12	46.38	7.9	46.27	9.1	47.00	11.2
13	64.85	14.6	64.85	14.6	—	—
14	64.02	6.7	—	—	—	—
Not able to be leveled	32.32	8.4	32.86	8.8	26.37	11.7
Engineers, architects, and surveyors	38.16	2.4	39.22	2.3	—	—
9	28.30	3.4	29.62	1.3	—	—
11	42.53	6.0	43.05	5.9	—	—
Electrical and electronic engineers	38.26	2.0	38.26	2.0	—	—
Mechanical engineers	33.58	4.0	33.58	4.0	—	—
Engineers, n.e.c.	40.50	8.4	40.50	8.4	—	—
Mathematical and computer scientists	34.57	5.4	34.57	5.4	—	—
9	32.58	6.8	32.58	6.8	—	—
11	35.53	3.1	35.53	3.1	—	—
Not able to be leveled	36.90	9.0	36.90	9.0	—	—
Computer systems analysts and scientists	33.81	6.0	33.81	6.0	—	—
9	33.49	7.3	33.49	7.3	—	—
11	35.43	4.0	35.43	4.0	—	—
Not able to be leveled	33.72	12.1	33.72	12.1	—	—
Operations and systems researchers and analysts	39.39	21.3	39.39	21.3	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Natural scientists	\$35.67	12.0	\$36.07	13.0	—	—
Chemists, except biochemists	38.77	16.7	38.77	16.7	—	—
Biological and life scientists	36.69	10.5	36.83	12.5	—	—
Health related	32.57	4.9	32.33	5.0	\$36.03	16.9
7	25.76	6.0	25.72	6.2	—	—
8	29.11	1.8	28.88	1.4	—	—
9	29.74	4.3	28.70	2.2	—	—
11	34.97	.3	35.00	.3	—	—
Not able to be leveled	30.16	23.3	31.02	26.6	—	—
Physicians	50.78	15.1	52.57	14.7	—	—
Registered nurses	29.39	2.2	29.00	1.5	34.58	14.4
7	26.92	2.8	26.94	3.0	—	—
8	29.36	1.9	29.12	1.3	—	—
9	29.25	3.5	28.61	2.5	—	—
Not able to be leveled	28.29	2.4	28.29	2.4	—	—
Pharmacists	34.30	4.8	34.30	4.8	—	—
Respiratory therapists	25.20	3.7	25.20	3.7	—	—
Teachers, college and university	45.50	7.5	45.37	11.7	45.70	6.4
11	47.66	8.2	—	—	45.17	9.6
12	50.30	3.5	—	—	54.98	8.5
Other post-secondary teachers	40.54	5.8	—	—	45.70	4.7
11	42.87	7.3	—	—	42.87	7.3
Teachers, except college and university	35.68	6.2	—	—	39.67	1.7
6	38.61	7.7	—	—	—	—
7	18.54	19.5	—	—	—	—
8	31.33	11.5	—	—	37.89	10.3
9	39.99	2.7	—	—	40.68	2.5
Elementary school teachers	34.75	10.9	—	—	39.75	.8
8	29.63	16.1	—	—	37.20	3.2
9	39.81	4.6	—	—	41.18	4.4
Secondary school teachers	42.21	4.9	—	—	42.41	5.2
9	43.49	2.4	—	—	43.49	2.4
Teachers, special education	35.64	5.8	—	—	36.90	5.7
9	35.73	5.3	—	—	35.73	5.3
Teachers, n.e.c.	37.31	13.2	18.59	23.8	40.25	6.7
8	32.43	2.3	—	—	—	—
Vocational and educational counselors	30.93	28.4	—	—	40.13	25.2
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	29.33	14.5	—	—	—	—
Psychologists	29.49	18.5	—	—	—	—
Social, recreation, and religious workers	19.70	4.3	17.15	4.2	22.89	4.9
7	20.75	2.6	—	—	—	—
9	24.33	8.5	—	—	—	—
Social workers	19.51	6.2	16.90	4.0	23.33	6.2
7	20.10	8.5	—	—	—	—
9	23.81	9.3	—	—	—	—
Lawyers and judges	46.00	26.8	51.60	30.5	—	—
Lawyers	46.00	26.8	51.60	30.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.28	6.2	22.14	7.1	—	—
Not able to be leveled	20.17	4.9	19.95	5.0	—	—
Technical	25.74	4.9	26.24	5.3	19.73	4.4
4	15.74	4.2	15.71	4.3	—	—
5	19.66	9.4	19.91	10.1	—	—
6	20.09	2.3	20.21	2.3	—	—
7	21.30	6.8	21.41	7.9	—	—
8	27.06	9.2	27.17	9.2	—	—
9	31.22	5.7	31.34	6.2	—	—
Clinical laboratory technologists and technicians	16.57	2.6	16.57	2.6	—	—
Radiological technicians	30.40	.6	30.40	.6	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Technical —Continued						
Licensed practical nurses	\$20.91	2.1	\$21.03	2.2	—	—
5	20.76	4.6	—	—	—	—
6	20.34	2.4	20.34	2.4	—	—
Health technologists and technicians, n.e.c.	17.79	5.3	17.91	5.4	—	—
Electrical and electronic technicians	23.76	6.8	23.76	6.8	—	—
Engineering technicians, n.e.c.	23.32	8.8	24.06	10.9	—	—
Chemical technicians	19.94	9.7	19.94	9.7	—	—
Computer programmers	27.97	11.1	—	—	—	—
Technical and related, n.e.c.	17.44	14.8	—	—	—	—
Executive, administrative, and managerial	34.72	6.1	35.26	6.7	\$30.79	7.0
5	17.08	8.5	17.00	8.6	—	—
6	19.39	6.0	19.69	6.2	—	—
7	21.18	4.7	20.71	5.7	—	—
8	25.92	3.3	26.48	3.6	21.73	2.7
9	29.30	4.5	29.14	4.9	30.19	10.8
10	28.81	13.7	28.81	13.7	—	—
11	38.94	3.1	39.55	3.7	37.19	7.1
12	53.13	6.6	54.26	6.7	—	—
13	71.84	8.8	71.84	8.8	—	—
Not able to be leveled	40.47	4.3	40.87	4.2	—	—
Executives, administrators, and managers	41.63	6.7	42.76	7.4	34.41	6.5
7	22.72	5.4	—	—	—	—
8	26.22	11.1	27.11	12.7	—	—
9	28.81	5.8	27.94	6.0	—	—
10	28.53	14.7	28.53	14.7	—	—
11	40.41	5.0	41.56	5.9	37.86	8.9
12	54.20	7.0	55.57	7.1	—	—
13	71.84	8.8	71.84	8.8	—	—
Not able to be leveled	49.68	8.8	51.10	8.1	—	—
Administrators and officials, public administration	30.13	6.7	—	—	30.13	6.7
Financial managers	45.98	10.9	46.07	11.4	—	—
11	46.33	6.1	46.33	6.1	—	—
Managers, marketing, advertising, and public relations	47.29	11.3	47.52	11.5	—	—
Administrators, education and related fields	36.06	12.0	27.94	27.4	38.90	11.7
11	42.68	6.5	—	—	42.65	6.7
Managers, medicine and health	36.16	8.2	36.46	9.4	—	—
Managers, food servicing and lodging establishments	28.96	12.3	—	—	—	—
Managers, service organizations, n.e.c.	26.40	6.8	—	—	—	—
Managers and administrators, n.e.c.	44.74	11.7	44.74	11.7	—	—
11	39.46	9.7	39.46	9.7	—	—
12	57.42	10.7	57.42	10.7	—	—
Not able to be leveled	52.44	13.3	52.44	13.3	—	—
Management related	26.38	6.2	26.53	6.9	25.03	3.1
5	16.84	10.0	16.74	10.2	—	—
6	19.39	6.0	19.69	6.2	—	—
7	20.57	5.4	20.37	6.4	—	—
8	25.75	5.8	26.17	6.2	—	—
9	30.03	9.8	31.10	12.2	—	—
11	36.17	6.6	36.45	8.0	—	—
Not able to be leveled	32.54	9.7	32.54	9.7	—	—
Accountants and auditors	29.36	7.3	30.13	7.5	—	—
7	22.65	3.4	—	—	—	—
Not able to be leveled	31.96	8.3	31.96	8.3	—	—
Other financial officers	31.74	3.2	31.74	3.2	—	—
Management analysts	34.33	13.3	34.80	15.5	—	—
Personnel, training, and labor relations specialists	24.29	12.5	23.67	13.2	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Executive, administrative, and managerial —Continued						
Management related —Continued						
Purchasing agents and buyers, n.e.c.	\$25.44	13.5	\$25.44	13.5	—	—
Management related, n.e.c.	21.50	18.6	21.68	20.2	—	—
Sales						
.....	17.05	7.0	17.10	7.0	—	—
2	9.20	2.7	9.20	2.7	—	—
3	10.62	4.4	10.48	4.5	—	—
4	12.16	3.4	12.16	3.4	—	—
5	21.83	6.2	21.83	6.2	—	—
6	21.03	6.1	21.03	6.1	—	—
7	22.34	5.4	22.34	5.4	—	—
9	28.82	4.4	28.82	4.4	—	—
Supervisors, sales	23.12	3.5	23.12	3.5	—	—
Sales workers, motor vehicles and boats	21.82	1.3	21.82	1.3	—	—
Sales workers, apparel	8.56	.0	8.56	.0	—	—
Sales workers, other commodities	15.32	17.6	15.32	17.6	—	—
2	7.65	3.7	7.65	3.7	—	—
4	15.55	15.2	15.55	15.2	—	—
Cashiers	10.57	3.0	10.47	3.0	—	—
2	9.64	5.1	9.64	5.1	—	—
3	11.21	3.0	11.06	3.3	—	—
Administrative support, including clerical						
1	15.60	1.9	15.64	2.3	\$15.40	1.0
2	12.46	9.5	12.02	14.7	—	—
3	11.44	5.7	11.39	5.8	11.68	18.1
4	12.93	3.2	12.60	4.4	13.89	1.2
5	15.63	2.5	15.39	2.9	16.45	5.0
6	17.31	2.2	17.36	2.6	17.06	3.3
7	18.48	2.1	18.71	2.2	—	—
Not able to be leveled	22.17	5.1	23.36	5.7	18.70	3.9
Supervisors, financial records processing	16.87	9.3	16.87	9.3	—	—
Computer operators	24.30	11.1	24.30	11.1	—	—
Secretaries	16.15	2.9	16.26	3.1	—	—
3	17.94	3.6	17.70	3.7	18.71	8.9
4	15.28	7.5	—	—	—	—
5	16.02	9.3	14.04	2.5	19.86	13.8
6	18.53	2.4	18.87	2.3	16.40	3.7
7	19.93	7.4	19.93	7.4	—	—
Typists	20.63	7.7	21.99	11.3	—	—
Hotel clerks	16.65	12.1	—	—	14.43	1.9
3	10.84	6.6	10.84	6.6	—	—
Receptionists	10.11	3.8	10.11	3.8	—	—
2	12.08	9.6	12.06	10.0	—	—
3	9.90	4.3	—	—	—	—
Order clerks	13.17	11.3	13.19	11.4	—	—
4	20.79	8.2	20.79	8.2	—	—
Library clerks	19.88	11.0	19.88	11.0	—	—
Records clerks, n.e.c.	14.03	11.0	—	—	14.17	11.6
Bookkeepers, accounting and auditing clerks	15.47	7.9	15.71	9.7	—	—
3	14.54	4.0	14.42	4.2	—	—
4	11.97	5.9	11.97	5.9	—	—
Telephone operators	14.81	3.6	14.64	3.8	—	—
2	14.45	14.6	14.42	17.9	—	—
Mail clerks, except postal service	13.90	17.8	13.90	17.8	—	—
Traffic, shipping and receiving clerks	11.85	4.2	11.47	3.9	—	—
Stock and inventory clerks	14.37	5.8	14.37	5.8	—	—
Investigators and adjusters, except insurance	13.79	6.9	13.85	7.2	—	—
4	15.67	3.5	15.67	3.5	—	—
General office clerks	14.56	3.3	14.56	3.3	—	—
2	14.64	5.1	13.89	7.4	16.13	6.4
	11.56	6.3	10.72	3.9	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
General office clerks —Continued						
3	\$12.16	9.0	\$10.87	6.4	—	—
4	15.93	7.2	16.44	10.4	\$15.19	7.7
Data entry keyers	13.98	8.7	13.98	8.7	—	—
Statistical clerks	17.37	15.2	17.37	15.2	—	—
Teachers' aides	12.00	6.8	—	—	12.00	7.1
4	14.84	5.2	—	—	—	—
Administrative support, n.e.c.	14.47	6.8	13.67	8.4	15.85	6.4
4	15.13	5.5	—	—	15.50	6.2
Blue collar						
1	17.77	2.6	17.66	2.9	18.80	1.5
1	9.92	7.4	9.72	7.6	—	—
2	12.76	4.8	12.72	4.8	—	—
3	15.02	5.2	15.02	5.5	—	—
4	16.28	5.6	16.16	6.5	16.92	6.2
5	20.23	6.2	20.38	7.0	19.21	1.2
6	19.71	4.4	19.60	4.7	—	—
7	23.21	1.9	23.75	2.5	20.73	1.0
Not able to be leveled	20.50	10.1	20.50	10.1	—	—
Precision production, craft, and repair						
4	21.92	3.3	22.09	3.8	20.74	1.1
4	13.35	5.7	13.35	5.7	—	—
5	22.29	13.0	22.52	13.1	—	—
6	21.05	4.8	20.91	6.2	—	—
7	23.44	2.1	24.06	2.9	20.73	1.1
Not able to be leveled	23.84	8.9	23.84	8.9	—	—
Automobile mechanics	20.39	5.4	—	—	—	—
Industrial machinery repairers	21.68	5.8	21.68	5.8	—	—
Electronic repairers, communications and industrial equipment	21.53	11.8	21.53	11.8	—	—
7	25.46	6.9	25.46	6.9	—	—
Mechanics and repairers, n.e.c.	18.96	3.6	18.91	4.6	—	—
6	19.39	1.7	—	—	—	—
7	22.42	4.5	22.42	4.5	—	—
Electricians	20.93	6.1	21.18	7.2	—	—
7	21.24	8.8	—	—	—	—
Plumbers, pipefitters and steamfitters	28.54	10.2	30.27	8.1	—	—
Supervisors, production	24.99	10.5	24.99	10.5	—	—
7	27.05	8.6	27.05	8.6	—	—
Machinists	20.07	3.8	—	—	—	—
7	20.07	3.8	—	—	—	—
Electrical and electronic equipment assemblers ..	13.63	22.4	13.63	22.4	—	—
Machine operators, assemblers, and inspectors						
2	15.72	5.9	15.71	5.9	—	—
2	12.03	5.5	12.03	5.5	—	—
3	13.84	8.6	13.84	8.6	—	—
4	16.57	11.2	16.57	11.2	—	—
5	17.29	4.3	17.29	4.3	—	—
6	20.62	4.2	20.62	4.2	—	—
7	21.32	2.4	21.34	2.5	—	—
Textile sewing machine operators	9.20	6.3	9.20	6.3	—	—
Mixing and blending machine operators	20.01	13.9	20.01	13.9	—	—
Miscellaneous machine operators, n.e.c.	16.47	5.2	16.47	5.2	—	—
4	15.72	3.3	15.72	3.3	—	—
Assemblers	18.95	2.4	18.95	2.4	—	—
Transportation and material moving						
4	16.92	5.3	16.80	6.1	17.71	3.6
4	16.51	12.4	16.29	13.4	—	—
5	19.93	8.3	19.91	11.9	—	—
6	18.02	3.9	18.02	3.9	—	—
Truck drivers	17.42	4.4	17.64	4.3	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
4	\$17.27	5.2	—	—	—	—
5	18.63	3.8	—	—	—	—
Bus drivers	—	—	—	—	\$18.00	2.8
Handlers, equipment cleaners, helpers, and laborers						
1	14.28	5.7	\$13.86	6.6	17.01	4.1
2	10.08	8.1	9.84	8.4	—	—
3	13.97	7.8	13.79	8.1	—	—
4	15.83	7.5	15.63	7.9	—	—
5	17.29	9.0	18.07	15.0	16.56	7.1
Groundskeepers and gardeners, except farm	19.17	3.3	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	13.19	11.0	11.87	10.7	—	—
Construction laborers	19.41	9.6	—	—	—	—
Stock handlers and baggers	19.10	10.8	—	—	—	—
2	11.07	16.3	11.07	16.4	—	—
Freight, stock, and material handlers, n.e.c.	13.11	11.9	—	—	—	—
2	16.00	6.4	16.00	6.4	—	—
Hand packers and packagers	15.67	8.9	15.67	8.9	—	—
1	10.68	8.8	10.68	8.8	—	—
Laborers, except construction, n.e.c.	10.38	11.6	10.38	11.6	—	—
	14.39	12.1	12.85	16.7	—	—
Service						
1	12.98	2.8	10.56	3.0	19.82	3.6
2	8.65	4.8	8.34	3.9	12.00	7.8
3	9.29	3.4	8.96	2.7	12.85	3.6
4	10.52	2.3	9.79	2.4	13.52	1.5
5	14.54	5.5	14.18	6.8	15.84	5.4
6	15.12	3.0	13.46	3.3	17.60	4.1
7	21.11	2.6	14.92	8.7	23.15	4.2
8	24.41	2.2	—	—	24.83	3.2
9	24.73	3.9	24.04	6.9	24.96	4.6
Not able to be leveled	28.90	1.1	—	—	28.90	1.1
Protective service	11.09	8.4	11.09	8.4	—	—
1	19.49	6.7	10.84	5.6	23.81	4.5
2	10.63	14.1	—	—	—	—
3	9.58	5.8	9.56	5.8	—	—
4	10.28	4.0	10.28	4.0	—	—
5	15.67	5.7	11.30	3.2	—	—
6	17.45	4.0	—	—	—	—
7	23.03	4.1	—	—	23.09	4.3
8	25.24	3.3	—	—	25.52	3.5
9	25.08	4.7	—	—	25.08	4.7
Supervisors, police and detectives	29.11	1.1	—	—	29.11	1.1
Supervisors, guards	30.70	3.3	—	—	30.70	3.3
Police and detectives, public service	26.76	8.3	—	—	—	—
6	24.66	2.5	—	—	24.99	2.6
Correctional institution officers	23.51	.0	—	—	23.51	.0
Guards and police, except public service	18.99	5.4	—	—	18.99	5.4
2	11.14	4.4	10.69	2.5	—	—
3	10.44	4.0	10.39	4.1	—	—
4	10.30	4.5	10.30	4.5	—	—
Food service	11.17	3.9	11.17	3.9	—	—
1	9.00	3.2	8.68	2.7	12.28	3.1
2	7.80	4.6	7.73	4.5	—	—
3	7.73	3.4	7.59	3.4	—	—
4	8.45	1.7	7.98	2.9	11.54	3.6
Not able to be leveled	11.71	8.5	11.13	12.1	—	—
Waiters, waitresses, and bartenders	10.83	20.5	10.83	20.5	—	—
	6.66	9.3	6.66	9.3	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Waiters, waitresses, and bartenders—Continued						
1	\$7.45	10.3	\$7.45	10.3	—	—
2	6.37	11.7	6.37	11.7	—	—
3	5.65	16.3	5.65	16.3	—	—
4	6.22	34.6	6.22	34.6	—	—
Bartenders	6.69	22.5	6.69	22.5	—	—
4	6.03	35.9	6.03	35.9	—	—
Waiters and waitresses	5.68	14.6	5.68	14.6	—	—
1	6.19	5.5	6.19	5.5	—	—
2	5.49	10.8	5.49	10.8	—	—
3	4.98	41.1	4.98	41.1	—	—
Waiters'/Waitresses' assistants	8.26	9.9	8.26	9.9	—	—
1	8.64	10.7	8.64	10.7	—	—
Other food service	10.27	1.4	9.95	1.4	\$12.28	3.1
1	8.03	2.3	7.91	2.0	—	—
2	8.85	2.7	8.69	3.0	—	—
3	9.91	2.8	9.50	2.2	11.54	3.6
4	13.34	6.9	13.30	10.1	—	—
Supervisors, food preparation and service	16.85	8.0	16.87	8.2	—	—
Cooks	11.64	3.8	11.38	3.7	—	—
4	12.61	9.2	12.33	9.8	—	—
Food counter, fountain, and related	8.98	2.5	8.74	3.4	—	—
3	9.48	3.9	—	—	—	—
Kitchen workers, food preparation	11.22	7.0	10.74	8.6	—	—
Food preparation, n.e.c.	8.76	3.3	8.20	1.9	12.04	6.0
1	7.91	3.6	7.77	3.6	—	—
2	8.48	2.7	—	—	—	—
3	10.13	5.5	—	—	12.19	9.0
Health service	11.66	5.3	10.87	3.5	15.90	7.6
2	9.87	1.8	9.87	1.8	—	—
3	10.80	4.5	10.40	3.5	12.52	2.2
4	12.03	6.7	11.74	6.6	—	—
5	13.91	6.5	13.23	6.1	—	—
Health aides, except nursing	12.08	8.3	11.31	4.5	—	—
4	11.21	5.3	11.20	6.0	—	—
5	13.32	5.7	13.32	5.7	—	—
Nursing aides, orderlies and attendants	11.49	5.1	10.65	2.3	15.65	8.5
2	9.93	2.2	9.93	2.2	—	—
3	10.82	4.7	10.40	3.6	12.56	2.3
4	11.94	6.5	11.49	5.5	—	—
Cleaning and building service	11.76	4.3	10.90	4.6	14.36	2.1
1	9.52	7.4	9.10	6.6	—	—
2	11.66	7.2	10.67	3.8	—	—
3	13.38	2.2	12.34	3.9	14.74	2.4
5	13.89	9.2	—	—	—	—
Maids and housemen	10.30	2.7	10.30	2.7	—	—
1	9.76	4.3	9.76	4.3	—	—
2	10.26	3.4	10.26	3.4	—	—
Janitors and cleaners	11.83	5.7	10.56	5.0	14.35	2.1
1	9.42	10.2	8.81	9.0	—	—
2	12.37	7.8	11.02	6.2	—	—
3	13.87	2.0	12.98	3.6	14.74	2.4
Personal service	13.38	5.1	13.39	5.4	13.23	9.2
1	7.96	4.2	7.96	4.2	—	—
2	7.96	6.7	7.61	6.3	—	—
3	8.70	8.0	8.70	8.0	—	—
4	20.61	8.4	—	—	—	—
5	13.02	6.6	—	—	—	—
6	13.55	7.2	13.55	7.2	—	—
Supervisors, personal service	19.36	7.3	19.36	7.3	—	—
Attendants, amusement, and recreation facilities	8.13	6.2	8.13	6.2	—	—
2	7.18	8.1	7.18	8.1	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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—Continued						
Attendants, amusement, and recreation facilities—Continued						
3	\$7.83	1.1	\$7.83	1.1	—	—
4	7.89	7.3	7.89	7.3	—	—
Welfare service aides	11.92	12.6	—	—	—	—
Service, n.e.c.	10.12	6.1	9.87	6.6	—	—

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 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$22.59	2.4	\$21.88	3.1	\$25.59	2.8
All excluding sales	22.80	2.5	22.07	3.2	25.65	2.7
White collar	26.97	2.4	26.31	3.1	29.82	2.8
1	12.50	9.6	11.88	13.8	—	—
2	11.75	5.9	11.58	6.3	—	—
3	12.76	3.4	12.41	4.4	13.94	2.1
4	14.87	2.3	14.50	2.5	16.59	4.8
5	18.51	2.9	18.60	3.1	17.54	3.6
6	19.54	2.3	19.44	2.6	20.62	2.1
7	21.89	2.4	22.14	3.0	20.88	1.4
8	27.53	3.1	25.25	3.3	33.86	4.9
9	32.45	2.5	28.92	2.0	38.70	.8
10	33.25	4.2	30.50	4.2	—	—
11	43.62	3.8	44.70	4.7	39.20	5.8
12	50.38	4.7	51.13	5.1	44.11	5.3
13	67.77	9.5	67.77	9.5	—	—
14	69.03	7.3	68.76	7.5	—	—
Not able to be leveled	31.86	7.8	32.01	8.0	28.14	13.1
White collar excluding sales	27.83	2.3	27.27	3.0	29.96	2.8
1	12.72	10.6	—	—	—	—
2	11.75	6.6	11.55	7.1	—	—
3	13.36	3.8	13.06	5.4	14.06	2.3
4	15.41	2.9	15.10	3.3	16.59	4.8
5	17.56	3.3	17.56	3.7	17.54	3.6
6	19.17	2.1	19.00	2.4	20.62	2.1
7	21.85	2.5	22.12	3.3	20.88	1.4
8	27.56	3.2	25.21	3.4	33.86	4.9
9	32.65	2.6	28.93	2.2	38.70	.8
10	32.65	6.0	29.32	7.0	—	—
11	43.39	3.8	44.46	4.7	39.20	5.8
12	50.38	4.7	51.13	5.1	44.11	5.3
13	67.77	9.5	67.77	9.5	—	—
14	69.03	7.3	68.76	7.5	—	—
Not able to be leveled	31.75	7.8	31.90	7.9	28.14	13.1
Professional specialty and technical	31.97	2.6	30.49	3.4	36.16	3.2
Professional specialty	33.43	3.2	31.82	4.5	37.05	2.6
5	15.27	8.4	15.21	8.4	—	—
6	19.20	8.2	17.34	13.0	—	—
7	23.15	4.3	24.20	5.7	20.71	2.3
8	28.44	5.0	24.19	4.4	35.28	6.2
9	33.59	2.7	28.57	2.7	39.54	.5
10	34.83	3.2	29.83	3.2	—	—
11	38.97	4.2	38.12	4.8	43.58	8.0
12	46.47	7.9	46.38	9.2	47.00	11.2
13	64.85	14.6	64.85	14.6	—	—
14	64.02	6.7	—	—	—	—
Not able to be leveled	32.58	8.7	33.03	9.0	—	—
Engineers, architects, and surveyors	38.16	2.4	39.22	2.3	—	—
9	28.30	3.4	29.62	1.3	—	—
11	42.53	6.0	43.05	5.9	—	—
Electrical and electronic engineers	38.26	2.0	38.26	2.0	—	—
Mechanical engineers	33.58	4.0	33.58	4.0	—	—
Engineers, n.e.c.	40.50	8.4	40.50	8.4	—	—
Mathematical and computer scientists	34.91	5.3	34.91	5.3	—	—
9	32.58	6.8	32.58	6.8	—	—
11	35.53	3.1	35.53	3.1	—	—
Not able to be leveled	36.90	9.0	36.90	9.0	—	—
Computer systems analysts and scientists	34.19	5.9	34.19	5.9	—	—
9	33.49	7.3	33.49	7.3	—	—
11	35.43	4.0	35.43	4.0	—	—
Not able to be leveled	33.72	12.1	33.72	12.1	—	—
Operations and systems researchers and analysts	39.39	21.3	39.39	21.3	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Natural scientists	\$35.67	12.0	\$36.07	13.0	—	—
Chemists, except biochemists	38.77	16.7	38.77	16.7	—	—
Biological and life scientists	36.69	10.5	36.83	12.5	—	—
Health related	32.95	5.6	32.68	5.8	\$36.15	16.9
7	25.72	6.3	25.65	6.6	—	—
8	28.62	2.0	28.29	.7	—	—
9	29.56	5.4	28.20	2.2	—	—
11	34.97	.3	35.00	.3	—	—
Not able to be leveled	30.50	26.3	31.63	29.9	—	—
Physicians	50.78	15.1	52.57	14.7	—	—
Registered nurses	29.27	2.7	28.76	1.8	34.73	14.3
7	26.95	3.0	—	—	—	—
8	28.92	2.5	28.56	1.4	—	—
9	29.15	3.9	28.30	2.0	—	—
Pharmacists	33.61	5.0	33.61	5.0	—	—
Teachers, college and university	46.20	9.1	46.38	14.6	45.93	6.4
11	47.66	8.2	—	—	45.17	9.6
12	51.15	5.4	—	—	54.98	8.5
Other post-secondary teachers	41.49	8.7	—	—	45.97	4.8
11	42.87	7.3	—	—	42.87	7.3
Teachers, except college and university	36.08	5.9	21.78	4.3	39.94	2.2
6	39.38	8.9	—	—	—	—
7	18.43	19.9	—	—	—	—
8	31.31	11.6	—	—	37.94	10.4
9	39.99	2.7	—	—	40.68	2.5
Elementary school teachers	34.74	11.0	—	—	39.80	.7
8	29.54	16.2	—	—	37.26	3.2
9	39.81	4.6	—	—	41.18	4.4
Secondary school teachers	42.31	5.1	—	—	42.47	5.3
9	43.49	2.4	—	—	43.49	2.4
Teachers, special education	35.64	5.8	—	—	36.90	5.7
9	35.73	5.3	—	—	35.73	5.3
Teachers, n.e.c.	37.52	13.1	—	—	40.29	6.7
Vocational and educational counselors	31.13	28.9	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	29.33	14.6	—	—	—	—
Psychologists	29.48	18.7	—	—	—	—
Social, recreation, and religious workers	19.73	4.3	17.05	3.7	22.89	4.9
7	21.11	2.2	—	—	—	—
9	24.33	8.5	—	—	—	—
Social workers	19.53	6.2	16.88	3.6	23.33	6.2
9	23.81	9.3	—	—	—	—
Lawyers and judges	47.24	25.8	—	—	—	—
Lawyers	47.24	25.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.24	6.4	22.14	7.1	—	—
Not able to be leveled	19.95	5.0	19.95	5.0	—	—
Technical	25.99	5.1	26.42	5.5	20.50	5.6
4	15.87	4.1	15.71	4.3	—	—
5	19.70	9.5	19.91	10.1	—	—
6	19.92	2.2	20.04	2.1	—	—
7	21.27	7.2	21.38	8.3	—	—
8	27.21	9.4	27.33	9.4	—	—
9	31.22	5.7	31.34	6.2	—	—
Clinical laboratory technologists and technicians	16.30	3.2	16.30	3.2	—	—
Radiological technicians	31.00	.0	31.00	.0	—	—
Licensed practical nurses	20.95	2.3	21.03	2.5	—	—
5	20.96	4.2	—	—	—	—
Health technologists and technicians, n.e.c.	17.81	5.7	17.81	5.7	—	—
Electrical and electronic technicians	23.76	6.8	23.76	6.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
Technical —Continued						
Engineering technicians, n.e.c.	\$23.32	8.8	\$24.06	10.9	—	—
Chemical technicians	19.94	9.7	19.94	9.7	—	—
Computer programmers	27.97	11.1	—	—	—	—
Technical and related, n.e.c.	19.48	11.1	—	—	—	—
Executive, administrative, and managerial						
5	17.59	7.5	17.51	7.6	—	—
6	19.39	6.0	19.69	6.2	—	—
7	21.18	4.7	20.71	5.7	—	—
8	25.99	3.4	26.56	3.6	21.73	2.7
9	29.30	4.5	29.14	4.9	30.19	10.8
10	28.81	13.7	28.81	13.7	—	—
11	39.07	3.3	39.73	4.1	37.19	7.1
12	53.13	6.6	54.26	6.7	—	—
13	71.84	8.8	71.84	8.8	—	—
Not able to be leveled	40.96	4.6	41.06	4.6	—	—
Executives, administrators, and managers	41.77	6.7	42.83	7.4	34.92	6.6
7	22.72	5.4	—	—	—	—
8	26.43	11.4	27.40	13.1	—	—
9	28.81	5.8	27.94	6.0	—	—
10	28.53	14.7	28.53	14.7	—	—
11	40.41	5.0	41.56	5.9	37.86	8.9
12	54.20	7.0	55.57	7.1	—	—
13	71.84	8.8	71.84	8.8	—	—
Not able to be leveled	50.51	8.3	51.10	8.1	—	—
Administrators and officials, public administration	30.13	6.7	—	—	30.13	6.7
Financial managers	45.98	10.9	46.07	11.4	—	—
11	46.33	6.1	46.33	6.1	—	—
Managers, marketing, advertising, and public relations	47.29	11.3	47.52	11.5	—	—
Administrators, education and related fields	36.06	12.0	27.94	27.4	38.90	11.7
11	42.68	6.5	—	—	42.65	6.7
Managers, medicine and health	37.20	7.6	37.63	8.7	—	—
Managers, food servicing and lodging establishments	28.96	12.3	—	—	—	—
Managers, service organizations, n.e.c.	26.40	6.8	—	—	—	—
Managers and administrators, n.e.c.	44.74	11.7	44.74	11.7	—	—
11	39.46	9.7	39.46	9.7	—	—
12	57.42	10.7	57.42	10.7	—	—
Not able to be leveled	52.44	13.3	52.44	13.3	—	—
Management related	26.25	5.6	26.40	6.3	25.03	3.1
5	17.37	8.8	17.28	9.0	—	—
6	19.39	6.0	19.69	6.2	—	—
7	20.57	5.4	20.37	6.4	—	—
8	25.75	5.8	26.17	6.2	—	—
9	30.03	9.8	31.10	12.2	—	—
11	36.47	6.9	36.82	8.6	—	—
Not able to be leveled	31.79	11.8	31.79	11.8	—	—
Accountants and auditors	28.68	6.7	29.40	7.1	—	—
7	22.65	3.4	—	—	—	—
Not able to be leveled	30.51	7.7	30.51	7.7	—	—
Other financial officers	31.74	3.2	31.74	3.2	—	—
Management analysts	34.33	13.3	34.80	15.5	—	—
Personnel, training, and labor relations specialists	24.29	12.5	23.67	13.2	—	—
Purchasing agents and buyers, n.e.c.	25.44	13.5	25.44	13.5	—	—
Management related, n.e.c.	21.44	18.9	21.62	20.5	—	—
Sales						
3	11.50	6.3	11.37	6.7	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
4	\$12.25	4.0	\$12.25	4.0	—	—
5	22.13	6.5	22.13	6.5	—	—
6	21.03	6.1	21.03	6.1	—	—
7	22.34	5.4	22.34	5.4	—	—
9	28.82	4.4	28.82	4.4	—	—
Supervisors, sales	23.13	3.5	23.13	3.5	—	—
Sales, other business services	19.49	29.9	19.49	29.9	—	—
Sales workers, motor vehicles and boats	21.82	1.3	21.82	1.3	—	—
Sales workers, other commodities	19.25	14.4	19.25	14.4	—	—
Cashiers	11.81	4.0	11.72	4.2	—	—
3	11.89	5.7	11.77	6.2	—	—
Administrative support, including clerical	15.99	2.0	16.00	2.5	\$15.98	1.4
1	12.72	10.6	—	—	—	—
2	11.87	6.6	11.66	7.1	—	—
3	13.36	3.8	13.06	5.4	14.06	2.3
4	15.72	2.7	15.46	3.1	16.56	4.8
5	17.41	2.3	17.39	2.7	17.46	3.7
6	18.64	2.1	18.76	2.2	—	—
7	22.17	5.1	23.36	5.7	18.70	3.9
Not able to be leveled	17.15	10.1	17.15	10.1	—	—
Supervisors, financial records processing	24.30	11.1	24.30	11.1	—	—
Computer operators	16.26	3.1	16.26	3.1	—	—
Secretaries	17.94	3.8	17.68	3.9	18.75	8.9
3	15.28	7.5	—	—	—	—
4	16.12	9.7	14.06	2.7	19.95	13.8
5	18.60	2.6	18.96	2.4	16.40	3.7
6	20.07	7.5	20.07	7.5	—	—
7	20.63	7.7	21.99	11.3	—	—
Typists	16.65	12.1	—	—	14.43	1.9
Hotel clerks	10.84	6.6	10.84	6.6	—	—
3	10.11	3.8	10.11	3.8	—	—
Receptionists	12.22	11.2	12.20	11.7	—	—
3	13.53	12.8	13.55	12.9	—	—
Order clerks	21.15	8.0	21.15	8.0	—	—
4	19.88	11.0	19.88	11.0	—	—
Library clerks	15.49	6.1	—	—	—	—
Records clerks, n.e.c.	15.47	7.9	15.71	9.7	—	—
Bookkeepers, accounting and auditing clerks	14.54	4.0	14.42	4.2	—	—
3	11.97	5.9	11.97	5.9	—	—
4	14.81	3.6	14.64	3.8	—	—
Telephone operators	16.49	13.8	—	—	—	—
Mail clerks, except postal service	12.16	6.7	11.52	6.0	—	—
Traffic, shipping and receiving clerks	14.37	5.8	14.37	5.8	—	—
Stock and inventory clerks	13.97	6.4	14.04	6.6	—	—
Investigators and adjusters, except insurance	15.75	4.2	15.75	4.2	—	—
General office clerks	15.35	5.5	14.83	8.4	16.15	6.5
2	12.21	7.9	11.28	3.4	—	—
4	16.24	7.7	17.07	11.5	15.22	7.8
Statistical clerks	17.37	15.2	17.37	15.2	—	—
Teachers' aides	12.87	4.4	—	—	12.89	4.7
Administrative support, n.e.c.	15.21	6.9	14.63	10.7	15.87	6.3
4	15.28	5.4	—	—	—	—
Blue collar	18.24	2.7	18.15	3.0	19.02	2.2
1	10.56	7.9	10.31	8.2	—	—
2	12.97	5.9	12.94	6.0	—	—
3	15.44	6.4	15.35	6.8	—	—
4	16.29	5.6	16.18	6.5	16.92	6.2
5	20.24	6.2	20.38	7.0	19.23	1.1
6	19.67	4.4	19.56	4.7	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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						
7	\$23.18	1.9	\$23.72	2.5	\$20.73	1.0
Not able to be leveled	21.04	10.3	21.04	10.3	—	—
Precision production, craft, and repair	21.90	3.3	22.07	3.8	20.75	1.1
4	13.35	5.7	13.35	5.7	—	—
5	22.30	13.0	22.52	13.1	—	—
6	21.05	4.8	20.91	6.2	—	—
7	23.41	2.1	24.03	2.9	20.73	1.1
Not able to be leveled	23.84	8.9	23.84	8.9	—	—
Automobile mechanics	20.39	5.4	—	—	—	—
Industrial machinery repairers	21.68	5.8	21.68	5.8	—	—
Electronic repairers, communications and industrial equipment	20.67	11.2	20.67	11.2	—	—
Mechanics and repairers, n.e.c.	18.96	3.6	18.91	4.6	—	—
6	19.39	1.7	—	—	—	—
7	22.42	4.5	22.42	4.5	—	—
Electricians	20.93	6.1	21.18	7.2	—	—
7	21.24	8.8	—	—	—	—
Plumbers, pipefitters and steamfitters	28.54	10.2	30.27	8.1	—	—
Supervisors, production	24.99	10.5	24.99	10.5	—	—
7	27.05	8.6	27.05	8.6	—	—
Machinists	20.07	3.8	—	—	—	—
7	20.07	3.8	—	—	—	—
Electrical and electronic equipment assemblers ..	13.63	22.4	13.63	22.4	—	—
Machine operators, assemblers, and inspectors	15.76	5.7	15.76	5.7	—	—
2	12.03	5.5	12.03	5.5	—	—
3	14.01	9.3	14.01	9.3	—	—
4	16.57	11.2	16.57	11.2	—	—
5	17.29	4.3	17.29	4.3	—	—
6	20.62	4.2	20.62	4.2	—	—
7	21.32	2.4	21.34	2.5	—	—
Textile sewing machine operators	9.17	6.5	9.17	6.5	—	—
Mixing and blending machine operators	20.01	13.9	20.01	13.9	—	—
Miscellaneous machine operators, n.e.c.	16.47	5.2	16.47	5.2	—	—
4	15.72	3.3	15.72	3.3	—	—
Assemblers	18.95	2.4	18.95	2.4	—	—
Transportation and material moving	17.65	5.0	17.52	5.7	18.45	6.6
3	16.50	20.2	16.67	21.7	—	—
4	16.51	12.4	16.29	13.4	—	—
5	19.93	8.3	19.91	11.9	—	—
6	17.85	3.7	17.85	3.7	—	—
Truck drivers	17.42	4.4	17.64	4.3	—	—
4	17.27	5.2	—	—	—	—
5	18.63	3.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	15.03	5.6	14.67	6.6	17.01	4.1
1	10.81	8.2	10.54	8.7	—	—
2	14.55	8.8	14.37	9.2	—	—
3	16.35	8.6	16.13	9.0	—	—
4	17.35	9.0	18.21	15.0	16.56	7.1
5	19.17	3.3	—	—	—	—
Groundskeepers and gardeners, except farm	13.22	11.3	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	19.41	9.6	—	—	—	—
Construction laborers	19.10	10.8	—	—	—	—
Stock handlers and baggers	12.21	18.6	12.20	18.7	—	—
Freight, stock, and material handlers, n.e.c.	17.11	6.0	17.11	6.0	—	—
Hand packers and packagers	11.23	9.5	11.23	9.5	—	—
1	10.77	12.0	10.77	12.0	—	—
Laborers, except construction, n.e.c.	15.51	9.3	14.08	14.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$14.05	3.3	\$11.28	3.7	\$20.22	4.1
1	9.30	6.7	8.88	6.2	12.38	2.9
2	9.54	3.9	9.11	2.4	13.65	6.7
3	10.92	2.7	10.13	2.7	13.88	1.9
4	15.22	5.2	15.02	6.6	15.84	5.4
5	15.40	2.7	13.79	2.9	17.60	4.1
6	22.30	4.9	17.98	14.5	23.15	4.2
7	24.41	2.2	—	—	24.83	3.2
8	24.73	3.9	24.04	6.9	24.96	4.6
9	28.90	1.1	—	—	28.90	1.1
Not able to be leveled	11.55	12.5	11.55	12.5	—	—
Protective service	20.10	7.9	10.98	7.3	23.97	5.2
3	10.44	4.0	10.44	4.0	—	—
4	15.67	5.7	11.30	3.2	—	—
5	17.45	4.0	—	—	—	—
6	23.06	4.2	—	—	23.09	4.3
7	25.24	3.3	—	—	25.52	3.5
8	25.08	4.7	—	—	25.08	4.7
9	29.11	1.1	—	—	29.11	1.1
Supervisors, police and detectives	30.70	3.3	—	—	30.70	3.3
Supervisors, guards	26.76	8.3	—	—	—	—
Police and detectives, public service	24.66	2.5	—	—	24.99	2.6
6	23.51	.0	—	—	23.51	.0
Correctional institution officers	18.99	5.4	—	—	18.99	5.4
Guards and police, except public service	11.47	5.6	10.89	3.5	—	—
3	10.44	4.0	10.44	4.0	—	—
4	11.17	3.9	11.17	3.9	—	—
Food service	9.89	4.9	9.56	4.6	12.62	4.0
1	8.17	10.1	8.05	10.2	—	—
2	8.08	5.0	7.90	5.0	—	—
3	9.25	3.6	8.88	3.6	—	—
4	12.46	6.1	12.07	9.0	—	—
Waiters, waitresses, and bartenders	6.88	15.7	6.88	15.7	—	—
1	6.91	17.7	6.91	17.7	—	—
2	7.26	10.2	7.26	10.2	—	—
3	5.53	38.6	5.53	38.6	—	—
Bartenders	6.80	32.4	6.80	32.4	—	—
Waiters and waitresses	5.19	22.7	5.19	22.7	—	—
2	6.35	13.3	6.35	13.3	—	—
Waiters/Waitresses' assistants	9.20	7.9	9.20	7.9	—	—
1	8.46	8.8	8.46	8.8	—	—
Other food service	11.26	2.2	11.01	2.3	12.62	4.0
1	8.86	7.6	8.73	7.7	—	—
2	8.87	2.6	8.62	2.1	—	—
3	10.67	2.3	10.39	3.0	—	—
4	13.52	6.1	13.58	9.2	—	—
Supervisors, food preparation and service	17.29	10.1	17.32	10.4	—	—
Cooks	11.96	3.5	11.67	3.5	—	—
4	12.84	8.7	12.55	9.5	—	—
Kitchen workers, food preparation	12.32	14.6	—	—	—	—
Food preparation, n.e.c.	9.55	5.1	9.02	4.0	12.15	4.7
1	8.81	9.0	8.66	9.4	—	—
3	11.13	5.2	—	—	—	—
Health service	11.79	6.3	10.88	4.4	16.06	7.7
2	9.68	1.9	9.68	1.9	—	—
3	10.74	4.5	10.32	3.3	12.54	2.5
4	12.30	7.1	11.97	7.3	—	—
5	14.35	4.7	—	—	—	—
Health aides, except nursing	12.39	11.0	11.44	6.7	—	—
4	11.16	5.9	—	—	—	—
Nursing aides, orderlies and attendants	11.58	6.2	10.61	3.1	15.76	8.6
3	10.73	4.6	10.30	3.3	12.54	2.5
4	12.29	6.6	11.73	5.5	—	—
Cleaning and building service	12.30	3.5	11.42	4.9	14.52	2.6

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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—Continued						
1	\$10.23	5.1	\$9.78	4.7	—	—
2	11.75	8.3	10.59	3.6	—	—
3	13.33	2.6	12.10	4.9	\$14.82	2.3
Maids and housemen						
1	10.31	2.8	10.31	2.8	—	—
1	9.76	4.3	9.76	4.3	—	—
Janitors and cleaners						
1	12.57	3.3	11.27	2.8	14.52	2.6
1	10.51	8.0	9.80	7.9	—	—
2	12.49	9.4	10.84	5.9	—	—
3	13.86	1.7	12.75	3.7	14.82	2.3
Personal service						
1	14.66	5.5	14.71	5.8	—	—
2	8.57	8.5	7.99	10.2	—	—
3	8.48	8.9	8.48	8.9	—	—
5	13.27	6.9	—	—	—	—
6	17.10	20.0	17.10	20.0	—	—
Supervisors, personal service						
	19.36	7.3	19.36	7.3	—	—
Attendants, amusement, and recreation facilities						
2	8.57	6.8	8.57	6.8	—	—
2	7.71	9.2	7.71	9.2	—	—
3	7.82	.3	7.82	.3	—	—
Service, n.e.c.						
	11.25	7.9	—	—	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$12.20	3.2	\$12.19	3.4	\$12.29	8.7
All excluding sales	12.83	3.4	12.88	3.7	12.29	8.7
White collar	15.63	4.2	15.94	4.5	13.18	10.1
1	7.61	8.3	—	—	—	—
2	9.05	3.0	8.77	2.3	10.22	16.0
3	9.81	4.4	9.80	4.6	—	—
4	13.56	4.2	13.59	4.8	13.28	7.6
5	12.76	8.4	12.18	12.3	—	—
6	20.10	8.5	21.28	4.3	—	—
7	22.44	7.2	22.41	7.5	—	—
8	30.14	6.9	29.71	7.6	—	—
9	30.42	2.0	30.42	2.0	—	—
Not able to be leveled	25.06	19.5	26.02	21.0	—	—
White collar excluding sales	19.05	4.6	20.22	4.6	13.18	10.1
1	10.90	4.5	—	—	—	—
2	10.03	7.1	9.88	4.7	10.22	16.0
3	10.91	5.6	11.00	6.0	—	—
4	14.34	3.2	14.52	3.6	13.28	7.6
5	12.91	8.9	12.29	13.9	—	—
6	20.10	8.5	21.28	4.3	—	—
7	22.44	7.2	22.41	7.5	—	—
8	30.14	6.9	29.71	7.6	—	—
9	30.42	2.0	30.42	2.0	—	—
Not able to be leveled	25.06	19.5	26.02	21.0	—	—
Professional specialty and technical	26.66	4.4	27.41	4.2	20.22	18.9
Professional specialty	27.90	4.6	28.42	4.3	22.89	25.0
7	22.95	12.7	—	—	—	—
8	31.30	4.8	30.93	5.5	—	—
9	30.42	2.0	30.42	2.0	—	—
Not able to be leveled	28.03	5.8	29.54	3.6	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	30.48	2.1	30.51	2.1	—	—
8	31.09	5.5	31.09	5.5	—	—
9	30.42	2.1	30.42	2.1	—	—
Registered nurses	29.89	4.2	29.92	4.2	—	—
8	30.98	6.2	30.98	6.2	—	—
9	29.65	3.6	29.65	3.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	16.88	38.7	—	—	21.46	45.3
8	32.65	7.5	—	—	—	—
Teachers, n.e.c.	25.13	5.0	—	—	—	—
8	24.96	5.3	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.41	7.1	21.94	.8	—	—
Licensed practical nurses	20.74	5.1	21.08	4.0	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.46	4.1	8.46	4.1	—	—
2	8.28	1.6	8.28	1.6	—	—
3	8.73	3.1	8.73	3.1	—	—
Sales workers, other commodities	8.71	3.4	8.71	3.4	—	—
2	7.65	3.7	7.65	3.7	—	—
Cashiers	8.47	3.0	8.47	3.0	—	—
2	8.55	2.2	8.55	2.2	—	—
3	8.68	2.9	8.68	2.9	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$12.00	3.6	\$12.29	2.9	\$11.02	11.7
1	10.90	4.5	—	—	—	—
2	10.03	7.1	9.88	4.7	10.22	16.0
3	10.94	5.7	11.00	6.0	—	—
4	14.42	3.2	14.52	3.6	13.73	7.0
Secretaries	17.83	12.5	18.01	13.0	—	—
General office clerks	10.75	8.6	10.70	8.7	—	—
Teachers' aides	10.49	10.8	—	—	10.50	11.0
Administrative support, n.e.c.	11.77	5.3	11.79	5.3	—	—
Blue collar	11.87	10.1	11.85	10.8	—	—
1	7.71	2.4	7.71	2.4	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.72	12.6	9.72	12.6	—	—
1	7.58	1.3	7.58	1.3	—	—
2	10.30	10.3	10.30	10.3	—	—
3	13.59	8.5	13.59	8.5	—	—
Stock handlers and baggers	9.69	20.4	9.69	20.4	—	—
Service	8.43	1.5	8.33	1.6	10.20	6.0
1	7.45	3.0	7.43	3.1	—	—
2	8.54	5.8	8.54	6.2	—	—
3	8.90	3.0	8.55	3.8	11.20	2.4
4	9.16	10.6	9.16	10.6	—	—
Protective service	9.93	3.4	10.11	2.9	—	—
2	10.51	2.6	10.51	2.6	—	—
Guards and police, except public service	10.13	3.2	10.13	3.2	—	—
2	10.51	2.6	10.51	2.6	—	—
Food service	7.37	2.5	7.16	2.5	11.02	.5
1	7.31	5.7	7.31	5.7	—	—
2	6.94	7.5	6.93	7.6	—	—
3	7.68	3.9	7.08	5.9	—	—
Waiters, waitresses, and bartenders	6.35	6.0	6.35	6.0	—	—
1	8.05	8.2	8.05	8.2	—	—
2	3.58	24.3	3.58	24.3	—	—
3	5.74	7.3	5.74	7.3	—	—
Waiters and waitresses	6.23	8.1	6.23	8.1	—	—
2	3.58	24.3	3.58	24.3	—	—
Waiters'/Waitresses' assistants	6.52	27.3	6.52	27.3	—	—
Other food service	8.11	1.4	7.81	1.1	11.02	.5
1	6.75	5.1	6.75	5.1	—	—
3	9.01	8.5	8.32	10.2	—	—
Food counter, fountain, and related	8.46	9.2	—	—	—	—
Food preparation, n.e.c.	7.40	1.7	6.92	1.9	—	—
1	6.67	4.3	6.67	4.3	—	—
Health service	10.92	3.4	10.85	3.4	—	—
3	11.60	6.3	11.38	7.5	—	—
4	10.90	8.9	10.90	8.9	—	—
Health aides, except nursing	10.87	3.6	10.87	3.8	—	—
Nursing aides, orderlies and attendants	10.93	5.2	10.85	5.2	—	—
3	12.64	3.7	12.60	5.1	—	—
Cleaning and building service	8.89	8.9	8.84	9.4	—	—
Janitors and cleaners	8.76	9.5	8.70	10.1	—	—
Personal service	8.25	2.1	8.31	1.9	—	—
2	7.06	4.3	—	—	—	—
3	10.22	5.9	10.22	5.9	—	—

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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—Continued						
Attendants, amusement, and recreation facilities	\$5.87	8.0	\$5.87	8.0	—	—
2	5.43	8.6	5.43	8.6	—	—
Service, n.e.c.	8.53	4.4	8.53	4.4	—	—

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 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$22.59	\$12.20	\$21.72	\$21.48	\$21.53	\$22.17
All excluding sales	22.80	12.83	21.96	21.84	21.92	20.16
White collar	26.97	15.63	28.41	25.53	26.10	25.92
White-collar excluding sales	27.83	19.05	29.66	26.70	27.25	33.06
Professional specialty and technical	31.97	26.66	36.95	29.74	31.66	—
Professional specialty	33.43	27.90	35.75	32.02	33.08	—
Technical	25.99	20.41	46.26	21.87	25.77	—
Executive, administrative, and managerial	34.85	—	27.53	35.09	34.67	36.71
Sales	19.37	8.46	12.15	17.71	14.00	24.15
Administrative support, including clerical	15.99	12.00	16.44	15.36	15.61	—
Blue collar	18.24	11.87	19.31	15.84	17.85	16.58
Precision production, craft, and repair	21.90	—	22.72	20.74	22.05	17.88
Machine operators, assemblers, and inspectors	15.76	—	16.70	14.52	15.99	12.31
Transportation and material moving	17.65	—	19.40	14.50	16.65	—
Handlers, equipment cleaners, helpers, and laborers	15.03	9.72	16.20	11.75	14.28	—
Service	14.05	8.43	16.70	10.12	13.01	—
	Relative error ⁶ (percent)					
All occupations	2.4	3.2	2.0	3.3	2.3	10.1
All excluding sales	2.5	3.4	2.0	3.3	2.3	19.9
White collar	2.4	4.2	2.5	3.3	2.5	10.7
White-collar excluding sales	2.3	4.6	2.5	3.1	2.3	21.6
Professional specialty and technical	2.6	4.4	3.1	3.4	2.5	—
Professional specialty	3.2	4.6	2.3	4.3	3.1	—
Technical	5.1	7.1	19.0	4.0	4.9	—
Executive, administrative, and managerial	6.1	—	8.7	6.3	6.2	22.8
Sales	7.2	4.1	7.7	8.0	6.6	10.8
Administrative support, including clerical	2.0	3.6	5.2	2.3	1.8	—
Blue collar	2.7	10.1	3.0	3.6	2.1	20.8
Precision production, craft, and repair	3.3	—	3.4	5.5	3.3	11.2
Machine operators, assemblers, and inspectors	5.7	—	10.5	2.3	4.7	16.7
Transportation and material moving	5.0	—	4.7	3.1	4.7	—
Handlers, equipment cleaners, helpers, and laborers	5.6	12.6	5.3	5.6	5.8	—
Service	3.3	1.5	3.3	2.6	2.6	—

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

² 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$20.79	-	\$14.85	-	-	-	-	-	-	-
All excluding sales	21.12	-	14.85	-	-	-	-	-	-	-
White collar	25.44	-	-	-	-	-	-	-	-	-
White-collar excluding sales	26.83	-	-	-	-	-	-	-	-	-
Professional specialty and technical	30.29	-	-	-	-	-	-	-	-	-
Professional specialty	31.58	-	-	-	-	-	-	-	-	-
Technical	26.24	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	35.26	-	-	-	-	-	-	-	-	-
Sales	17.10	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.64	-	-	-	-	-	-	-	-	-
Blue collar	17.66	-	15.23	-	-	-	-	-	-	-
Precision production, craft, and repair	22.09	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	15.71	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.80	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	13.86	-	-	-	-	-	-	-	-	-
Service	10.56	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.1	-	2.0	-	-	-	-	-	-	-
All excluding sales	3.2	-	2.0	-	-	-	-	-	-	-
White collar	3.2	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.0	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.3	-	-	-	-	-	-	-	-	-
Professional specialty	4.3	-	-	-	-	-	-	-	-	-
Technical	5.3	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	6.7	-	-	-	-	-	-	-	-	-
Sales	7.0	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.3	-	-	-	-	-	-	-	-	-
Blue collar	2.9	-	.6	-	-	-	-	-	-	-
Precision production, craft, and repair	3.8	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	5.9	-	-	-	-	-	-	-	-	-
Transportation and material moving	6.1	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.6	-	-	-	-	-	-	-	-	-
Service	3.0	-	-	-	-	-	-	-	-	-

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

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

³ 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 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	\$20.79	\$18.51	\$21.30	\$18.57	\$24.18
All excluding sales	21.12	18.20	21.78	18.96	24.49
White collar	25.44	24.11	25.65	22.20	28.66
White-collar excluding sales	26.83	24.34	27.23	24.12	29.44
Professional specialty and technical	30.29	26.17	30.83	26.86	32.60
Professional specialty	31.58	26.00	32.37	28.64	33.94
Technical	26.24	26.92	26.17	22.20	28.24
Executive, administrative, and managerial	35.26	33.56	35.65	34.36	36.69
Sales	17.10	22.83	16.13	15.85	17.00
Administrative support, including clerical	15.64	12.48	16.13	15.99	16.31
Blue collar	17.66	17.19	17.83	16.54	20.78
Precision production, craft, and repair	22.09	20.42	22.73	21.71	23.90
Machine operators, assemblers, and inspectors	15.71	15.83	15.69	13.86	18.57
Transportation and material moving	16.80	16.45	16.99	17.15	15.14
Handlers, equipment cleaners, helpers, and laborers	13.86	14.13	13.76	13.42	15.63
Service	10.56	8.39	11.08	9.99	11.99
Relative error ⁴ (percent)					
All occupations	3.1	6.2	3.5	4.7	3.7
All excluding sales	3.2	5.2	3.5	4.9	3.8
White collar	3.2	7.7	3.6	5.2	3.4
White-collar excluding sales	3.0	6.6	3.2	4.9	3.5
Professional specialty and technical	3.3	9.3	3.6	7.6	2.9
Professional specialty	4.3	12.1	4.7	10.8	3.6
Technical	5.3	22.7	5.2	4.5	7.4
Executive, administrative, and managerial	6.7	9.5	6.9	12.7	3.9
Sales	7.0	22.3	6.0	7.7	5.4
Administrative support, including clerical	2.3	2.6	2.6	5.0	2.5
Blue collar	2.9	6.9	3.9	6.1	4.0
Precision production, craft, and repair	3.8	7.0	5.0	9.1	4.1
Machine operators, assemblers, and inspectors	5.9	15.1	5.0	7.8	3.8
Transportation and material moving	6.1	6.2	9.1	10.0	14.7
Handlers, equipment cleaners, helpers, and laborers	6.6	13.5	6.3	8.3	9.9
Service	3.0	8.9	2.6	3.8	2.5

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

² 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$12.24	\$18.16	\$26.32	\$37.86
All excluding sales	9.31	12.52	18.51	26.59	38.46
White collar	10.94	15.00	22.30	32.22	46.01
White collar excluding sales	12.39	16.11	23.30	33.47	47.73
Professional specialty and technical	17.19	21.53	28.03	37.82	49.56
Professional specialty	18.81	23.64	29.83	40.03	51.50
Engineers, architects, and surveyors	25.29	28.09	38.08	45.80	54.67
Electrical and electronic engineers	26.71	30.87	38.15	44.26	49.80
Mechanical engineers	19.81	27.16	33.56	41.25	43.50
Engineers, n.e.c.	26.60	31.18	39.13	53.43	55.85
Mathematical and computer scientists	21.69	27.09	33.89	40.77	46.15
Computer systems analysts and scientists	22.45	27.09	33.36	40.77	44.47
Operations and systems researchers and analysts	19.97	21.11	47.37	53.64	53.64
Natural scientists	19.71	23.94	33.52	42.83	58.24
Chemists, except biochemists	20.19	25.00	38.03	49.10	60.06
Biological and life scientists	22.12	25.72	33.52	38.46	58.24
Health related	21.43	24.53	28.75	33.34	40.03
Physicians	18.35	19.81	23.25	56.83	127.36
Registered nurses	23.66	25.96	28.75	31.69	34.76
Pharmacists	8.00	35.00	37.86	40.00	42.54
Respiratory therapists	22.92	23.70	25.25	26.44	28.12
Teachers, college and university	24.01	33.47	43.46	54.43	71.36
Other post-secondary teachers	20.60	29.62	38.71	49.31	59.86
Teachers, except college and university	19.47	25.33	33.57	46.55	54.00
Elementary school teachers	18.75	25.33	31.64	45.94	52.60
Secondary school teachers	28.06	31.73	42.61	52.60	57.21
Teachers, special education	25.12	26.12	34.83	44.45	49.69
Teachers, n.e.c.	18.43	28.43	38.39	47.33	54.23
Vocational and educational counselors	20.61	20.61	20.61	41.29	61.45
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	19.75	21.89	25.88	33.65	46.22
Psychologists	19.23	21.89	25.21	34.27	46.34
Social, recreation, and religious workers	12.37	14.49	19.79	23.40	26.60
Social workers	12.37	14.39	18.80	24.32	26.60
Lawyers and judges	25.05	31.20	34.36	64.56	82.42
Lawyers	25.05	31.20	34.36	64.56	82.42
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.38	17.31	19.66	24.59	31.42
Technical	13.73	17.50	21.07	26.00	32.72
Clinical laboratory technologists and technicians	12.72	13.37	15.39	19.81	22.39
Radiological technicians	26.00	26.68	32.24	34.65	34.65
Licensed practical nurses	18.00	19.00	20.50	22.71	24.64
Health technologists and technicians, n.e.c.	11.55	15.92	18.35	20.43	22.63
Electrical and electronic technicians	17.61	20.42	22.74	25.80	32.72
Engineering technicians, n.e.c.	16.89	20.06	21.68	28.97	31.73
Chemical technicians	13.93	15.22	20.66	23.61	25.23
Computer programmers	20.77	23.36	27.24	29.88	42.21
Technical and related, n.e.c.	10.00	13.99	17.06	19.70	30.10
Executive, administrative, and managerial	16.79	22.50	30.77	42.80	57.75
Executives, administrators, and managers	20.08	26.56	36.68	53.37	68.34
Administrators and officials, public administration	22.40	24.14	27.18	35.39	45.58
Financial managers	31.65	34.62	40.08	54.95	69.23
Managers, marketing, advertising, and public relations	24.42	38.46	48.08	54.52	64.10
Administrators, education and related fields	22.50	24.89	34.07	45.36	52.16
Managers, medicine and health	22.56	28.75	33.81	39.53	43.98
Managers, food servicing and lodging establishments	17.31	19.95	24.76	41.03	41.03
Managers, service organizations, n.e.c.	18.68	20.24	28.38	31.25	31.32
Managers and administrators, n.e.c.	17.79	25.48	36.90	62.76	79.33
Management related	14.28	17.80	24.54	32.39	39.57
Accountants and auditors	20.00	23.28	25.88	32.39	39.11
Other financial officers	21.64	23.94	30.77	36.78	44.75
Management analysts	17.31	26.43	32.69	37.36	53.13

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related —Continued					
Personnel, training, and labor relations specialists					
	\$15.60	\$15.60	\$17.49	\$32.28	\$38.79
Purchasing agents and buyers, n.e.c.	19.44	21.64	22.77	26.92	44.13
Management related, n.e.c.	10.52	10.52	19.71	26.09	36.90
Sales	7.00	9.20	13.46	22.58	32.26
Supervisors, sales	13.99	19.10	22.80	29.63	30.77
Sales workers, motor vehicles and boats	8.71	14.27	21.19	27.42	37.51
Sales workers, apparel	6.69	7.00	8.18	9.80	11.25
Sales workers, other commodities	6.50	9.00	12.76	23.80	26.43
Cashiers	6.50	7.75	9.77	12.70	16.85
Administrative support, including clerical	10.00	12.25	14.80	17.84	22.49
Supervisors, financial records processing	17.70	21.24	23.77	23.77	31.97
Computer operators	14.23	14.90	15.57	17.75	18.44
Secretaries	12.62	14.50	16.94	20.35	24.56
Typists	12.59	13.30	14.01	17.14	20.24
Hotel clerks	9.00	9.06	10.20	12.00	14.04
Receptionists	9.46	9.50	11.11	13.35	17.35
Order clerks	13.62	15.23	22.49	26.77	27.86
Library clerks	9.81	10.32	13.70	16.65	17.64
Records clerks, n.e.c.	12.65	13.65	13.79	17.69	21.76
Bookkeepers, accounting and auditing clerks	10.38	13.40	14.80	15.62	17.84
Telephone operators	8.45	10.00	12.66	19.23	20.63
Mail clerks, except postal service	9.27	10.50	12.00	12.03	13.83
Traffic, shipping and receiving clerks	9.27	14.00	14.00	16.83	16.84
Stock and inventory clerks	10.46	11.90	12.84	15.79	18.66
Investigators and adjusters, except insurance	12.75	13.39	16.05	17.08	18.99
General office clerks	9.91	11.64	13.74	16.02	23.10
Data entry keyers	9.62	10.50	15.67	16.40	18.05
Statistical clerks	12.67	13.33	15.44	16.81	31.82
Teachers' aides	7.87	9.94	11.50	14.45	15.79
Administrative support, n.e.c.	10.50	12.00	13.74	16.79	20.34
Blue collar	10.00	13.05	17.67	20.82	26.03
Precision production, craft, and repair	14.10	17.86	20.97	26.00	30.34
Automobile mechanics	11.45	15.36	20.06	24.33	26.63
Industrial machinery repairers	15.97	16.45	22.07	25.23	26.38
Electronic repairers, communications and industrial equipment	14.51	17.34	18.78	27.12	28.53
Mechanics and repairers, n.e.c.	13.52	16.49	19.17	20.82	23.17
Electricians	17.59	18.76	19.65	22.54	25.77
Plumbers, pipefitters and steamfitters	20.07	23.73	29.82	33.29	34.12
Supervisors, production	10.30	21.96	26.01	30.79	33.98
Machinists	17.77	18.63	19.86	21.12	23.47
Electrical and electronic equipment assemblers ..	10.02	10.02	10.02	18.18	19.44
Machine operators, assemblers, and inspectors	9.67	11.26	14.91	19.65	22.95
Textile sewing machine operators	7.75	7.96	8.93	10.18	10.77
Mixing and blending machine operators	14.66	16.00	19.74	25.23	25.23
Miscellaneous machine operators, n.e.c.	12.32	14.00	15.63	19.00	19.65
Assemblers	9.75	11.00	18.52	26.03	26.69
Transportation and material moving	10.80	13.00	16.75	20.25	21.55
Truck drivers	12.26	16.00	17.85	19.93	20.80
Handlers, equipment cleaners, helpers, and laborers	8.00	10.00	14.51	17.77	19.95
Groundskeepers and gardeners, except farm	8.50	9.90	14.50	15.59	17.49
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.60	17.47	17.77	19.47	25.67
Construction laborers	12.00	16.11	20.15	23.55	23.55
Stock handlers and baggers	6.75	7.50	9.50	13.75	17.40

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Handlers, equipment cleaners, helpers, and laborers —Continued					
Freight, stock, and material handlers, n.e.c.	\$9.00	\$13.03	\$19.64	\$19.79	\$20.25
Hand packers and packagers	7.00	9.00	10.32	13.05	14.03
Laborers, except construction, n.e.c.	8.00	9.91	16.68	18.35	18.72
Service					
Protective service	6.83	8.50	10.84	15.27	23.96
Supervisors, police and detectives	8.92	11.69	19.43	25.81	29.39
Supervisors, police and detectives	26.59	26.88	30.47	32.34	36.51
Supervisors, guards	15.35	15.35	27.13	33.87	39.13
Police and detectives, public service	21.42	23.43	24.28	26.22	28.59
Correctional institution officers	13.75	15.49	17.46	22.99	27.26
Guards and police, except public service	8.50	9.00	10.00	12.48	15.22
Food service	2.84	6.50	8.50	11.00	14.92
Waiters, waitresses, and bartenders	2.33	2.83	6.50	8.76	12.31
Bartenders	2.13	2.13	6.00	7.50	15.79
Waiters and waitresses	2.33	2.83	4.50	7.89	9.90
Waiters/Waitresses' assistants	2.83	5.39	8.76	10.00	13.36
Other food service	6.50	7.50	9.73	11.70	15.76
Supervisors, food preparation and service	11.56	14.62	16.12	21.64	21.64
Cooks	8.00	9.00	11.14	13.60	17.01
Food counter, fountain, and related	6.55	7.25	9.59	10.37	11.10
Kitchen workers, food preparation	7.50	9.75	10.15	12.51	18.51
Food preparation, n.e.c.	5.60	7.00	8.22	10.34	13.03
Health service	9.09	9.75	10.72	12.39	15.25
Health aides, except nursing	9.22	9.75	11.18	12.99	14.90
Nursing aides, orderlies and attendants	9.05	9.71	10.59	12.25	14.76
Cleaning and building service	7.50	8.74	11.39	13.42	16.38
Maids and housemen	7.98	8.69	9.51	11.61	13.32
Janitors and cleaners	7.50	8.78	12.00	13.62	16.38
Personal service	6.00	7.81	9.70	15.40	32.88
Supervisors, personal service	13.13	14.50	18.92	23.43	26.25
Attendants, amusement, and recreation facilities	4.75	6.17	8.00	8.50	10.00
Welfare service aides	9.23	9.73	10.12	13.99	17.00
Service, n.e.c.	7.75	8.14	9.80	11.56	13.01

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

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.70	\$11.37	\$17.31	\$25.51	\$36.06
All excluding sales	8.94	11.76	17.66	25.59	36.50
White collar	10.52	14.51	21.44	31.18	43.46
White collar excluding sales	12.22	15.75	22.58	32.19	45.56
Professional specialty and technical	16.20	20.49	26.48	34.29	44.88
Professional specialty	17.52	22.45	28.50	37.00	47.37
Engineers, architects, and surveyors	25.85	29.74	38.98	47.05	55.00
Electrical and electronic engineers	26.71	30.87	38.15	44.26	49.80
Mechanical engineers	19.81	27.16	33.56	41.25	43.50
Engineers, n.e.c.	26.60	31.18	39.13	53.43	55.85
Mathematical and computer scientists	21.69	27.09	33.89	40.77	46.15
Computer systems analysts and scientists	22.45	27.09	33.36	40.77	44.47
Operations and systems researchers and analysts	19.97	21.11	47.37	53.64	53.64
Natural scientists	19.71	23.94	32.19	46.58	58.86
Chemists, except biochemists	20.19	25.00	38.03	49.10	60.06
Biological and life scientists	21.92	25.34	31.46	54.52	59.07
Health related	21.57	24.70	28.75	33.00	38.78
Physicians	19.32	20.14	24.00	56.83	169.78
Registered nurses	23.79	26.00	28.75	31.41	33.90
Pharmacists	8.00	35.00	37.86	40.00	42.54
Respiratory therapists	22.92	23.70	25.25	26.44	28.12
Teachers, college and university	21.50	26.44	43.79	57.25	75.07
Teachers, except college and university	-	-	-	-	-
Teachers, n.e.c.	13.33	13.39	15.09	23.82	30.45
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	12.02	12.76	16.35	20.19	24.84
Social workers	12.02	12.76	15.39	20.19	24.32
Lawyers and judges	31.20	31.20	37.40	71.43	85.17
Lawyers	31.20	31.20	37.40	71.43	85.17
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.22	17.31	19.46	25.90	34.65
Technical	13.65	17.52	21.16	26.17	34.34
Clinical laboratory technologists and technicians	12.72	13.37	15.39	19.81	22.39
Radiological technicians	26.00	26.68	32.24	34.65	34.65
Licensed practical nurses	18.20	19.00	20.85	22.81	26.00
Health technologists and technicians, n.e.c.	11.55	16.02	18.35	20.43	22.63
Electrical and electronic technicians	17.61	20.42	22.74	25.80	32.72
Engineering technicians, n.e.c.	16.89	19.97	24.76	28.97	32.08
Chemical technicians	13.93	15.22	20.66	23.61	25.23
Executive, administrative, and managerial	16.42	22.18	31.25	43.99	59.93
Executives, administrators, and managers	19.49	26.49	37.23	54.52	69.23
Financial managers	28.85	34.62	39.69	54.95	69.33
Managers, marketing, advertising, and public relations	24.60	38.46	48.08	54.52	64.10
Administrators, education and related fields	21.36	22.50	22.50	24.01	44.23
Managers, medicine and health	22.56	28.75	33.81	39.53	42.25
Managers and administrators, n.e.c.	17.79	25.48	36.90	62.76	79.33
Management related	13.74	17.48	24.79	33.61	39.90
Accountants and auditors	19.50	24.04	26.41	38.14	41.88
Other financial officers	21.64	23.94	30.77	36.78	44.75
Management analysts	17.31	26.43	35.26	46.25	53.51
Personnel, training, and labor relations specialists	15.60	15.60	17.48	31.97	39.57
Purchasing agents and buyers, n.e.c.	19.44	21.64	22.77	26.92	44.13
Management related, n.e.c.	10.52	10.52	21.15	26.15	39.90
Sales	7.00	9.14	13.46	22.80	32.51
Supervisors, sales	13.99	19.10	22.80	29.63	30.77
Sales workers, motor vehicles and boats	8.71	14.27	21.19	27.42	37.51
Sales workers, apparel	6.69	7.00	8.18	9.80	11.25
Sales workers, other commodities	6.50	9.00	12.76	23.80	26.43
Cashiers	6.50	7.50	9.45	12.50	16.85

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical	\$10.00	\$12.05	\$14.73	\$17.96	\$22.49
Supervisors, financial records processing	17.70	21.24	23.77	23.77	31.97
Computer operators	14.23	14.90	15.57	17.75	18.44
Secretaries	12.62	14.28	16.93	20.35	23.56
Hotel clerks	9.00	9.06	10.20	12.00	14.04
Receptionists	9.46	9.50	10.50	13.42	17.35
Order clerks	13.62	15.23	22.49	26.77	27.86
Records clerks, n.e.c.	12.98	13.65	13.79	17.69	21.76
Bookkeepers, accounting and auditing clerks	10.25	13.40	14.80	15.10	17.84
Telephone operators	8.24	10.00	12.42	20.63	20.63
Mail clerks, except postal service	9.02	10.50	12.00	12.00	13.77
Traffic, shipping and receiving clerks	9.27	14.00	14.00	16.83	16.84
Stock and inventory clerks	10.46	12.07	12.84	15.91	18.67
Investigators and adjusters, except insurance	12.75	13.39	16.05	17.08	18.99
General office clerks	9.04	10.63	13.30	14.73	22.49
Data entry keyers	9.62	10.50	15.67	16.40	18.05
Statistical clerks	12.67	13.33	15.44	16.81	31.82
Administrative support, n.e.c.	10.40	11.95	12.55	14.89	21.93
Blue collar	9.77	12.65	17.00	20.80	26.49
Precision production, craft, and repair	13.76	17.75	21.15	27.12	31.40
Industrial machinery repairers	15.97	16.45	22.07	25.23	26.38
Electronic repairers, communications and industrial equipment	14.51	17.34	18.78	27.12	28.53
Mechanics and repairers, n.e.c.	13.32	16.31	19.60	21.55	23.17
Electricians	17.50	18.31	19.51	22.95	30.10
Plumbers, pipefitters and steamfitters	23.73	23.73	31.40	34.12	34.12
Supervisors, production	10.30	21.96	26.01	30.79	33.98
Electrical and electronic equipment assemblers ..	10.02	10.02	10.02	18.18	19.44
Machine operators, assemblers, and inspectors	9.67	11.25	14.91	19.65	22.95
Textile sewing machine operators	7.75	7.96	8.93	10.18	10.77
Mixing and blending machine operators	14.66	16.00	19.74	25.23	25.23
Miscellaneous machine operators, n.e.c.	12.32	14.00	15.63	19.00	19.65
Assemblers	9.75	11.00	18.52	26.03	26.69
Transportation and material moving	10.62	13.00	16.75	19.93	22.96
Truck drivers	13.52	16.00	17.85	19.93	20.57
Handlers, equipment cleaners, helpers, and laborers	7.80	9.55	13.35	17.45	19.95
Groundskeepers and gardeners, except farm	8.50	9.00	11.50	14.50	15.59
Stock handlers and baggers	6.75	7.50	9.50	13.75	17.40
Freight, stock, and material handlers, n.e.c.	9.00	13.03	19.64	19.79	20.25
Hand packers and packagers	7.00	9.00	10.32	13.05	14.03
Laborers, except construction, n.e.c.	8.00	9.60	10.75	17.72	18.35
Service	6.09	8.00	9.75	12.00	15.10
Protective service	8.00	8.60	10.00	12.25	15.35
Guards and police, except public service	8.50	9.00	10.00	12.00	13.93
Food service	2.83	6.18	8.19	10.50	14.00
Waiters, waitresses, and bartenders	2.33	2.83	6.50	8.76	12.31
Bartenders	2.13	2.13	6.00	7.50	15.79
Waiters and waitresses	2.33	2.83	4.50	7.89	9.90
Waiters/Waitresses' assistants	2.83	5.39	8.76	10.00	13.36
Other food service	6.09	7.50	9.00	11.10	15.76
Supervisors, food preparation and service	11.56	14.62	16.12	21.64	21.64
Cooks	8.00	9.00	11.00	13.50	17.01
Food counter, fountain, and related	6.50	7.25	8.15	10.37	11.10
Kitchen workers, food preparation	7.25	9.10	10.00	10.75	18.51
Food preparation, n.e.c.	5.50	6.75	8.00	9.00	11.10
Health service	9.05	9.53	10.35	11.72	13.51
Health aides, except nursing	9.18	9.66	10.88	12.57	14.77

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Health service —Continued					
Nursing aides, orderlies and attendants	\$9.05	\$9.47	\$10.20	\$11.50	\$12.72
Cleaning and building service	7.50	8.25	10.28	12.97	15.10
Maids and housemen	7.98	8.69	9.51	11.61	13.32
Janitors and cleaners	7.00	8.00	10.56	13.01	15.00
Personal service	6.00	7.74	9.25	15.00	32.88
Supervisors, personal service	13.13	14.50	18.92	23.43	26.25
Attendants, amusement, and recreation facilities	4.75	6.17	8.00	8.50	10.00
Service, n.e.c.	7.50	8.14	8.67	11.25	12.99

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

nonproduction bonuses; and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.28	\$16.02	\$22.17	\$30.05	\$45.36
All excluding sales	12.30	16.06	22.20	30.06	45.36
White collar	13.30	17.12	25.87	39.00	49.88
White collar excluding sales	13.30	17.17	25.97	39.16	50.17
Professional specialty and technical	20.96	25.50	33.18	46.34	54.57
Professional specialty	22.17	26.28	34.45	46.67	54.98
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	14.60	23.71	29.02	56.36	58.67
Registered nurses	22.42	24.47	29.02	44.46	57.21
Teachers, college and university	30.77	34.97	43.20	52.52	64.43
Other post-secondary teachers	31.01	35.52	43.20	52.52	61.89
Teachers, except college and university	25.70	29.83	39.16	48.61	55.37
Elementary school teachers	27.16	29.84	39.35	47.85	54.59
Secondary school teachers	28.06	32.10	42.61	52.98	57.21
Teachers, special education	25.24	27.07	35.40	45.98	49.69
Teachers, n.e.c.	25.76	31.81	41.80	49.54	54.57
Vocational and educational counselors	19.47	21.28	37.27	57.32	62.68
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	17.54	19.79	22.36	25.87	29.11
Social workers	17.20	19.55	23.46	25.97	29.11
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	15.31	16.92	20.96	21.68	22.75
Executive, administrative, and managerial	19.71	22.97	28.43	39.35	45.36
Executives, administrators, and managers	22.26	26.56	32.07	43.97	47.40
Administrators and officials, public administration	22.40	24.14	27.18	35.39	45.58
Administrators, education and related fields	26.61	27.60	39.70	46.55	52.45
Management related	17.10	21.20	23.17	28.43	36.02
Sales	—	—	—	—	—
Administrative support, including clerical	10.13	12.84	14.91	17.14	21.25
Secretaries	13.85	15.21	17.10	22.74	25.71
Typists	12.38	13.30	13.64	15.10	17.99
Library clerks	9.81	10.32	13.70	17.23	17.64
General office clerks	12.24	13.86	15.11	17.51	23.10
Teachers' aides	7.87	9.94	11.46	14.45	15.79
Administrative support, n.e.c.	11.69	13.74	16.68	17.12	19.49
Blue collar	13.16	16.58	19.30	21.49	23.47
Precision production, craft, and repair	16.00	19.17	20.07	23.47	24.46
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	11.26	13.38	20.52	21.49	21.49
Bus drivers	11.68	13.47	20.57	21.49	21.49
Handlers, equipment cleaners, helpers, and laborers	13.33	16.01	17.48	18.57	19.36
Service	11.18	13.66	18.84	25.52	29.32
Protective service	16.37	19.28	23.60	27.09	31.17
Supervisors, police and detectives	26.59	26.88	30.47	32.34	36.51
Police and detectives, public service	22.39	23.43	24.37	26.59	29.39
Correctional institution officers	13.75	15.49	17.46	22.99	27.26
Food service	9.59	10.34	11.44	14.92	15.50
Other food service	9.59	10.34	11.44	14.92	15.50
Food preparation, n.e.c.	9.80	10.34	10.88	14.96	14.96
Health service	11.07	11.53	13.92	18.22	28.37
Nursing aides, orderlies and attendants	11.07	11.69	13.94	17.14	28.37

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Cleaning and building service	\$10.91	\$12.04	\$13.59	\$16.38	\$17.98
Janitors and cleaners	10.91	12.04	13.59	16.38	17.98
Personal service	7.75	11.17	13.38	17.00	17.00

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

nonproduction bonuses; and tips.

² 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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.86	\$13.37	\$19.25	\$27.24	\$39.13
All excluding sales	10.00	13.59	19.38	27.39	39.43
White collar	12.20	15.77	22.94	33.00	47.37
White collar excluding sales	12.90	16.52	23.68	34.07	48.11
Professional specialty and technical	17.17	21.45	28.06	38.53	50.20
Professional specialty	18.75	23.64	30.00	40.77	52.32
Engineers, architects, and surveyors	25.29	28.09	38.08	45.80	54.67
Electrical and electronic engineers	26.71	30.87	38.15	44.26	49.80
Mechanical engineers	19.81	27.16	33.56	41.25	43.50
Engineers, n.e.c.	26.60	31.18	39.13	53.43	55.85
Mathematical and computer scientists	22.93	27.75	34.44	40.77	46.41
Computer systems analysts and scientists	23.64	27.09	33.65	40.77	44.57
Operations and systems researchers and analysts	19.97	21.11	47.37	53.64	53.64
Natural scientists	19.71	23.94	33.52	42.83	58.24
Chemists, except biochemists	20.19	25.00	38.03	49.10	60.06
Biological and life scientists	22.12	25.72	33.52	38.46	58.24
Health related	20.67	24.03	28.58	33.20	43.00
Physicians	18.35	19.81	23.25	56.83	127.36
Registered nurses	23.73	25.64	28.75	31.41	33.90
Pharmacists	8.00	35.00	37.83	40.00	42.54
Teachers, college and university	24.61	33.47	44.18	55.83	73.68
Other post-secondary teachers	20.45	30.80	40.57	49.79	61.16
Teachers, except college and university	20.20	25.55	34.09	46.60	54.23
Elementary school teachers	18.75	25.33	31.64	45.94	52.60
Secondary school teachers	28.06	31.92	42.61	52.60	57.21
Teachers, special education	25.12	26.12	34.83	44.45	49.69
Teachers, n.e.c.	18.43	28.58	38.46	47.54	54.37
Vocational and educational counselors	20.61	20.61	20.61	41.29	61.45
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	19.75	21.89	25.56	33.65	46.34
Psychologists	19.23	21.89	25.21	34.27	46.34
Social, recreation, and religious workers	12.37	14.42	20.00	23.79	26.65
Social workers	12.37	14.39	18.77	24.32	26.60
Lawyers and judges	25.05	31.20	35.25	67.31	83.79
Lawyers	25.05	31.20	35.25	67.31	83.79
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.38	17.31	19.49	24.59	31.73
Technical	13.74	17.46	21.01	26.15	33.10
Clinical laboratory technologists and technicians	12.51	13.31	15.27	19.34	21.58
Radiological technicians	26.20	28.00	32.24	34.65	34.65
Licensed practical nurses	18.20	19.00	20.50	22.61	26.00
Health technologists and technicians, n.e.c.	11.55	15.92	18.35	20.43	22.71
Electrical and electronic technicians	17.61	20.42	22.74	25.80	32.72
Engineering technicians, n.e.c.	16.89	20.06	21.68	28.97	31.73
Chemical technicians	13.93	15.22	20.66	23.61	25.23
Computer programmers	20.77	23.36	27.24	29.88	42.21
Technical and related, n.e.c.	14.60	16.13	17.14	19.79	30.10
Executive, administrative, and managerial	16.97	22.51	30.77	43.28	58.65
Executives, administrators, and managers	20.95	26.56	36.90	53.37	68.34
Administrators and officials, public administration	22.40	24.14	27.18	35.39	45.58
Financial managers	31.65	34.62	40.08	54.95	69.23
Managers, marketing, advertising, and public relations	24.42	38.46	48.08	54.52	64.10
Administrators, education and related fields	22.50	24.89	34.07	45.36	52.16
Managers, medicine and health	27.75	28.75	34.66	39.53	46.10
Managers, food servicing and lodging establishments	17.31	19.95	24.76	41.03	41.03
Managers, service organizations, n.e.c.	18.68	20.24	28.38	31.25	31.32
Managers and administrators, n.e.c.	17.79	25.48	36.90	62.76	79.33
Management related	14.62	17.80	24.28	32.14	39.57
Accountants and auditors	19.52	23.07	25.64	30.78	39.11
Other financial officers	21.64	23.94	30.77	36.78	44.75
Management analysts	17.31	26.43	32.69	37.36	53.13
Personnel, training, and labor relations specialists	15.60	15.60	17.49	32.28	38.79

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related —Continued					
Purchasing agents and buyers, n.e.c.	\$19.44	\$21.64	\$22.77	\$26.92	\$44.13
Management related, n.e.c.	10.52	10.52	19.42	26.09	37.37
Sales	9.00	10.79	16.12	24.81	34.03
Supervisors, sales	13.77	19.10	22.80	29.63	30.77
Sales, other business services	9.10	9.50	13.54	18.16	48.08
Sales workers, motor vehicles and boats	8.71	14.27	21.19	27.42	37.51
Sales workers, other commodities	9.90	12.91	19.70	25.34	26.92
Cashiers	8.55	9.25	10.90	13.50	16.85
Administrative support, including clerical	10.35	12.66	15.09	18.35	22.89
Supervisors, financial records processing	17.70	21.24	23.77	23.77	31.97
Computer operators	14.23	14.90	15.57	17.75	18.44
Secretaries	12.62	14.52	16.93	20.35	24.14
Typists	12.59	13.30	14.01	17.14	20.24
Hotel clerks	9.00	9.06	10.20	12.00	14.04
Receptionists	9.46	9.50	11.36	13.81	17.35
Order clerks	13.62	15.75	22.49	26.77	27.86
Library clerks	11.33	13.70	15.30	16.65	20.24
Records clerks, n.e.c.	12.65	13.65	13.79	17.69	21.76
Bookkeepers, accounting and auditing clerks	10.38	13.40	14.80	15.62	17.84
Telephone operators	10.60	12.24	17.29	20.63	20.63
Mail clerks, except postal service	8.53	10.50	11.78	13.68	14.70
Traffic, shipping and receiving clerks	9.27	14.00	14.00	16.83	16.84
Stock and inventory clerks	10.45	12.25	13.37	15.91	18.67
Investigators and adjusters, except insurance	12.75	13.00	16.20	17.49	18.99
General office clerks	10.63	12.26	14.01	17.14	23.10
Statistical clerks	12.67	13.33	15.44	16.81	31.82
Teachers' aides	9.94	10.13	11.96	15.36	16.41
Administrative support, n.e.c.	10.75	12.55	14.96	17.12	21.09
Blue collar	10.25	13.99	18.16	21.25	26.30
Precision production, craft, and repair	14.10	17.86	20.96	26.00	30.34
Automobile mechanics	11.45	15.36	20.06	24.33	26.63
Industrial machinery repairers	15.97	16.45	22.07	25.23	26.38
Electronic repairers, communications and industrial equipment	14.47	16.98	18.47	27.12	28.53
Mechanics and repairers, n.e.c.	13.52	16.49	19.17	20.82	23.17
Electricians	17.59	18.76	19.65	22.54	25.77
Plumbers, pipefitters and steamfitters	20.07	23.73	29.82	33.29	34.12
Supervisors, production	10.30	21.96	26.01	30.79	33.98
Machinists	17.77	18.63	19.86	21.12	23.47
Electrical and electronic equipment assemblers ..	10.02	10.02	10.02	18.18	19.44
Machine operators, assemblers, and inspectors	9.75	11.35	15.00	19.65	22.95
Textile sewing machine operators	7.75	7.96	8.85	10.25	10.77
Mixing and blending machine operators	14.66	16.00	19.74	25.23	25.23
Miscellaneous machine operators, n.e.c.	12.32	14.00	15.63	19.00	19.65
Assemblers	9.75	11.00	18.52	26.03	26.69
Transportation and material moving	10.57	14.99	18.16	20.60	23.00
Truck drivers	12.26	16.00	17.85	19.93	20.80
Handlers, equipment cleaners, helpers, and laborers	9.02	11.25	15.25	18.44	20.15
Groundskeepers and gardeners, except farm	8.50	9.90	14.50	15.59	17.49
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.60	17.47	17.77	19.47	25.67
Construction laborers	12.00	16.11	20.15	23.55	23.55
Stock handlers and baggers	7.00	9.00	11.00	15.80	19.70
Freight, stock, and material handlers, n.e.c.	10.00	14.71	19.64	19.79	20.25
Hand packers and packagers	8.78	9.55	10.75	13.05	14.03
Laborers, except construction, n.e.c.	9.91	11.00	17.72	18.35	19.30

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, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service	\$7.86	\$9.16	\$11.61	\$17.00	\$25.81
Protective service	9.00	13.00	20.18	25.98	29.69
Supervisors, police and detectives	26.59	26.88	30.47	32.34	36.51
Supervisors, guards	15.35	15.35	27.13	33.87	39.13
Police and detectives, public service	21.42	23.43	24.28	26.22	28.59
Correctional institution officers	13.75	15.49	17.46	22.99	27.26
Guards and police, except public service	8.50	9.00	10.27	12.70	16.91
Food service	4.50	7.63	9.51	12.31	15.77
Waiters, waitresses, and bartenders	2.33	3.78	7.50	8.76	12.31
Bartenders	2.13	2.13	7.50	7.50	15.49
Waiters and waitresses	2.33	2.60	4.50	7.89	8.19
Waiters/Waitresses' assistants	4.75	6.88	8.76	12.31	13.62
Other food service	7.50	8.50	10.34	13.62	16.49
Supervisors, food preparation and service	12.40	14.62	16.12	21.64	21.64
Cooks	8.00	9.50	11.25	14.26	17.02
Kitchen workers, food preparation	9.75	10.00	10.50	14.92	18.51
Food preparation, n.e.c.	6.90	8.00	8.75	11.10	13.62
Health service	9.16	9.75	10.71	12.45	15.96
Health aides, except nursing	8.51	9.66	11.18	14.24	15.25
Nursing aides, orderlies and attendants	9.16	9.73	10.45	12.21	15.96
Cleaning and building service	8.10	9.40	12.00	13.62	16.51
Maids and housemen	7.98	8.65	9.40	11.65	13.62
Janitors and cleaners	8.25	10.69	12.57	14.55	16.48
Personal service	6.18	8.19	10.38	17.00	32.88
Supervisors, personal service	13.13	14.50	18.92	23.43	26.25
Attendants, amusement, and recreation facilities	5.95	6.80	8.29	8.50	10.17
Service, n.e.c.	7.75	9.25	11.25	12.99	15.69

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.25	\$7.50	\$10.00	\$13.40	\$23.48
All excluding sales	6.30	7.89	10.50	14.16	25.31
White collar	6.75	8.13	12.00	22.44	31.00
White collar excluding sales	8.85	11.00	15.83	27.06	34.36
Professional specialty and technical	18.45	22.50	27.45	31.68	37.00
Professional specialty	19.37	23.47	28.67	32.66	37.00
Mathematical and computer scientists	—	—	—	—	—
Health related	23.72	27.67	29.87	33.74	37.00
Registered nurses	23.47	27.36	29.18	32.21	37.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	8.13	8.13	11.54	25.00	33.41
Teachers, n.e.c.	16.16	22.25	24.50	29.00	31.94
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.00	19.00	21.55	23.30	26.00
Licensed practical nurses	17.00	19.00	21.45	23.30	23.50
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.15	6.50	7.50	9.08	12.17
Sales workers, other commodities	5.50	6.75	8.68	10.00	11.90
Cashiers	6.25	6.50	7.25	8.75	14.25
Administrative support, including clerical	8.00	9.85	11.58	13.50	16.21
Secretaries	11.30	13.72	17.03	24.85	25.18
General office clerks	8.00	8.00	10.27	12.28	14.79
Teachers' aides	7.37	7.87	9.90	13.88	14.45
Administrative support, n.e.c.	8.00	12.00	12.00	12.00	13.50
Blue collar	7.25	8.50	11.75	13.90	15.40
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.50	7.40	8.00	10.95	16.85
Stock handlers and baggers	6.50	7.00	7.75	11.81	16.85
Service	4.20	6.67	8.50	10.15	12.15
Protective service	7.30	8.60	10.00	10.99	12.48
Guards and police, except public service	8.50	8.60	10.00	11.00	12.93
Food service	2.83	5.25	7.05	9.65	11.00
Waiters, waitresses, and bartenders	2.60	2.83	5.45	9.90	12.00
Waiters and waitresses	2.60	2.83	5.41	9.90	15.00
Waiters/Waitresses' assistants	2.13	2.83	7.65	10.00	10.00
Other food service	5.55	6.50	7.50	9.50	11.00
Food counter, fountain, and related	6.50	7.00	7.50	10.25	11.44
Food preparation, n.e.c.	5.25	6.00	7.05	8.25	10.50
Health service	9.05	9.58	10.73	11.78	13.00
Health aides, except nursing	9.58	9.76	11.24	11.50	11.78
Nursing aides, orderlies and attendants	9.05	9.44	10.72	12.39	13.00

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.75	\$7.00	\$8.00	\$9.96	\$13.01
Janitors and cleaners	6.75	7.00	7.50	9.35	13.01
Personal service	4.50	6.83	8.25	9.75	10.53
Attendants, amusement, and recreation facilities	4.00	4.25	5.00	6.25	9.75
Service, n.e.c.	7.50	8.00	8.25	8.25	10.53

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

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

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

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

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all 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 Philadelphia–Wilmington–Atlantic City, PA–NJ–DE–MD, Metropolitan Statistical Area includes Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, and Salem Counties, NJ; New Castle County, DE; and Cecil County, MD.

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>Establishments</i>
Total in sampling frame	8,498
Total in sample	708
Responding	395
Out of business or not in survey scope	64
Unable or refused to provide data	249

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

Estimation

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

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

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

Percentiles

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,387,400	1,119,900	267,500
All excluding sales	1,287,500	1,021,100	266,500
White collar	789,200	622,300	166,900
White-collar excluding sales	689,400	523,500	165,900
Professional specialty and technical	340,000	239,300	100,700
Professional specialty	279,700	184,100	95,600
Technical	60,300	55,200	—
Executive, administrative, and managerial	133,900	116,400	17,500
Sales	99,900	98,900	—
Administrative support, including clerical	215,500	167,800	47,700
Blue collar	286,700	257,500	29,200
Precision production, craft, and repair	91,500	79,800	11,800
Machine operators, assemblers, and inspectors	54,900	54,900	—
Transportation and material moving	69,300	60,300	9,000
Handlers, equipment cleaners, helpers, and laborers	70,900	62,600	8,300
Service	311,500	240,100	71,400

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.