

Columbus, OH National Compensation Survey September 1999



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Preface

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

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

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

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

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

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

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Introduction

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

NCS products

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

About the tables

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

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

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$16.01	2.2	36.1	\$14.68	2.7	35.3	\$19.72	3.3	38.4
Worker characteristics:⁴									
White-collar occupations ⁵	18.40	2.6	36.6	17.27	3.2	35.9	20.91	3.9	38.2
Professional specialty and technical	22.81	2.9	37.4	21.73	3.4	36.8	23.92	4.8	38.2
Executive, administrative, and managerial	27.31	4.0	39.9	29.39	4.1	39.8	23.14	6.1	40.0
Sales	12.58	9.2	30.0	12.58	9.2	30.0	-	-	-
Administrative support	12.61	3.0	36.9	12.02	3.2	36.8	14.50	5.1	37.3
Blue-collar occupations ⁵	13.53	3.2	37.3	13.30	3.6	37.2	15.56	2.5	38.2
Precision production, craft, and repair	16.87	3.5	40.2	17.03	4.4	40.3	16.40	4.2	40.0
Machine operators, assemblers, and inspectors	12.95	6.0	39.9	12.95	6.0	39.9	-	-	-
Transportation and material moving	14.68	7.8	38.1	14.73	10.0	39.3	14.50	2.0	34.7
Handlers, equipment cleaners, helpers, and laborers	10.14	3.5	31.6	10.14	3.6	31.5	10.29	15.3	35.4
Service occupations ⁵	10.91	7.8	32.6	7.24	4.2	29.8	17.70	6.6	39.3
Full time	17.03	2.1	39.8	15.80	2.6	39.8	20.07	3.2	39.8
Part time	8.31	4.8	21.2	8.06	5.0	21.3	11.01	8.9	20.6
Union	17.71	2.9	37.3	14.76	5.2	34.8	19.51	3.4	39.0
Nonunion	15.39	2.9	35.7	14.67	3.0	35.4	20.08	5.7	37.5
Time	15.99	2.3	36.1	14.61	2.8	35.3	19.72	3.3	38.4
Incentive	17.01	12.3	37.3	17.01	12.3	37.3	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	16.43	4.4	39.7	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.64	6.4	35.4	12.61	6.5	35.4	15.50	7.5	37.4
100-499 workers	13.82	5.1	34.3	13.39	5.3	34.2	20.74	9.5	36.1
500 workers or more	18.29	2.4	37.6	17.11	2.9	36.7	19.66	3.5	38.7

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.01	2.2	\$14.68	2.7	\$19.72	3.3
All excluding sales	16.25	2.3	14.88	2.8	19.72	3.3
White collar	18.40	2.6	17.27	3.2	20.91	3.9
White collar excluding sales	19.11	2.4	18.15	3.1	20.91	3.9
Professional specialty and technical	22.81	2.9	21.73	3.4	23.92	4.8
Professional specialty	24.18	3.6	23.64	4.2	24.70	5.8
Engineers, architects, and surveyors	28.17	5.2	29.48	4.3	—	—
Civil engineers	24.43	8.1	—	—	—	—
Mechanical engineers	24.92	7.9	24.92	7.9	—	—
Engineers, n.e.c.	29.59	2.9	29.59	2.9	—	—
Mathematical and computer scientists	24.55	3.4	24.59	3.5	—	—
Computer systems analysts and scientists	25.35	3.3	25.42	3.4	—	—
Natural scientists	23.37	9.1	24.46	14.8	—	—
Chemists, except biochemists	26.88	17.3	26.88	17.3	—	—
Health related	19.83	8.2	21.37	5.4	16.52	15.0
Registered nurses	20.90	3.2	20.50	3.8	22.33	5.8
Teachers, college and university	29.75	9.9	29.75	9.9	—	—
Teachers, except college and university	27.24	4.0	—	—	28.03	4.1
Elementary school teachers	28.43	3.7	—	—	29.01	4.2
Secondary school teachers	29.98	3.3	—	—	30.12	3.4
Teachers, special education	27.82	4.8	—	—	27.82	4.8
Teachers, n.e.c.	23.90	14.9	—	—	25.59	14.3
Librarians, archivists, and curators	22.20	11.9	—	—	22.15	12.3
Librarians	22.20	11.9	—	—	22.15	12.3
Social scientists and urban planners	20.72	12.7	—	—	—	—
Social, recreation, and religious workers	23.11	21.0	16.08	7.4	26.44	18.0
Social workers	23.11	21.0	16.08	7.4	26.44	18.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.12	6.1	20.12	6.1	—	—
Technical	18.63	7.7	16.75	5.4	21.11	4.7
Clinical laboratory technologists and technicians	16.19	9.1	16.92	7.8	—	—
Licensed practical nurses	13.94	1.7	13.99	1.9	—	—
Health technologists and technicians, n.e.c.	20.66	29.8	20.88	30.6	—	—
Engineering technicians, n.e.c.	15.64	16.0	16.21	17.8	—	—
Technical and related, n.e.c.	21.02	4.7	17.02	8.3	—	—
Executive, administrative, and managerial	27.31	4.0	29.39	4.1	23.14	6.1
Executives, administrators, and managers	32.87	5.3	34.68	5.3	25.11	10.5
Administrators and officials, public administration	19.43	8.1	—	—	19.43	8.1
Financial managers	29.67	10.1	29.59	10.3	—	—
Administrators, education and related fields	38.74	8.1	—	—	—	—
Managers, service organizations, n.e.c.	22.61	6.6	—	—	—	—
Managers and administrators, n.e.c.	38.57	6.2	38.87	6.2	—	—
Management related	22.76	4.5	23.00	5.4	22.46	7.7
Accountants and auditors	21.98	4.3	23.16	4.1	—	—
Other financial officers	26.69	15.3	26.49	23.2	—	—
Personnel, training, and labor relations specialists	20.46	2.2	20.62	4.7	—	—
Sales	12.58	9.2	12.58	9.2	—	—
Supervisors, sales	12.14	8.8	12.14	8.8	—	—
Advertising and related sales	19.79	11.2	19.79	11.2	—	—
Sales workers, apparel	7.44	2.5	7.44	2.5	—	—
Sales workers, other commodities	7.97	9.9	7.97	9.9	—	—
Cashiers	7.00	3.2	7.00	3.2	—	—
Administrative support, including clerical	12.61	3.0	12.02	3.2	14.50	5.1
Supervisors, general office	15.82	4.6	15.82	4.6	—	—
Secretaries	14.59	5.1	13.62	4.0	16.18	7.7
Order clerks	10.45	14.9	10.45	14.9	—	—
Library clerks	11.10	10.6	—	—	9.11	4.6
Records clerks, n.e.c.	11.61	6.1	11.41	7.1	—	—
Bookkeepers, accounting and auditing clerks	13.26	7.8	11.69	5.9	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Mail clerks, except postal service	\$9.34	10.1	\$8.18	9.2	–	–
Traffic, shipping and receiving clerks	14.84	5.5	14.84	5.5	–	–
Stock and inventory clerks	10.46	5.8	10.03	6.6	–	–
Insurance adjusters, examiners, and investigators	13.94	6.2	13.94	6.2	–	–
Bill and account collectors	12.49	2.5	–	–	–	–
General office clerks	10.94	4.5	10.45	5.0	\$12.05	1.1
Data entry keyers	9.53	4.2	9.32	4.8	–	–
Teachers' aides	9.55	4.9	–	–	–	–
Administrative support, n.e.c.	13.20	9.3	13.30	10.0	–	–
Blue collar	13.53	3.2	13.30	3.6	15.56	2.5
Precision production, craft, and repair						
Industrial machinery repairers	16.87	3.5	17.03	4.4	16.40	4.2
Electronic repairers, communications and industrial equipment	17.20	8.1	17.20	8.1	–	–
Mechanics and repairers, n.e.c.	15.69	10.5	15.69	10.5	–	–
Supervisors, construction trades, n.e.c.	18.88	6.7	19.18	6.7	–	–
Carpenters	17.20	6.6	–	–	–	–
Supervisors, production	15.67	9.3	–	–	–	–
Supervisors, production	21.27	6.9	21.27	6.9	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	12.95	6.0	12.95	6.0	–	–
Miscellaneous machine operators, n.e.c.	12.60	7.3	12.60	7.3	–	–
Welders and cutters	15.09	15.9	15.09	15.9	–	–
Assemblers	12.28	3.1	12.28	3.1	–	–
Production inspectors, checkers and examiners ..	11.39	6.3	11.39	6.3	–	–
Production inspectors, checkers and examiners ..	11.84	6.3	11.84	6.3	–	–
Transportation and material moving						
Truck drivers	14.68	7.8	14.73	10.0	14.50	2.0
Bus drivers	14.84	14.3	14.85	14.6	–	–
Industrial truck and tractor equipment operators ..	15.19	2.6	–	–	15.19	2.6
Industrial truck and tractor equipment operators ..	14.00	6.3	14.00	6.3	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	10.14	3.5	10.14	3.6	10.29	15.3
Laborers, except construction, n.e.c.	9.48	4.7	9.48	4.7	–	–
Laborers, except construction, n.e.c.	9.24	4.7	9.15	4.7	–	–
Service						
Protective service	10.91	7.8	7.24	4.2	17.70	6.6
Guards and police, except public service	15.91	11.3	7.74	2.7	20.18	6.6
Food service	7.76	2.7	7.76	2.7	–	–
Waiters, waitresses, and bartenders	6.00	6.7	5.63	6.5	10.40	5.5
Bartenders	3.54	10.8	3.54	10.8	–	–
Waiters and waitresses	5.53	4.9	5.53	4.9	–	–
Waiters'/Waitresses' assistants	2.58	13.7	2.58	13.7	–	–
Other food service	5.51	19.5	5.51	19.5	–	–
Cooks	8.55	3.1	8.21	3.2	10.40	5.5
Kitchen workers, food preparation	8.95	3.3	8.79	3.6	9.85	7.0
Food preparation, n.e.c.	8.21	5.7	8.21	5.7	–	–
Health service	7.71	6.6	6.91	2.1	–	–
Health aides, except nursing	8.84	3.7	8.80	3.8	–	–
Nursing aides, orderlies and attendants	9.59	13.6	9.59	13.6	–	–
Nursing aides, orderlies and attendants	8.74	3.5	8.69	3.7	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$9.94	5.4	\$8.93	5.4	\$12.86	3.7
Janitors and cleaners	10.00	5.9	8.81	6.1	12.86	3.7
Personal service	8.40	6.8	7.77	10.2	9.40	7.7
Child care workers, n.e.c.	10.13	4.1	—	—	—	—
Service, n.e.c.	6.90	11.8	6.20	9.6	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.03	2.1	\$15.80	2.6	\$20.07	3.2
All excluding sales	17.11	2.2	15.83	2.7	20.07	3.2
White collar	19.26	2.4	18.29	3.0	21.22	3.9
White collar excluding sales	19.59	2.4	18.67	3.0	21.22	3.9
Professional specialty and technical	23.14	3.0	21.98	3.7	24.25	4.9
Professional specialty	24.48	3.8	23.80	4.5	25.10	5.9
Engineers, architects, and surveyors	28.22	5.2	29.57	4.4	—	—
Civil engineers	24.43	8.1	—	—	—	—
Mechanical engineers	24.92	7.9	24.92	7.9	—	—
Engineers, n.e.c.	29.59	2.9	29.59	2.9	—	—
Mathematical and computer scientists	24.55	3.4	24.59	3.5	—	—
Computer systems analysts and scientists	25.35	3.3	25.42	3.4	—	—
Natural scientists	23.46	9.2	24.67	15.1	—	—
Chemists, except biochemists	26.88	17.3	26.88	17.3	—	—
Health related	19.21	8.8	20.83	6.0	16.07	14.7
Registered nurses	20.74	2.9	20.15	3.3	22.33	5.8
Teachers, college and university	30.78	10.6	30.78	10.6	—	—
Teachers, except college and university	28.50	3.4	—	—	29.02	3.5
Elementary school teachers	28.51	3.6	—	—	29.08	4.1
Secondary school teachers	29.99	3.3	—	—	30.12	3.4
Teachers, special education	27.82	4.8	—	—	27.82	4.8
Teachers, n.e.c.	28.96	8.3	—	—	30.00	7.3
Librarians, archivists, and curators	22.31	12.0	—	—	22.27	12.4
Librarians	22.31	12.0	—	—	22.27	12.4
Social scientists and urban planners	18.67	13.1	—	—	—	—
Social, recreation, and religious workers	23.13	21.0	16.03	7.4	26.44	18.0
Social workers	23.13	21.0	16.03	7.4	26.44	18.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.74	6.9	20.74	6.9	—	—
Technical	18.99	7.4	17.09	5.8	21.24	4.2
Licensed practical nurses	13.77	1.4	—	—	—	—
Technical and related, n.e.c.	21.12	4.3	17.39	8.3	—	—
Executive, administrative, and managerial	27.31	4.0	29.39	4.1	23.14	6.1
Executives, administrators, and managers	32.87	5.3	34.68	5.3	25.11	10.5
Administrators and officials, public administration	19.43	8.1	—	—	19.43	8.1
Financial managers	29.67	10.1	29.59	10.3	—	—
Administrators, education and related fields	38.74	8.1	—	—	—	—
Managers, service organizations, n.e.c.	22.61	6.6	—	—	—	—
Managers and administrators, n.e.c.	38.57	6.2	38.87	6.2	—	—
Management related	22.76	4.5	23.00	5.4	22.46	7.7
Accountants and auditors	21.98	4.3	23.16	4.1	—	—
Other financial officers	26.69	15.3	26.49	23.2	—	—
Personnel, training, and labor relations specialists	20.46	2.2	20.62	4.7	—	—
Sales	15.47	8.2	15.47	8.2	—	—
Supervisors, sales	12.14	8.8	12.14	8.8	—	—
Advertising and related sales	19.79	11.2	19.79	11.2	—	—
Sales workers, other commodities	10.00	5.7	10.00	5.7	—	—
Cashiers	7.66	6.9	7.66	6.9	—	—
Administrative support, including clerical	12.93	2.9	12.36	3.0	14.68	5.2
Supervisors, general office	15.82	4.6	15.82	4.6	—	—
Secretaries	14.77	5.2	13.62	4.0	17.28	3.8
Order clerks	12.91	15.6	12.91	15.6	—	—
Library clerks	12.15	8.0	—	—	9.93	4.9
Records clerks, n.e.c.	11.61	6.1	11.41	7.1	—	—
Bookkeepers, accounting and auditing clerks	13.35	7.7	11.77	6.0	—	—
Mail clerks, except postal service	10.43	5.2	9.33	8.7	—	—
Stock and inventory clerks	10.79	5.1	10.40	5.4	—	—
Insurance adjusters, examiners, and investigators	13.94	6.2	13.94	6.2	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Bill and account collectors	\$12.49	2.5	–	–	–	–
General office clerks	10.96	4.7	\$10.44	5.5	\$12.05	1.1
Data entry keyers	9.53	4.2	9.33	4.8	–	–
Teachers' aides	9.76	3.9	–	–	–	–
Administrative support, n.e.c.	13.37	9.8	13.49	10.6	–	–
Blue collar	13.94	3.3	13.72	3.7	15.85	3.4
Precision production, craft, and repair						
Industrial machinery repairers	17.20	8.1	17.20	8.1	–	–
Electronic repairers, communications and industrial equipment	15.69	10.5	15.69	10.5	–	–
Mechanics and repairers, n.e.c.	18.88	6.7	19.18	6.7	–	–
Supervisors, construction trades, n.e.c.	17.20	6.6	–	–	–	–
Supervisors, production	21.27	6.9	21.27	6.9	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	12.60	7.3	12.60	7.3	–	–
Miscellaneous machine operators, n.e.c.	15.09	15.9	15.09	15.9	–	–
Welders and cutters	12.28	3.1	12.28	3.1	–	–
Assemblers	11.42	6.4	11.42	6.4	–	–
Production inspectors, checkers and examiners ..	11.84	6.3	11.84	6.3	–	–
Transportation and material moving						
Truck drivers	14.84	14.3	14.85	14.6	–	–
Industrial truck and tractor equipment operators ..	14.00	6.3	14.00	6.3	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	10.55	6.4	10.55	6.4	–	–
Laborers, except construction, n.e.c.	9.50	5.2	9.41	5.2	–	–
Service						
Protective service	17.20	10.3	–	–	20.22	6.6
Food service	7.44	8.3	6.90	8.5	10.47	5.8
Waiters, waitresses, and bartenders	4.17	16.3	4.17	16.3	–	–
Other food service	9.28	3.0	8.92	3.2	10.47	5.8
Cooks	9.08	3.6	8.90	3.8	–	–
Kitchen workers, food preparation	9.20	2.1	9.20	2.1	–	–
Food preparation, n.e.c.	8.89	7.3	–	–	–	–
Health service	8.87	3.6	8.83	3.7	–	–
Health aides, except nursing	9.76	14.4	9.76	14.4	–	–
Nursing aides, orderlies and attendants	8.75	3.0	8.69	3.0	–	–
Cleaning and building service	10.58	4.7	9.55	5.0	12.86	3.7
Janitors and cleaners	10.73	5.1	9.53	5.9	12.86	3.7
Personal service	9.80	3.4	9.14	5.3	–	–
Service, n.e.c.	9.76	5.6	–	–	–	–

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

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

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

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

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.31	4.8	\$8.06	5.0	\$11.01	8.9
All excluding sales	8.64	5.8	8.35	6.1	11.01	8.9
White collar	10.11	6.7	9.85	7.2	12.15	9.8
White collar excluding sales	12.16	7.8	12.17	9.3	12.15	9.8
Professional specialty and technical	17.45	10.4	19.05	9.9	12.21	23.6
Professional specialty	18.98	13.6	21.77	12.2	12.34	26.3
Engineers, architects, and surveyors	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.43	12.8	24.57	15.2	—	—
Registered nurses	21.59	11.3	21.59	11.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	8.85	12.8	9.62	14.8	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	13.66	4.8	13.90	4.5	—	—
Sales	6.88	2.9	6.88	2.9	—	—
Cashiers	6.74	3.5	6.74	3.5	—	—
Administrative support, including clerical	9.64	7.7	9.16	7.4	12.10	4.1
Library clerks	7.92	4.3	—	—	8.00	4.7
Blue collar	8.52	5.2	8.25	5.6	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.91	5.1	7.92	5.3	—	—
Stock handlers and baggers	7.29	5.3	7.29	5.3	—	—
Service	5.79	6.1	5.70	6.4	7.38	8.0
Protective service	7.38	5.8	7.26	5.7	—	—
Guards and police, except public service	7.29	5.8	7.29	5.8	—	—
Food service	4.70	5.3	4.66	5.2	—	—
Waiters, waitresses, and bartenders	3.22	11.7	3.22	11.7	—	—
Waiters and waitresses	2.47	10.6	2.47	10.6	—	—
Other food service	7.37	4.3	7.32	4.4	—	—
Cooks	8.58	7.0	—	—	—	—
Kitchen workers, food preparation	6.70	3.9	6.70	3.9	—	—
Food preparation, n.e.c.	6.76	2.6	6.76	2.6	—	—
Health service	8.63	9.3	8.63	9.3	—	—
Nursing aides, orderlies and attendants	8.70	9.9	8.70	9.9	—	—
Cleaning and building service	6.86	4.1	6.86	4.1	—	—
Janitors and cleaners	6.86	4.2	6.86	4.2	—	—
Personal service	6.15	5.4	5.91	7.2	—	—
Service, n.e.c.	5.75	7.6	5.64	8.0	—	—

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

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

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

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

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$677	2.1	39.8	\$628	2.6	39.8	\$799	3.2	39.8
All excluding sales	680	2.2	39.8	629	2.7	39.7	799	3.2	39.8
White collar	764	2.4	39.6	727	3.0	39.7	838	3.8	39.5
White collar excluding sales	776	2.4	39.6	740	3.1	39.6	838	3.8	39.5
Professional specialty and technical	913	3.0	39.5	873	3.7	39.7	951	4.7	39.2
Professional specialty	963	3.7	39.3	944	4.5	39.6	979	5.7	39.0
Engineers, architects, and surveyors	1,129	5.2	40.0	1,183	4.4	40.0	-	-	-
Civil engineers	977	8.1	40.0	-	-	-	-	-	-
Mechanical engineers	997	7.9	40.0	997	7.9	40.0	-	-	-
Engineers, n.e.c.	1,184	2.9	40.0	1,184	2.9	40.0	-	-	-
Mathematical and computer scientists	972	3.4	39.6	973	3.4	39.6	-	-	-
Computer systems analysts and scientists	1,004	3.3	39.6	1,006	3.4	39.6	-	-	-
Natural scientists	947	9.1	40.4	1,002	14.8	40.6	-	-	-
Chemists, except biochemists	1,075	17.3	40.0	1,075	17.3	40.0	-	-	-
Health related	761	8.6	39.6	822	6.1	39.5	640	14.5	39.8
Registered nurses	811	3.3	39.1	784	4.0	38.9	884	5.9	39.6
Teachers, college and university	1,133	6.0	36.8	1,133	6.0	36.8	-	-	-
Teachers, except college and university	1,087	3.5	38.1	-	-	-	1,107	3.7	38.2
Elementary school teachers ...	1,058	4.3	37.1	-	-	-	1,078	5.0	37.1
Secondary school teachers ...	1,161	3.0	38.7	-	-	-	1,167	3.1	38.7
Teachers, special education ...	1,077	4.2	38.7	-	-	-	1,077	4.2	38.7
Teachers, n.e.c.	1,122	7.6	38.7	-	-	-	1,159	6.6	38.7
Librarians, archivists, and curators	852	11.4	38.2	-	-	-	856	11.6	38.4
Librarians	852	11.4	38.2	-	-	-	856	11.6	38.4
Social scientists and urban planners	740	11.9	39.6	-	-	-	-	-	-
Social, recreation, and religious workers	924	21.1	39.9	641	7.4	40.0	1,055	18.2	39.9
Social workers	924	21.1	39.9	641	7.4	40.0	1,055	18.2	39.9
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	816	7.2	39.3	816	7.2	39.3	-	-	-
Technical	759	7.4	39.9	682	5.8	39.9	850	4.2	40.0
Licensed practical nurses	551	1.4	40.0	-	-	-	-	-	-
Technical and related, n.e.c. ...	844	4.4	40.0	691	8.2	39.7	-	-	-
Executive, administrative, and managerial	1,089	4.0	39.9	1,170	4.2	39.8	925	6.1	40.0
Executives, administrators, and managers	1,317	5.3	40.1	1,392	5.3	40.1	1,001	10.4	39.9
Administrators and officials, public administration	775	8.0	39.9	-	-	-	775	8.0	39.9
Financial managers	1,267	10.0	42.7	1,265	10.1	42.7	-	-	-
Administrators, education and related fields	1,526	7.8	39.4	-	-	-	-	-	-
Managers, service organizations, n.e.c.	905	6.6	40.0	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,535	6.1	39.8	1,548	6.2	39.8	-	-	-
Management related	903	4.6	39.7	907	5.7	39.5	898	7.7	40.0
Accountants and auditors	879	4.3	40.0	926	4.1	40.0	-	-	-
Other financial officers	1,052	16.3	39.4	1,036	24.5	39.1	-	-	-
Personnel, training, and labor relations specialists	815	2.2	39.8	817	4.7	39.6	-	-	-

See footnotes at end of table.

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

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales	\$623	8.4	40.3	\$623	8.4	40.3	—	—	—
Supervisors, sales	501	10.0	41.2	501	10.0	41.2	—	—	—
Advertising and related sales Sales workers, other	782	11.5	39.5	782	11.5	39.5	—	—	—
commodities	396	6.5	39.6	396	6.5	39.6	—	—	—
Cashiers	292	10.2	38.1	292	10.2	38.1	—	—	—
Administrative support, including									
clerical	512	2.9	39.6	489	3.1	39.5	\$582	5.2	39.7
Supervisors, general office	640	5.2	40.5	640	5.2	40.5	—	—	—
Secretaries	581	5.4	39.3	536	4.0	39.4	678	4.6	39.3
Order clerks	516	15.6	40.0	516	15.6	40.0	—	—	—
Library clerks	470	10.3	38.7	—	—	—	365	6.5	36.8
Records clerks, n.e.c.	456	6.0	39.3	452	7.1	39.7	—	—	—
Bookkeepers, accounting and auditing clerks	529	8.0	39.6	464	6.0	39.4	—	—	—
Mail clerks, except postal service	410	5.6	39.4	361	8.3	38.7	—	—	—
Stock and inventory clerks	432	5.1	40.0	416	5.4	40.0	—	—	—
Insurance adjusters, examiners, and investigators	540	6.3	38.7	540	6.3	38.7	—	—	—
Bill and account collectors	483	2.5	38.7	—	—	—	—	—	—
General office clerks	436	4.8	39.8	415	5.4	39.7	482	1.1	40.0
Data entry keyers	376	4.4	39.5	367	5.0	39.4	—	—	—
Teachers' aides	366	9.1	37.5	—	—	—	—	—	—
Administrative support, n.e.c.	534	9.8	39.9	539	10.6	39.9	—	—	—
Blue collar	558	3.3	40.0	550	3.7	40.1	628	3.4	39.6
Precision production, craft, and repair									
Industrial machinery repairers	678	3.5	40.2	685	4.4	40.3	656	4.2	40.0
Electronic repairers, communications and industrial equipment	688	8.1	40.0	688	8.1	40.0	—	—	—
Mechanics and repairers, n.e.c.	628	10.5	40.0	628	10.5	40.0	—	—	—
Supervisors, construction trades, n.e.c.	755	6.7	40.0	767	6.7	40.0	—	—	—
Supervisors, production	721	5.5	41.9	—	—	—	—	—	—
Supervisors, production	851	6.9	40.0	851	6.9	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Punching and stamping press operators	518	6.0	40.0	518	6.0	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	504	7.3	40.0	504	7.3	40.0	—	—	—
Welders and cutters	604	15.9	40.0	604	15.9	40.0	—	—	—
Assemblers	491	3.1	40.0	491	3.1	40.0	—	—	—
Production inspectors, checkers and examiners ...	457	6.4	40.0	457	6.4	40.0	—	—	—
Production inspectors, checkers and examiners ...	473	6.3	40.0	473	6.3	40.0	—	—	—
Transportation and material moving									
Truck drivers	596	7.6	39.9	606	9.3	40.3	561	2.3	38.4
Industrial truck and tractor equipment operators	600	13.9	40.4	601	14.2	40.4	—	—	—
Equipment operators	560	6.3	40.0	560	6.3	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	436	4.1	40.0	435	4.2	40.0	—	—	—

See footnotes at end of table.

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

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Stock handlers and baggers ...	\$422	6.4	40.0	\$422	6.4	40.0	—	—	—
Laborers, except construction, n.e.c.	379	5.2	39.9	376	5.2	39.9	—	—	—
Service	513	8.0	40.0	322	4.0	39.0	\$746	6.6	41.1
Protective service	719	10.7	41.8	—	—	—	860	6.5	42.5
Food service	279	8.5	37.5	264	9.4	38.3	351	9.4	33.5
Waiters, waitresses, and bartenders	159	19.0	38.0	159	19.0	38.0	—	—	—
Other food service	346	4.3	37.2	344	4.8	38.6	351	9.4	33.5
Cooks	337	5.4	37.1	340	6.3	38.2	—	—	—
Kitchen workers, food preparation	368	2.1	40.0	368	2.1	40.0	—	—	—
Food preparation, n.e.c.	315	8.9	35.4	—	—	—	—	—	—
Health service	340	3.8	38.3	338	3.9	38.2	—	—	—
Health aides, except nursing ..	389	14.4	39.8	389	14.4	39.8	—	—	—
Nursing aides, orderlies and attendants	333	3.3	38.1	330	3.3	38.0	—	—	—
Cleaning and building service	421	4.8	39.8	380	5.1	39.8	511	3.9	39.7
Janitors and cleaners	426	5.2	39.7	379	6.0	39.7	511	3.9	39.7
Personal service	380	3.7	38.8	366	5.3	40.0	—	—	—
Service, n.e.c.	391	5.6	40.0	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$34,388	2.1	2,020	\$32,496	2.6	2,056	\$38,813	3.2	1,934
All excluding sales	34,485	2.2	2,016	32,504	2.7	2,054	38,813	3.2	1,934
White collar	38,483	2.4	1,998	37,585	3.0	2,055	40,147	3.8	1,892
White collar excluding sales	38,984	2.4	1,990	38,274	3.1	2,050	40,147	3.8	1,892
Professional specialty and technical	43,894	3.0	1,897	44,685	3.7	2,033	43,228	4.7	1,783
Professional specialty	45,251	3.7	1,848	48,206	4.5	2,026	43,007	5.7	1,714
Engineers, architects, and surveyors	58,701	5.2	2,080	61,499	4.4	2,080	-	-	-
Civil engineers	50,812	8.1	2,080	-	-	-	-	-	-
Mechanical engineers	51,836	7.9	2,080	51,836	7.9	2,080	-	-	-
Engineers, n.e.c.	61,552	2.9	2,080	61,552	2.9	2,080	-	-	-
Mathematical and computer scientists	50,524	3.4	2,058	50,574	3.4	2,057	-	-	-
Computer systems analysts and scientists	52,187	3.3	2,058	52,314	3.4	2,058	-	-	-
Natural scientists	49,227	9.1	2,099	52,129	14.8	2,113	-	-	-
Chemists, except biochemists	55,905	17.3	2,080	55,905	17.3	2,080	-	-	-
Health related	39,440	8.6	2,053	42,740	6.1	2,052	33,012	14.5	2,054
Registered nurses	41,875	3.3	2,019	40,778	4.0	2,023	44,840	5.9	2,008
Teachers, college and university	46,018	6.0	1,495	46,018	6.0	1,495	-	-	-
Teachers, except college and university	41,441	3.5	1,454	-	-	-	42,078	3.7	1,450
Elementary school teachers	39,479	4.3	1,385	-	-	-	40,212	5.0	1,383
Secondary school teachers	43,724	3.0	1,458	-	-	-	43,973	3.1	1,460
Teachers, special education	41,027	4.2	1,475	-	-	-	41,027	4.2	1,475
Teachers, n.e.c.	43,942	7.6	1,517	-	-	-	44,624	6.6	1,488
Librarians, archivists, and curators	38,642	11.4	1,732	-	-	-	39,206	11.6	1,760
Librarians	38,642	11.4	1,732	-	-	-	39,206	11.6	1,760
Social scientists and urban planners	37,378	11.9	2,002	-	-	-	-	-	-
Social, recreation, and religious workers	47,801	21.1	2,067	33,341	7.4	2,080	54,477	18.2	2,060
Social workers	47,801	21.1	2,067	33,341	7.4	2,080	54,477	18.2	2,060
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	42,439	7.2	2,046	42,439	7.2	2,046	-	-	-
Technical	39,224	7.4	2,065	35,091	5.8	2,053	44,181	4.2	2,080
Licensed practical nurses	28,644	1.4	2,080	-	-	-	-	-	-
Technical and related, n.e.c. ...	43,880	4.4	2,078	35,946	8.2	2,067	-	-	-
Executive, administrative, and managerial	56,363	4.0	2,064	60,696	4.2	2,065	47,685	6.1	2,061
Executives, administrators, and managers	67,802	5.3	2,063	71,997	5.3	2,076	50,405	10.4	2,007
Administrators and officials, public administration	40,326	8.0	2,076	-	-	-	40,326	8.0	2,076
Financial managers	65,909	10.0	2,222	65,768	10.1	2,223	-	-	-
Administrators, education and related fields	69,509	7.8	1,794	-	-	-	-	-	-
Managers, service organizations, n.e.c.	47,038	6.6	2,080	-	-	-	-	-	-
Managers and administrators, n.e.c.	79,146	6.1	2,052	79,752	6.2	2,052	-	-	-
Management related	46,976	4.6	2,064	47,187	5.7	2,052	46,715	7.7	2,080
Accountants and auditors	45,723	4.3	2,080	48,169	4.1	2,080	-	-	-
Other financial officers	54,682	16.3	2,049	53,853	24.5	2,033	-	-	-
Personnel, training, and labor relations specialists	42,387	2.2	2,071	42,480	4.7	2,061	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales	\$32,387	8.4	2,093	\$32,387	8.4	2,093	—	—	—
Supervisors, sales	26,045	10.0	2,145	26,045	10.0	2,145	—	—	—
Advertising and related sales Sales workers, other commodities	40,647	11.5	2,053	40,647	11.5	2,053	—	—	—
Cashiers	20,581	6.5	2,059	20,581	6.5	2,059	—	—	—
	15,171	10.2	1,981	15,171	10.2	1,981	—	—	—
Administrative support, including									
clerical	26,384	2.9	2,040	25,372	3.1	2,052	\$29,399	5.2	2,003
Supervisors, general office	33,283	5.2	2,105	33,283	5.2	2,105	—	—	—
Secretaries	29,504	5.4	1,997	27,832	4.0	2,043	32,894	4.6	1,904
Order clerks	26,854	15.6	2,080	26,854	15.6	2,080	—	—	—
Library clerks	23,584	10.3	1,941	—	—	—	17,488	6.5	1,762
Records clerks, n.e.c.	22,551	6.0	1,943	23,521	7.1	2,062	—	—	—
Bookkeepers, accounting and auditing clerks	27,433	8.0	2,056	24,126	6.0	2,049	—	—	—
Mail clerks, except postal service	21,345	5.6	2,047	18,769	8.3	2,011	—	—	—
Stock and inventory clerks	22,449	5.1	2,080	21,629	5.4	2,080	—	—	—
Insurance adjusters, examiners, and investigators	28,058	6.3	2,013	28,058	6.3	2,013	—	—	—
Bill and account collectors	25,119	2.5	2,011	—	—	—	—	—	—
General office clerks	22,697	4.8	2,071	21,573	5.4	2,066	25,069	1.1	2,080
Data entry keyers	19,563	4.4	2,053	19,106	5.0	2,049	—	—	—
Teachers' aides	15,877	9.1	1,627	—	—	—	—	—	—
Administrative support, n.e.c.	27,743	9.8	2,075	28,030	10.6	2,077	—	—	—
Blue collar	28,786	3.3	2,064	28,391	3.7	2,069	32,129	3.4	2,027
Precision production, craft, and repair									
Industrial machinery repairers Electronic repairers, communications and industrial equipment	35,140	3.5	2,085	35,493	4.4	2,087	34,105	4.2	2,080
	35,783	8.1	2,080	35,783	8.1	2,080	—	—	—
Mechanics and repairers, n.e.c.	32,643	10.5	2,080	32,643	10.5	2,080	—	—	—
Supervisors, construction trades, n.e.c.	38,397	6.7	2,033	38,962	6.7	2,031	—	—	—
Supervisors, production	37,475	5.5	2,179	—	—	—	—	—	—
	44,245	6.9	2,080	44,245	6.9	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Punching and stamping press operators	26,539	6.0	2,047	26,539	6.0	2,047	—	—	—
Miscellaneous machine operators, n.e.c.	23,035	7.3	1,828	23,035	7.3	1,828	—	—	—
Welders and cutters	31,387	15.9	2,080	31,387	15.9	2,080	—	—	—
Assemblers	25,543	3.1	2,080	25,543	3.1	2,080	—	—	—
Production inspectors, checkers and examiners ...	23,745	6.4	2,080	23,745	6.4	2,080	—	—	—
	24,618	6.3	2,080	24,618	6.3	2,080	—	—	—
Transportation and material moving									
Truck drivers	30,575	7.6	2,045	31,501	9.3	2,094	27,420	2.3	1,878
Industrial truck and tractor equipment operators	31,206	13.9	2,102	31,229	14.2	2,103	—	—	—
	29,130	6.3	2,080	29,130	6.3	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	22,678	4.1	2,079	22,614	4.2	2,079	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Stock handlers and baggers ...	\$21,947	6.4	2,080	\$21,947	6.4	2,080	—	—	—
Laborers, except construction, n.e.c.	19,732	5.2	2,077	19,539	5.2	2,077	—	—	—
Service	26,080	8.0	2,033	16,692	4.0	2,023	\$37,063	6.6	2,044
Protective service	37,404	10.7	2,175	—	—	—	44,700	6.5	2,211
Food service	13,750	8.5	1,849	13,724	9.4	1,990	13,849	9.4	1,323
Waiters, waitresses, and bartenders	8,245	19.0	1,975	8,245	19.0	1,975	—	—	—
Other food service	16,570	4.3	1,785	17,844	4.8	2,001	13,849	9.4	1,323
Cooks	16,223	5.4	1,786	17,670	6.3	1,986	—	—	—
Kitchen workers, food preparation	19,127	2.1	2,080	19,127	2.1	2,080	—	—	—
Food preparation, n.e.c.	14,399	8.9	1,619	—	—	—	—	—	—
Health service	17,671	3.8	1,992	17,550	3.9	1,988	—	—	—
Health aides, except nursing ..	20,230	14.4	2,072	20,230	14.4	2,072	—	—	—
Nursing aides, orderlies and attendants	17,335	3.3	1,981	17,183	3.3	1,977	—	—	—
Cleaning and building service	21,863	4.8	2,067	19,754	5.1	2,068	26,519	3.9	2,063
Janitors and cleaners	22,160	5.2	2,065	19,689	6.0	2,066	26,519	3.9	2,063
Personal service	17,323	3.7	1,768	18,476	5.3	2,021	—	—	—
Service, n.e.c.	18,189	5.6	1,863	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.01	2.2	\$14.68	2.7	\$19.72	3.3
All excluding sales	16.25	2.3	14.88	2.8	19.72	3.3
White collar	18.40	2.6	17.27	3.2	20.91	3.9
1	7.81	3.8	7.80	3.9	—	—
2	8.48	4.2	8.32	4.1	11.03	5.7
3	9.44	2.8	9.31	3.1	10.29	5.5
4	12.00	5.1	11.91	6.1	12.50	3.5
5	13.33	2.0	13.20	2.7	13.57	3.0
6	15.39	2.3	15.22	3.1	15.76	2.8
7	17.39	2.0	17.18	2.3	17.79	2.7
8	19.56	2.2	19.46	2.4	20.01	4.0
9	24.16	2.7	22.44	4.8	25.18	3.8
10	25.81	4.4	25.32	4.2	—	—
11	27.71	4.9	29.18	4.1	25.42	9.6
12	36.23	3.7	38.01	3.2	—	—
13	44.90	3.4	45.73	3.2	—	—
14	53.15	6.7	53.15	6.7	—	—
Not able to be leveled	20.10	14.0	20.10	14.0	—	—
White collar excluding sales	19.11	2.4	18.15	3.1	20.91	3.9
1	8.24	5.5	8.25	6.0	—	—
2	8.70	5.1	8.52	5.1	11.03	5.7
3	9.93	2.2	9.86	2.3	10.29	5.5
4	12.61	4.8	12.64	5.8	12.50	3.5
5	13.36	1.8	13.24	2.4	13.57	3.0
6	15.50	2.4	15.38	3.3	15.76	2.8
7	17.33	2.0	17.06	2.2	17.79	2.7
8	19.80	2.2	19.75	2.5	20.01	4.0
9	24.13	2.7	22.33	4.8	25.18	3.8
10	26.59	4.5	26.02	4.3	—	—
11	27.33	4.8	28.66	3.6	25.42	9.6
12	35.60	3.5	37.16	3.5	—	—
13	44.90	3.4	45.73	3.2	—	—
14	53.15	6.7	53.15	6.7	—	—
Not able to be leveled	20.57	14.7	20.57	14.7	—	—
Professional specialty and technical	22.81	2.9	21.73	3.4	23.92	4.8
Professional specialty	24.18	3.6	23.64	4.2	24.70	5.8
6	14.19	7.4	15.03	7.9	—	—
7	17.67	3.5	18.29	3.8	15.67	7.5
8	20.54	3.1	20.54	4.3	20.55	3.0
9	25.26	3.6	21.57	6.8	27.77	3.8
10	28.23	3.9	27.25	1.6	—	—
11	25.09	10.3	28.76	5.1	—	—
12	34.98	4.4	38.37	4.8	—	—
Not able to be leveled	20.58	17.2	20.58	17.2	—	—
Engineers, architects, and surveyors	28.17	5.2	29.48	4.3	—	—
9	27.21	5.5	27.21	5.5	—	—
Civil engineers	24.43	8.1	—	—	—	—
Mechanical engineers	24.92	7.9	24.92	7.9	—	—
Engineers, n.e.c.	29.59	2.9	29.59	2.9	—	—
Mathematical and computer scientists	24.55	3.4	24.59	3.5	—	—
Computer systems analysts and scientists	25.35	3.3	25.42	3.4	—	—
Natural scientists	23.37	9.1	24.46	14.8	—	—
Chemists, except biochemists	26.88	17.3	26.88	17.3	—	—
Health related	19.83	8.2	21.37	5.4	16.52	15.0
8	20.47	6.7	20.57	6.9	—	—
9	20.14	6.9	19.58	8.9	—	—
Registered nurses	20.90	3.2	20.50	3.8	22.33	5.8
8	20.81	7.4	20.95	7.7	—	—
9	20.38	3.1	19.82	4.1	—	—
Teachers, college and university	29.75	9.9	29.75	9.9	—	—
Teachers, except college and university	27.24	4.0	—	—	28.03	4.1
9	29.23	2.9	—	—	29.62	3.1
Elementary school teachers	28.43	3.7	—	—	29.01	4.2
9	28.49	3.6	—	—	29.08	4.1

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, Columbus, OH, September 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Secondary school teachers	\$29.98	3.3	—	—	\$30.12	3.4
9	29.98	3.3	—	—	30.12	3.4
Teachers, special education	27.82	4.8	—	—	27.82	4.8
9	28.93	4.7	—	—	28.93	4.7
Teachers, n.e.c.	23.90	14.9	—	—	25.59	14.3
9	30.61	6.8	—	—	30.61	6.8
Librarians, archivists, and curators	22.20	11.9	—	—	22.15	12.3
9	26.14	10.1	—	—	—	—
Librarians	22.20	11.9	—	—	22.15	12.3
9	26.14	10.1	—	—	—	—
Social scientists and urban planners	20.72	12.7	—	—	—	—
Social, recreation, and religious workers	23.11	21.0	\$16.08	7.4	26.44	18.0
9	15.91	6.9	16.03	7.4	—	—
Social workers	23.11	21.0	16.08	7.4	26.44	18.0
9	15.91	6.9	16.03	7.4	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.12	6.1	20.12	6.1	—	—
Not able to be leveled	21.50	17.7	21.50	17.7	—	—
Technical	18.63	7.7	16.75	5.4	21.11	4.7
4	12.76	13.0	13.02	14.5	—	—
5	13.57	5.7	13.68	5.8	—	—
6	14.32	5.7	14.32	5.7	—	—
7	16.93	3.5	17.42	3.6	—	—
8	18.88	3.8	19.24	3.8	—	—
9	22.83	4.0	27.98	15.7	—	—
Clinical laboratory technologists and technicians	16.19	9.1	16.92	7.8	—	—
Licensed practical nurses	13.94	1.7	13.99	1.9	—	—
Health technologists and technicians, n.e.c.	20.66	29.8	20.88	30.6	—	—
Engineering technicians, n.e.c.	15.64	16.0	16.21	17.8	—	—
Technical and related, n.e.c.	21.02	4.7	17.02	8.3	—	—
Executive, administrative, and managerial	27.31	4.0	29.39	4.1	23.14	6.1
6	16.17	4.9	14.91	9.3	—	—
7	17.75	5.0	17.79	5.2	—	—
8	18.87	3.4	18.88	3.5	—	—
9	22.22	3.6	22.94	3.6	21.62	5.1
10	26.28	8.8	26.28	8.8	—	—
11	28.43	3.2	28.62	4.3	28.09	4.8
12	36.38	4.4	36.45	4.9	—	—
13	46.01	3.0	46.03	3.0	—	—
Executives, administrators, and managers	32.87	5.3	34.68	5.3	25.11	10.5
8	21.38	3.9	—	—	—	—
9	23.14	6.0	23.17	6.2	—	—
11	29.55	4.8	30.16	3.8	28.17	12.7
12	37.09	4.6	37.34	5.1	—	—
13	46.27	3.3	46.29	3.4	—	—
Administrators and officials, public administration	19.43	8.1	—	—	19.43	8.1
Financial managers	29.67	10.1	29.59	10.3	—	—
Administrators, education and related fields	38.74	8.1	—	—	—	—
Managers, service organizations, n.e.c.	22.61	6.6	—	—	—	—
Managers and administrators, n.e.c.	38.57	6.2	38.87	6.2	—	—
9	27.21	6.0	27.21	6.0	—	—
11	32.18	6.1	32.94	6.4	—	—
12	36.65	9.2	36.65	9.2	—	—
13	46.94	4.1	46.94	4.1	—	—
Management related	22.76	4.5	23.00	5.4	22.46	7.7
6	15.85	6.8	—	—	—	—
7	18.18	4.6	18.25	4.8	—	—
8	17.91	3.5	—	—	—	—

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related —Continued						
9	\$21.89	4.1	\$22.65	2.8	—	—
11	27.59	3.7	27.31	5.9	—	—
Accountants and auditors	21.98	4.3	23.16	4.1	—	—
9	21.05	4.5	—	—	—	—
Other financial officers	26.69	15.3	26.49	23.2	—	—
Personnel, training, and labor relations specialists	20.46	2.2	20.62	4.7	—	—
9	20.98	2.9	—	—	—	—
Sales	12.58	9.2	12.58	9.2	—	—
1	7.19	4.8	7.19	4.8	—	—
2	7.38	3.0	7.38	3.0	—	—
3	7.82	7.5	7.82	7.5	—	—
4	9.20	12.9	9.20	12.9	—	—
5	12.95	13.5	12.95	13.5	—	—
7	17.88	9.0	17.88	9.0	—	—
8	17.27	6.6	17.27	6.6	—	—
Supervisors, sales	12.14	8.8	12.14	8.8	—	—
Advertising and related sales	19.79	11.2	19.79	11.2	—	—
Sales workers, apparel	7.44	2.5	7.44	2.5	—	—
Sales workers, other commodities	7.97	9.9	7.97	9.9	—	—
Cashiers	7.00	3.2	7.00	3.2	—	—
1	6.95	4.1	6.95	4.1	—	—
2	7.92	2.7	7.92	2.7	—	—
3	6.85	5.3	6.85	5.3	—	—
Administrative support, including clerical	12.61	3.0	12.02	3.2	\$14.50	5.1
1	8.24	5.5	8.25	6.0	—	—
2	8.69	5.1	8.51	5.1	11.03	5.7
3	10.03	2.1	9.86	2.3	11.03	2.9
4	12.64	5.0	12.66	6.2	12.55	3.8
5	13.45	2.1	13.16	2.6	14.09	3.4
6	15.60	3.1	15.77	3.9	—	—
7	17.23	3.0	16.07	3.2	18.37	1.7
Supervisors, general office	15.82	4.6	15.82	4.6	—	—
Secretaries	14.59	5.1	13.62	4.0	16.18	7.7
4	11.93	6.0	11.88	6.6	—	—
5	13.62	4.7	13.52	6.6	—	—
6	15.61	4.3	15.61	4.3	—	—
7	17.50	3.2	16.00	8.0	—	—
Order clerks	10.45	14.9	10.45	14.9	—	—
Library clerks	11.10	10.6	—	—	9.11	4.6
Records clerks, n.e.c.	11.61	6.1	11.41	7.1	—	—
Bookkeepers, accounting and auditing clerks	13.26	7.8	11.69	5.9	—	—
4	10.99	2.7	11.01	2.7	—	—
5	15.32	4.9	—	—	—	—
Mail clerks, except postal service	9.34	10.1	8.18	9.2	—	—
Traffic, shipping and receiving clerks	14.84	5.5	14.84	5.5	—	—
Stock and inventory clerks	10.46	5.8	10.03	6.6	—	—
Insurance adjusters, examiners, and investigators	13.94	6.2	13.94	6.2	—	—
Bill and account collectors	12.49	2.5	—	—	—	—
General office clerks	10.94	4.5	10.45	5.0	12.05	1.1
2	8.42	6.8	8.42	6.8	—	—
3	10.15	6.2	10.18	6.4	—	—
4	12.05	1.2	—	—	—	—
5	12.90	3.4	13.04	3.7	—	—
Data entry keyers	9.53	4.2	9.32	4.8	—	—
3	9.38	3.6	8.95	3.4	—	—
Teachers' aides	9.55	4.9	—	—	—	—
Administrative support, n.e.c.	13.20	9.3	13.30	10.0	—	—

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, Columbus, OH, September 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Administrative support, n.e.c. —Continued						
5	\$12.91	3.8	\$13.13	4.5	—	—
Blue collar						
1	13.53	3.2	13.30	3.6	\$15.56	2.5
2	8.51	3.2	8.53	3.2	—	—
3	11.27	4.6	11.17	4.8	—	—
4	11.30	4.0	11.28	4.1	—	—
5	13.16	4.7	13.02	5.1	15.28	2.9
6	15.90	6.2	16.23	6.9	13.97	1.0
7	16.00	5.7	15.47	5.6	—	—
8	18.36	4.3	19.58	3.3	15.86	1.9
Precision production, craft, and repair						
3	16.87	3.5	17.03	4.4	16.40	4.2
4	13.48	8.4	13.48	8.4	—	—
5	14.75	15.0	14.87	15.2	—	—
6	15.70	6.0	16.27	7.6	14.25	1.6
7	16.21	9.3	14.78	5.2	—	—
8	18.62	4.8	20.14	3.3	—	—
Industrial machinery repairers	17.20	8.1	17.20	8.1	—	—
Electronic repairers, communications and industrial equipment	15.69	10.5	15.69	10.5	—	—
Mechanics and repairers, n.e.c.	18.88	6.7	19.18	6.7	—	—
7	21.25	5.1	21.25	5.1	—	—
Supervisors, construction trades, n.e.c.	17.20	6.6	—	—	—	—
Carpenters	15.67	9.3	—	—	—	—
Supervisors, production	21.27	6.9	21.27	6.9	—	—
Machine operators, assemblers, and inspectors						
1	12.95	6.0	12.95	6.0	—	—
2	9.88	4.9	9.88	4.9	—	—
3	11.31	8.4	11.31	8.4	—	—
4	11.14	4.4	11.14	4.4	—	—
5	12.38	3.4	12.38	3.4	—	—
6	15.44	11.4	15.44	11.4	—	—
7	14.42	5.8	14.42	5.8	—	—
Punching and stamping press operators	12.60	7.3	12.60	7.3	—	—
Miscellaneous machine operators, n.e.c.	15.09	15.9	15.09	15.9	—	—
5	18.31	12.9	18.31	12.9	—	—
Welders and cutters	12.28	3.1	12.28	3.1	—	—
Assemblers	11.39	6.3	11.39	6.3	—	—
3	12.02	11.3	12.02	11.3	—	—
4	11.00	5.1	11.00	5.1	—	—
Production inspectors, checkers and examiners ..	11.84	6.3	11.84	6.3	—	—
5	11.81	7.7	11.81	7.7	—	—
Transportation and material moving						
2	14.68	7.8	14.73	10.0	14.50	2.0
3	10.86	6.7	—	—	—	—
4	11.14	9.0	10.64	9.9	—	—
5	14.08	11.0	13.43	14.6	—	—
6	17.34	9.7	—	—	—	—
Truck drivers	14.84	14.3	14.85	14.6	—	—
Bus drivers	15.19	2.6	—	—	15.19	2.6
Industrial truck and tractor equipment operators ..	14.00	6.3	14.00	6.3	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	10.14	3.5	10.14	3.6	10.29	15.3
2	8.38	3.5	8.40	3.5	—	—
3	10.57	6.0	10.52	6.1	—	—
4	10.88	7.2	10.88	7.2	—	—
5	12.86	5.3	12.90	5.4	—	—
Stock handlers and baggers	9.48	4.7	9.48	4.7	—	—
1	7.60	4.9	7.60	4.9	—	—
2	11.07	5.4	11.07	5.4	—	—
3	9.95	8.6	9.95	8.6	—	—

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, Columbus, OH, September 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Laborers, except construction, n.e.c.	\$9.24	4.7	\$9.15	4.7	—	—
1	9.34	6.3	9.34	6.3	—	—
Service	10.91	7.8	7.24	4.2	\$17.70	6.6
1	6.61	9.3	6.22	9.0	11.34	7.2
2	7.44	8.3	7.09	9.0	—	—
3	7.65	7.2	7.25	8.3	9.99	8.5
4	9.25	8.1	8.72	6.6	—	—
5	9.62	9.7	8.88	8.7	—	—
7	15.94	7.0	—	—	—	—
Protective service	15.91	11.3	7.74	2.7	20.18	6.6
Guards and police, except public service	7.76	2.7	7.76	2.7	—	—
Food service	6.00	6.7	5.63	6.5	10.40	5.5
1	5.05	12.1	4.93	11.9	—	—
2	5.76	17.0	5.54	18.2	—	—
3	5.44	18.1	4.68	17.3	—	—
4	9.77	3.9	—	—	—	—
Waiters, waitresses, and bartenders	3.54	10.8	3.54	10.8	—	—
1	3.41	22.8	3.41	22.8	—	—
2	2.98	11.7	2.98	11.7	—	—
3	4.08	16.1	4.08	16.1	—	—
Bartenders	5.53	4.9	5.53	4.9	—	—
Waiters and waitresses	2.58	13.7	2.58	13.7	—	—
2	2.50	14.7	2.50	14.7	—	—
Waiters/Waitresses' assistants	5.51	19.5	5.51	19.5	—	—
1	5.51	19.5	5.51	19.5	—	—
Other food service	8.55	3.1	8.21	3.2	10.40	5.5
1	7.08	3.1	6.95	3.1	—	—
2	8.74	5.6	8.65	6.3	—	—
3	9.59	4.0	—	—	—	—
4	9.77	3.9	—	—	—	—
Cooks	8.95	3.3	8.79	3.6	9.85	7.0
2	9.15	4.5	—	—	—	—
Kitchen workers, food preparation	8.21	5.7	8.21	5.7	—	—
Food preparation, n.e.c.	7.71	6.6	6.91	2.1	—	—
1	6.92	2.5	6.92	2.5	—	—
Health service	8.84	3.7	8.80	3.8	—	—
1	8.21	2.5	8.21	2.5	—	—
2	8.58	3.1	8.58	3.1	—	—
3	9.09	8.0	9.00	8.9	—	—
Health aides, except nursing	9.59	13.6	9.59	13.6	—	—
Nursing aides, orderlies and attendants	8.74	3.5	8.69	3.7	—	—
3	9.10	8.2	9.00	9.1	—	—
Cleaning and building service	9.94	5.4	8.93	5.4	12.86	3.7
1	8.88	10.2	7.51	5.6	—	—
2	8.78	7.6	8.78	7.6	—	—
3	11.80	7.6	10.66	14.1	12.95	7.0
Janitors and cleaners	10.00	5.9	8.81	6.1	12.86	3.7
1	9.13	11.1	7.60	6.6	—	—
2	8.78	7.6	8.78	7.6	—	—
3	12.33	8.8	—	—	12.95	7.0

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, Columbus, OH, September 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Personal service	\$8.40	6.8	\$7.77	10.2	\$9.40	7.7
1	6.01	12.2	5.86	13.4	—	—
3	7.83	9.0	8.34	9.5	—	—
Child care workers, n.e.c.	10.13	4.1	—	—	—	—
Service, n.e.c.	6.90	11.8	6.20	9.6	—	—
1	6.05	12.8	5.89	14.3	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.03	2.1	\$15.80	2.6	\$20.07	3.2
All excluding sales	17.11	2.2	15.83	2.7	20.07	3.2
White collar	19.26	2.4	18.29	3.0	21.22	3.9
1	8.89	5.3	8.90	5.6	—	—
2	8.93	3.2	8.73	3.2	11.21	5.5
3	9.90	2.5	9.71	2.8	11.05	2.9
4	12.34	4.2	12.30	5.1	12.49	3.6
5	13.39	2.2	13.22	2.9	13.75	3.5
6	15.41	2.3	15.26	3.1	15.76	2.8
7	17.42	2.0	17.22	2.4	17.80	2.7
8	19.28	1.9	19.10	2.1	20.01	4.0
9	24.21	2.7	22.54	4.9	25.19	3.9
10	25.81	4.4	25.32	4.2	—	—
11	27.66	5.0	29.15	4.2	25.42	9.6
12	36.23	3.7	38.01	3.2	—	—
13	44.48	3.3	45.30	3.0	—	—
14	53.15	6.7	53.15	6.7	—	—
Not able to be leveled	20.81	14.6	20.81	14.6	—	—
White collar excluding sales	19.59	2.4	18.67	3.0	21.22	3.9
1	8.94	6.4	8.96	6.9	—	—
2	9.03	3.4	8.83	3.3	11.21	5.5
3	10.05	2.3	9.84	2.5	11.05	2.9
4	12.60	4.5	12.63	5.5	12.49	3.6
5	13.43	2.0	13.25	2.5	13.75	3.5
6	15.54	2.4	15.42	3.4	15.76	2.8
7	17.37	2.0	17.11	2.2	17.80	2.7
8	19.51	1.9	19.38	2.0	20.01	4.0
9	24.19	2.7	22.43	4.9	25.19	3.9
10	26.59	4.5	26.02	4.3	—	—
11	27.27	4.9	28.60	3.7	25.42	9.6
12	35.60	3.5	37.16	3.5	—	—
13	44.48	3.3	45.30	3.0	—	—
14	53.15	6.7	53.15	6.7	—	—
Not able to be leveled	21.36	15.4	21.36	15.4	—	—
Professional specialty and technical	23.14	3.0	21.98	3.7	24.25	4.9
Professional specialty	24.48	3.8	23.80	4.5	25.10	5.9
6	14.39	8.4	—	—	—	—
7	17.77	3.6	18.42	3.8	15.69	7.5
8	20.12	2.6	19.87	3.4	20.55	3.0
9	25.38	3.6	21.70	7.1	27.83	3.8
10	28.23	3.9	27.25	1.6	—	—
11	24.77	10.5	28.56	5.7	—	—
12	34.98	4.4	38.37	4.8	—	—
Not able to be leveled	21.11	17.6	21.11	17.6	—	—
Engineers, architects, and surveyors	28.22	5.2	29.57	4.4	—	—
9	27.21	5.5	27.21	5.5	—	—
Civil engineers	24.43	8.1	—	—	—	—
Mechanical engineers	24.92	7.9	24.92	7.9	—	—
Engineers, n.e.c.	29.59	2.9	29.59	2.9	—	—
Mathematical and computer scientists	24.55	3.4	24.59	3.5	—	—
Computer systems analysts and scientists	25.35	3.3	25.42	3.4	—	—
Natural scientists	23.46	9.2	24.67	15.1	—	—
Chemists, except biochemists	26.88	17.3	26.88	17.3	—	—
Health related	19.21	8.8	20.83	6.0	16.07	14.7
8	18.82	2.6	18.90	2.7	—	—
9	20.12	7.6	19.71	9.4	—	—
Registered nurses	20.74	2.9	20.15	3.3	22.33	5.8
9	20.61	3.2	20.08	4.3	—	—
Teachers, college and university	30.78	10.6	30.78	10.6	—	—
Teachers, except college and university	28.50	3.4	—	—	29.02	3.5
9	29.26	2.9	—	—	29.64	3.1
Elementary school teachers	28.51	3.6	—	—	29.08	4.1
9	28.51	3.6	—	—	29.08	4.1
Secondary school teachers	29.99	3.3	—	—	30.12	3.4

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, Columbus, OH, September 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Secondary school teachers —Continued						
9	\$29.99	3.3	—	—	\$30.12	3.4
Teachers, special education	27.82	4.8	—	—	27.82	4.8
9	28.93	4.7	—	—	28.93	4.7
Teachers, n.e.c.	28.96	8.3	—	—	30.00	7.3
Librarians, archivists, and curators	22.31	12.0	—	—	22.27	12.4
9	26.14	10.1	—	—	—	—
Librarians	22.31	12.0	—	—	22.27	12.4
9	26.14	10.1	—	—	—	—
Social scientists and urban planners	18.67	13.1	—	—	—	—
Social, recreation, and religious workers	23.13	21.0	\$16.03	7.4	26.44	18.0
9	15.91	6.9	16.03	7.4	—	—
Social workers	23.13	21.0	16.03	7.4	26.44	18.0
9	15.91	6.9	16.03	7.4	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.74	6.9	20.74	6.9	—	—
Not able to be leveled	22.24	18.1	22.24	18.1	—	—
Technical	18.99	7.4	17.09	5.8	21.24	4.2
4	12.95	13.7	13.26	15.4	—	—
5	13.52	7.6	13.52	7.6	—	—
6	14.34	6.2	14.34	6.2	—	—
7	17.05	3.8	17.65	3.8	—	—
8	18.88	3.8	19.24	3.8	—	—
9	22.83	4.0	27.98	15.7	—	—
Licensed practical nurses	13.77	1.4	—	—	—	—
Technical and related, n.e.c.	21.12	4.3	17.39	8.3	—	—
Executive, administrative, and managerial	27.31	4.0	29.39	4.1	23.14	6.1
6	16.17	4.9	14.91	9.3	—	—
7	17.75	5.0	17.79	5.2	—	—
8	18.87	3.4	18.88	3.5	—	—
9	22.22	3.6	22.94	3.6	21.62	5.1
10	26.28	8.8	26.28	8.8	—	—
11	28.43	3.2	28.62	4.3	28.09	4.8
12	36.38	4.4	36.45	4.9	—	—
13	46.01	3.0	46.03	3.0	—	—
Executives, administrators, and managers	32.87	5.3	34.68	5.3	25.11	10.5
8	21.38	3.9	—	—	—	—
9	23.14	6.0	23.17	6.2	—	—
11	29.55	4.8	30.16	3.8	28.17	12.7
12	37.09	4.6	37.34	5.1	—	—
13	46.27	3.3	46.29	3.4	—	—
Administrators and officials, public administration	19.43	8.1	—	—	19.43	8.1
Financial managers	29.67	10.1	29.59	10.3	—	—
Administrators, education and related fields	38.74	8.1	—	—	—	—
Managers, service organizations, n.e.c.	22.61	6.6	—	—	—	—
Managers and administrators, n.e.c.	38.57	6.2	38.87	6.2	—	—
9	27.21	6.0	27.21	6.0	—	—
11	32.18	6.1	32.94	6.4	—	—
12	36.65	9.2	36.65	9.2	—	—
13	46.94	4.1	46.94	4.1	—	—
Management related	22.76	4.5	23.00	5.4	22.46	7.7
6	15.85	6.8	—	—	—	—
7	18.18	4.6	18.25	4.8	—	—
8	17.91	3.5	—	—	—	—
9	21.89	4.1	22.65	2.8	—	—
11	27.59	3.7	27.31	5.9	—	—
Accountants and auditors	21.98	4.3	23.16	4.1	—	—
9	21.05	4.5	—	—	—	—

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, Columbus, OH, September 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Other financial officers	\$26.69	15.3	\$26.49	23.2	–	–
Personnel, training, and labor relations specialists	20.46	2.2	20.62	4.7	–	–
9	20.98	2.9	–	–	–	–
Sales	15.47	8.2	15.47	8.2	–	–
1	8.65	4.5	8.65	4.5	–	–
3	9.02	10.7	9.02	10.7	–	–
4	10.54	9.9	10.54	9.9	–	–
5	13.00	13.7	13.00	13.7	–	–
7	17.88	9.0	17.88	9.0	–	–
8	17.27	6.6	17.27	6.6	–	–
Supervisors, sales	12.14	8.8	12.14	8.8	–	–
Advertising and related sales	19.79	11.2	19.79	11.2	–	–
Sales workers, other commodities	10.00	5.7	10.00	5.7	–	–
Cashiers	7.66	6.9	7.66	6.9	–	–
1	8.65	4.5	8.65	4.5	–	–
Administrative support, including clerical	12.93	2.9	12.36	3.0	\$14.68	5.2
1	8.94	6.4	8.96	6.9	–	–
2	9.03	3.4	8.83	3.3	11.21	5.5
3	10.04	2.4	9.83	2.6	11.05	2.9
4	12.58	4.7	12.59	5.8	12.54	3.9
5	13.55	2.2	13.21	2.6	14.44	3.0
6	15.60	3.1	15.77	3.9	–	–
7	17.23	3.0	16.07	3.2	18.37	1.7
Supervisors, general office	15.82	4.6	15.82	4.6	–	–
Secretaries	14.77	5.2	13.62	4.0	17.28	3.8
4	11.87	6.0	11.88	6.6	–	–
5	14.13	5.3	13.52	6.6	–	–
6	15.61	4.3	15.61	4.3	–	–
7	17.50	3.2	16.00	8.0	–	–
Order clerks	12.91	15.6	12.91	15.6	–	–
Library clerks	12.15	8.0	–	–	9.93	4.9
Records clerks, n.e.c.	11.61	6.1	11.41	7.1	–	–
Bookkeepers, accounting and auditing clerks	13.35	7.7	11.77	6.0	–	–
4	11.01	2.7	11.01	2.7	–	–
5	15.32	4.9	–	–	–	–
Mail clerks, except postal service	10.43	5.2	9.33	8.7	–	–
Stock and inventory clerks	10.79	5.1	10.40	5.4	–	–
Insurance adjusters, examiners, and investigators	13.94	6.2	13.94	6.2	–	–
Bill and account collectors	12.49	2.5	–	–	–	–
General office clerks	10.96	4.7	10.44	5.5	12.05	1.1
2	8.24	7.0	8.24	7.0	–	–
3	9.92	6.3	9.95	6.5	–	–
4	12.05	1.2	–	–	–	–
5	13.04	3.4	13.21	3.8	–	–
Data entry keyers	9.53	4.2	9.33	4.8	–	–
3	9.38	3.6	8.95	3.4	–	–
Teachers' aides	9.76	3.9	–	–	–	–
Administrative support, n.e.c.	13.37	9.8	13.49	10.6	–	–
5	12.91	3.8	13.13	4.5	–	–
Blue collar	13.94	3.3	13.72	3.7	15.85	3.4
1	9.37	3.9	9.37	3.9	–	–
2	11.45	4.8	11.35	5.0	–	–
3	11.32	4.2	11.32	4.2	–	–
4	13.12	4.8	13.00	5.2	15.33	3.4
5	15.90	6.2	16.23	6.9	13.97	1.0
6	16.00	5.7	15.47	5.6	–	–

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, Columbus, OH, September 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
7	\$18.34	4.3	\$19.57	3.3	\$15.86	1.9
Precision production, craft, and repair	16.85	3.5	17.01	4.4	16.40	4.2
3	13.48	8.4	13.48	8.4	—	—
4	14.75	15.0	14.87	15.2	—	—
5	15.70	6.0	16.27	7.6	14.25	1.6
6	16.21	9.3	14.78	5.2	—	—
7	18.60	4.9	20.13	3.3	—	—
Industrial machinery repairers	17.20	8.1	17.20	8.1	—	—
Electronic repairers, communications and industrial equipment	15.69	10.5	15.69	10.5	—	—
Mechanics and repairers, n.e.c.	18.88	6.7	19.18	6.7	—	—
7	21.25	5.1	21.25	5.1	—	—
Supervisors, construction trades, n.e.c.	17.20	6.6	—	—	—	—
Supervisors, production	21.27	6.9	21.27	6.9	—	—
Machine operators, assemblers, and inspectors	12.97	6.0	12.97	6.0	—	—
2	11.31	8.4	11.31	8.4	—	—
3	11.14	4.4	11.14	4.4	—	—
4	12.38	3.4	12.38	3.4	—	—
5	15.44	11.4	15.44	11.4	—	—
6	14.42	5.8	14.42	5.8	—	—
Punching and stamping press operators	12.60	7.3	12.60	7.3	—	—
Miscellaneous machine operators, n.e.c.	15.09	15.9	15.09	15.9	—	—
5	18.31	12.9	18.31	12.9	—	—
Welders and cutters	12.28	3.1	12.28	3.1	—	—
Assemblers	11.42	6.4	11.42	6.4	—	—
3	12.02	11.3	12.02	11.3	—	—
4	11.00	5.1	11.00	5.1	—	—
Production inspectors, checkers and examiners ..	11.84	6.3	11.84	6.3	—	—
5	11.81	7.7	11.81	7.7	—	—
Transportation and material moving	14.95	7.6	15.05	9.5	14.60	2.4
2	10.86	6.7	—	—	—	—
3	10.64	9.9	10.64	9.9	—	—
4	13.99	12.4	13.29	16.3	—	—
5	17.37	9.8	—	—	—	—
Truck drivers	14.84	14.3	14.85	14.6	—	—
Industrial truck and tractor equipment operators ..	14.00	6.3	14.00	6.3	—	—
Handlers, equipment cleaners, helpers, and laborers	10.91	4.1	10.88	4.2	—	—
1	9.33	4.4	9.33	4.4	—	—
2	10.84	7.0	10.80	7.1	—	—
3	10.96	7.6	10.96	7.6	—	—
4	12.86	5.3	12.90	5.4	—	—
Stock handlers and baggers	10.55	6.4	10.55	6.4	—	—
1	8.85	8.9	8.85	8.9	—	—
2	11.79	5.8	11.79	5.8	—	—
3	10.09	9.4	10.09	9.4	—	—
Laborers, except construction, n.e.c.	9.50	5.2	9.41	5.2	—	—
1	9.87	6.5	9.87	6.5	—	—
Service	12.83	7.6	8.25	3.7	18.13	6.4
1	8.54	5.1	7.99	2.3	11.85	4.7
2	8.03	9.5	7.64	11.0	—	—
3	8.72	6.8	8.12	7.9	11.48	5.7
4	9.42	7.4	8.88	6.0	—	—
5	9.63	10.0	—	—	—	—
7	15.94	7.0	—	—	—	—
Protective service	17.20	10.3	—	—	20.22	6.6
Food service	7.44	8.3	6.90	8.5	10.47	5.8
1	7.78	3.3	7.57	2.6	—	—
2	5.60	29.1	—	—	—	—
3	6.67	20.6	—	—	—	—

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, Columbus, OH, September 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
4	\$9.77	3.9	—	—	—	—
Waiters, waitresses, and bartenders	4.17	16.3	\$4.17	16.3	—	—
Other food service	9.28	3.0	8.92	3.2	\$10.47	5.8
1	7.86	4.3	7.53	2.4	—	—
4	9.77	3.9	—	—	—	—
Cooks	9.08	3.6	8.90	3.8	—	—
Kitchen workers, food preparation	9.20	2.1	9.20	2.1	—	—
Food preparation, n.e.c.	8.89	7.3	—	—	—	—
Health service	8.87	3.6	8.83	3.7	—	—
1	8.21	2.5	8.21	2.5	—	—
3	9.39	5.8	—	—	—	—
Health aides, except nursing	9.76	14.4	9.76	14.4	—	—
Nursing aides, orderlies and attendants	8.75	3.0	8.69	3.0	—	—
Cleaning and building service	10.58	4.7	9.55	5.0	12.86	3.7
1	9.65	11.3	7.83	7.1	—	—
2	9.26	5.9	9.26	5.9	—	—
3	12.28	7.1	11.45	13.9	12.95	7.0
Janitors and cleaners	10.73	5.1	9.53	5.9	12.86	3.7
1	10.14	11.8	8.09	9.1	—	—
2	9.26	5.9	9.26	5.9	—	—
3	13.04	7.7	—	—	12.95	7.0
Personal service	9.80	3.4	9.14	5.3	—	—
Service, n.e.c.	9.76	5.6	—	—	—	—

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

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.31	4.8	\$8.06	5.0	\$11.01	8.9
All excluding sales	8.64	5.8	8.35	6.1	11.01	8.9
White collar	10.11	6.7	9.85	7.2	12.15	9.8
1	6.87	3.4	6.86	3.5	-	-
2	7.40	6.8	7.37	6.8	-	-
3	8.35	5.1	8.45	5.5	-	-
4	8.82	19.0	-	-	-	-
5	12.71	2.7	12.94	5.7	-	-
8	22.90	13.1	22.90	13.1	-	-
9	20.52	5.3	18.40	2.5	-	-
White collar excluding sales	12.16	7.8	12.17	9.3	12.15	9.8
1	6.93	2.0	6.91	2.3	-	-
2	7.51	11.3	7.48	11.4	-	-
3	9.50	4.4	-	-	-	-
4	12.69	15.0	12.68	17.4	-	-
5	12.76	2.7	13.06	5.7	-	-
8	22.90	13.1	22.90	13.1	-	-
9	20.52	5.3	18.40	2.5	-	-
Professional specialty and technical	17.45	10.4	19.05	9.9	12.21	23.6
Professional specialty	18.98	13.6	21.77	12.2	12.34	26.3
8	22.90	13.1	22.90	13.1	-	-
9	20.52	5.3	18.40	2.5	-	-
Engineers, architects, and surveyors	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-
Health related	24.43	12.8	24.57	15.2	-	-
Registered nurses	21.59	11.3	21.59	11.3	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	8.85	12.8	9.62	14.8	-	-
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	13.66	4.8	13.90	4.5	-	-
5	13.70	5.9	-	-	-	-
Sales	6.88	2.9	6.88	2.9	-	-
1	6.83	5.2	6.83	5.2	-	-
2	7.21	2.6	7.21	2.6	-	-
3	6.91	4.6	6.91	4.6	-	-
Cashiers	6.74	3.5	6.74	3.5	-	-
1	6.48	2.7	6.48	2.7	-	-
3	7.01	6.5	7.01	6.5	-	-
Administrative support, including clerical	9.64	7.7	9.16	7.4	12.10	4.1
1	6.93	2.0	6.91	2.3	-	-
2	7.49	11.4	7.45	11.5	-	-
4	14.54	11.5	14.86	12.7	-	-
Library clerks	7.92	4.3	-	-	8.00	4.7
Blue collar	8.52	5.2	8.25	5.6	-	-
1	7.37	5.5	7.37	5.8	-	-
2	9.39	8.1	9.39	8.1	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.91	5.1	7.92	5.3	-	-
1	7.48	5.4	7.48	5.7	-	-
2	9.39	8.1	9.39	8.1	-	-
Stock handlers and baggers	7.29	5.3	7.29	5.3	-	-

See footnotes at end of table.

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

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Stock handlers and baggers —Continued						
1	\$6.83	4.6	\$6.83	4.6	—	—
Service	5.79	6.1	5.70	6.4	\$7.38	8.0
1	4.91	10.6	4.86	10.7	—	—
2	6.35	9.4	6.18	9.6	—	—
3	6.27	10.6	6.23	11.8	—	—
Protective service	7.38	5.8	7.26	5.7	—	—
Guards and police, except public service	7.29	5.8	7.29	5.8	—	—
Food service	4.70	5.3	4.66	5.2	—	—
1	4.43	11.7	4.43	11.7	—	—
2	5.91	14.0	5.82	14.5	—	—
3	3.98	8.3	3.89	7.6	—	—
Waiters, waitresses, and bartenders	3.22	11.7	3.22	11.7	—	—
1	2.86	17.3	2.86	17.3	—	—
2	3.33	18.4	3.33	18.4	—	—
Waiters and waitresses	2.47	10.6	2.47	10.6	—	—
2	2.81	24.5	2.81	24.5	—	—
Other food service	7.37	4.3	7.32	4.4	—	—
1	6.79	4.5	6.79	4.5	—	—
2	8.32	8.3	—	—	—	—
Cooks	8.58	7.0	—	—	—	—
Kitchen workers, food preparation	6.70	3.9	6.70	3.9	—	—
Food preparation, n.e.c.	6.76	2.6	6.76	2.6	—	—
1	6.75	3.3	6.75	3.3	—	—
Health service	8.63	9.3	8.63	9.3	—	—
Nursing aides, orderlies and attendants	8.70	9.9	8.70	9.9	—	—
Cleaning and building service	6.86	4.1	6.86	4.1	—	—
1	7.02	7.0	7.02	7.0	—	—
Janitors and cleaners	6.86	4.2	6.86	4.2	—	—
1	7.03	7.3	7.03	7.3	—	—
Personal service	6.15	5.4	5.91	7.2	—	—
Service, n.e.c.	5.75	7.6	5.64	8.0	—	—

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

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Columbus, OH, September 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.03	\$8.31	\$17.71	\$15.39	\$15.99	\$17.01
All excluding sales	17.11	8.64	17.86	15.62	16.24	16.38
White collar	19.26	10.11	19.77	18.07	18.44	17.31
White-collar excluding sales	19.59	12.16	20.19	18.82	19.16	—
Professional specialty and technical	23.14	17.45	25.40	21.81	22.81	—
Professional specialty	24.48	18.98	25.92	23.24	24.18	—
Technical	18.99	13.66	14.47	18.86	18.63	—
Executive, administrative, and managerial	27.31	—	—	28.16	27.14	—
Sales	15.47	6.88	—	12.88	11.72	18.01
Administrative support, including clerical	12.93	9.64	14.67	12.08	12.64	—
Blue collar	13.94	8.52	15.14	12.46	13.50	—
Precision production, craft, and repair	16.85	—	16.88	16.86	17.04	—
Machine operators, assemblers, and inspectors	12.97	—	15.03	11.68	12.95	—
Transportation and material moving	14.95	—	16.75	12.99	14.32	—
Handlers, equipment cleaners, helpers, and laborers	10.91	7.91	11.01	9.76	10.14	—
Service	12.83	5.79	18.37	7.39	10.91	—
	Relative error ⁶ (percent)					
All occupations	2.1	4.8	2.9	2.9	2.3	12.3
All excluding sales	2.2	5.8	2.9	3.0	2.3	10.2
White collar	2.4	6.7	4.1	3.0	2.6	13.9
White-collar excluding sales	2.4	7.8	4.2	2.9	2.5	—
Professional specialty and technical	3.0	10.4	6.3	3.4	2.9	—
Professional specialty	3.8	13.6	6.7	4.4	3.6	—
Technical	7.4	4.8	7.4	7.6	7.7	—
Executive, administrative, and managerial	4.0	—	—	3.9	4.1	—
Sales	8.2	2.9	—	9.7	9.1	21.0
Administrative support, including clerical	2.9	7.7	5.4	3.2	3.1	—
Blue collar	3.3	5.2	4.6	3.9	3.2	—
Precision production, craft, and repair	3.5	—	5.2	4.6	3.5	—
Machine operators, assemblers, and inspectors	6.0	—	10.5	4.1	6.0	—
Transportation and material moving	7.6	—	8.8	10.7	8.2	—
Handlers, equipment cleaners, helpers, and laborers	4.1	5.1	6.6	3.9	3.5	—
Service	7.6	6.1	6.4	4.2	7.8	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Columbus, OH, September 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$14.68	\$16.43	–	\$15.07	\$16.56	–	–	–	–	–
All excluding sales	14.88	16.29	–	15.18	16.39	–	–	–	–	–
White collar	17.27	22.89	–	19.61	23.22	–	–	–	–	–
White-collar excluding sales	18.15	23.07	–	20.39	23.36	–	–	–	–	–
Professional specialty and technical	21.73	24.79	–	–	24.95	–	–	–	–	–
Professional specialty	23.64	28.02	–	–	28.02	–	–	–	–	–
Technical	16.75	18.73	–	–	18.76	–	–	–	–	–
Executive, administrative, and managerial	29.39	31.59	–	22.75	33.76	–	–	–	–	–
Sales	12.58	21.33	–	–	22.06	–	–	–	–	–
Administrative support, including clerical	12.02	13.47	–	–	13.56	–	–	–	–	–
Blue collar	13.30	13.97	–	13.18	14.04	–	–	–	–	–
Precision production, craft, and repair	17.03	16.11	–	13.41	16.67	–	–	–	–	–
Machine operators, assemblers, and inspectors	12.95	13.24	–	–	13.24	–	–	–	–	–
Transportation and material moving	14.73	15.03	–	–	15.54	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	10.14	12.58	–	–	12.69	–	–	–	–	–
Service	7.24	10.23	–	–	10.23	–	–	–	–	–
	Relative error ⁵ (percent)									
All occupations	2.7	4.4	–	7.1	4.8	–	–	–	–	–
All excluding sales	2.8	4.5	–	7.1	4.8	–	–	–	–	–
White collar	3.2	7.6	–	15.6	8.2	–	–	–	–	–
White-collar excluding sales	3.1	7.0	–	15.8	7.5	–	–	–	–	–
Professional specialty and technical	3.4	6.9	–	–	7.0	–	–	–	–	–
Professional specialty	4.2	9.4	–	–	9.4	–	–	–	–	–
Technical	5.4	4.9	–	–	5.2	–	–	–	–	–
Executive, administrative, and managerial	4.1	7.5	–	15.5	7.6	–	–	–	–	–
Sales	9.2	29.3	–	–	30.7	–	–	–	–	–
Administrative support, including clerical	3.2	7.0	–	–	7.3	–	–	–	–	–
Blue collar	3.6	4.5	–	6.5	4.8	–	–	–	–	–
Precision production, craft, and repair	4.4	4.7	–	7.9	5.6	–	–	–	–	–
Machine operators, assemblers, and inspectors	6.0	6.3	–	–	6.3	–	–	–	–	–
Transportation and material moving	10.0	11.0	–	–	14.4	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	3.6	3.0	–	–	3.2	–	–	–	–	–
Service	4.2	8.3	–	–	8.3	–	–	–	–	–

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Columbus, OH, September 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$14.68	\$12.61	\$15.10	\$13.39	\$17.11
All excluding sales	14.88	12.71	15.31	13.81	16.91
White collar	17.27	16.25	17.39	16.01	18.84
White-collar excluding sales	18.15	18.40	18.12	17.56	18.62
Professional specialty and technical	21.73	19.59	21.83	20.19	23.11
Professional specialty	23.64	—	23.74	22.43	24.71
Technical	16.75	—	16.87	14.93	18.59
Executive, administrative, and managerial	29.39	25.12	30.15	29.29	31.08
Sales	12.58	11.88	12.78	10.24	22.44
Administrative support, including clerical	12.02	13.56	11.87	11.70	12.03
Blue collar	13.30	12.20	13.66	12.03	15.26
Precision production, craft, and repair	17.03	16.40	17.28	16.08	18.40
Machine operators, assemblers, and inspectors	12.95	11.12	13.58	11.96	15.18
Transportation and material moving	14.73	12.84	15.31	10.76	19.13
Handlers, equipment cleaners, helpers, and laborers	10.14	8.90	10.45	9.65	11.28
Service	7.24	6.55	7.44	7.10	8.65
Relative error ⁴ (percent)					
All occupations	2.7	6.5	3.1	5.3	2.9
All excluding sales	2.8	7.0	3.1	5.6	2.8
White collar	3.2	9.4	3.4	6.3	3.1
White-collar excluding sales	3.1	11.1	3.2	6.0	2.9
Professional specialty and technical	3.4	8.7	3.6	6.7	3.8
Professional specialty	4.2	—	4.4	8.6	4.1
Technical	5.4	—	5.6	6.0	7.8
Executive, administrative, and managerial	4.1	19.1	3.7	5.7	4.7
Sales	9.2	9.5	11.8	10.2	17.7
Administrative support, including clerical	3.2	11.5	3.3	6.8	1.9
Blue collar	3.6	7.5	4.2	4.9	5.1
Precision production, craft, and repair	4.4	9.2	5.3	8.8	4.7
Machine operators, assemblers, and inspectors	6.0	4.2	7.3	4.5	10.1
Transportation and material moving	10.0	10.9	11.9	16.9	5.6
Handlers, equipment cleaners, helpers, and laborers	3.6	5.7	4.0	6.7	4.4
Service	4.2	9.1	5.2	6.5	6.8

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

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

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.65	\$10.00	\$14.00	\$20.23	\$27.06
All excluding sales	7.84	10.15	14.22	20.38	27.08
White collar	8.51	11.51	16.15	22.15	30.17
White collar excluding sales	9.39	12.19	17.45	23.45	31.68
Professional specialty and technical	13.25	17.74	22.15	27.77	33.05
Professional specialty	13.37	18.50	23.98	29.17	33.81
Engineers, architects, and surveyors	21.14	21.14	26.79	36.35	39.02
Civil engineers	19.67	21.14	21.14	25.99	37.31
Mechanical engineers	19.42	19.42	24.04	30.04	30.04
Engineers, n.e.c.	24.61	25.38	30.12	31.39	34.90
Mathematical and computer scientists	20.38	21.66	25.01	26.40	29.80
Computer systems analysts and scientists	21.66	21.68	25.01	26.40	29.80
Natural scientists	14.72	19.30	22.03	22.03	42.96
Chemists, except biochemists	17.93	18.37	20.81	34.76	42.96
Health related	12.69	13.37	18.50	24.14	27.06
Registered nurses	17.53	17.95	20.20	21.50	25.19
Teachers, college and university	24.88	25.01	27.49	34.09	39.06
Teachers, except college and university	18.94	24.86	28.40	31.79	34.13
Elementary school teachers	24.86	26.21	27.59	30.00	36.94
Secondary school teachers	23.98	28.40	30.17	32.66	33.07
Teachers, special education	22.19	23.76	28.10	29.61	37.33
Teachers, n.e.c.	7.19	14.90	28.96	33.81	34.13
Librarians, archivists, and curators	13.86	15.72	17.20	29.17	37.52
Librarians	13.86	15.72	17.20	29.17	37.52
Social scientists and urban planners	13.80	14.43	18.81	26.01	31.00
Social, recreation, and religious workers	10.71	14.02	18.85	32.84	32.84
Social workers	10.71	14.02	18.85	32.84	32.84
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.66	14.32	18.08	25.22	28.85
Technical	11.29	14.84	19.22	22.15	22.15
Clinical laboratory technologists and technicians	11.29	11.90	19.04	19.04	19.04
Licensed practical nurses	13.25	13.50	13.70	14.73	14.95
Health technologists and technicians, n.e.c.	8.65	11.00	15.52	39.63	39.63
Engineering technicians, n.e.c.	11.00	11.29	14.12	20.77	25.87
Technical and related, n.e.c.	15.82	22.15	22.15	22.15	22.15
Executive, administrative, and managerial	16.73	20.11	24.65	30.00	44.13
Executives, administrators, and managers	17.45	22.67	29.62	42.44	49.85
Administrators and officials, public administration	15.90	17.45	17.45	17.45	27.88
Financial managers	19.88	19.88	27.23	34.50	40.81
Administrators, education and related fields	19.23	38.73	42.57	44.47	45.67
Managers, service organizations, n.e.c.	15.98	15.98	20.89	26.32	29.87
Managers and administrators, n.e.c.	22.67	28.03	38.60	47.41	58.70
Management related	16.31	20.11	20.57	27.08	28.04
Accountants and auditors	19.38	20.11	20.11	24.25	26.62
Other financial officers	13.14	20.60	27.08	27.08	46.00
Personnel, training, and labor relations specialists	16.31	20.23	20.23	20.57	25.10
Sales	6.16	6.98	9.50	15.44	20.53
Supervisors, sales	7.98	8.38	10.25	15.64	18.30
Advertising and related sales	10.58	15.96	18.73	21.64	24.00
Sales workers, apparel	6.45	6.98	7.17	7.91	9.00
Sales workers, other commodities	6.45	6.45	6.45	9.53	10.31
Cashiers	5.85	6.12	6.31	8.00	8.51
Administrative support, including clerical	8.49	10.02	12.14	15.25	18.11
Supervisors, general office	14.25	14.75	14.90	18.27	18.79
Secretaries	10.61	12.67	14.22	18.13	18.13
Order clerks	6.25	6.35	10.15	11.77	17.36
Library clerks	7.28	8.89	11.91	13.60	13.60
Records clerks, n.e.c.	8.85	10.33	10.69	12.87	15.55
Bookkeepers, accounting and auditing clerks	10.02	10.72	13.19	15.95	16.30
Mail clerks, except postal service	6.90	6.90	10.46	11.40	11.40
Traffic, shipping and receiving clerks	12.73	13.48	14.40	16.55	16.55
Stock and inventory clerks	8.72	9.73	10.25	11.02	13.13

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Insurance adjusters, examiners, and investigators	\$10.96	\$11.73	\$14.93	\$17.47	\$17.47
Bill and account collectors	10.97	10.97	12.30	13.31	14.35
General office clerks	8.05	8.87	12.00	12.14	13.23
Data entry keyers	7.61	8.80	9.28	9.87	12.51
Teachers' aides	8.10	9.09	9.52	9.52	11.96
Administrative support, n.e.c.	7.65	11.10	12.08	16.40	18.11
Blue collar	8.00	10.13	12.82	16.25	20.66
Precision production, craft, and repair					
Industrial machinery repairers	13.37	13.37	17.00	18.16	21.79
Electronic repairers, communications and industrial equipment	11.43	11.43	18.21	18.21	18.21
Mechanics and repairers, n.e.c.	13.50	16.25	22.09	22.19	23.02
Supervisors, construction trades, n.e.c.	11.00	16.60	16.76	19.50	25.28
Carpenters	10.13	13.32	16.68	18.66	20.26
Supervisors, production	17.37	18.16	22.40	22.40	27.36
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	8.42	11.05	13.93	13.93	13.93
Miscellaneous machine operators, n.e.c.	9.47	10.27	13.62	21.49	21.49
Welders and cutters	11.65	11.65	11.90	13.13	13.75
Assemblers	8.00	9.25	10.00	11.66	20.61
Production inspectors, checkers and examiners ..	9.86	10.13	11.85	13.13	14.34
Transportation and material moving					
Truck drivers	8.45	11.01	14.50	19.20	20.81
Bus drivers	8.45	9.72	12.82	20.63	21.83
Industrial truck and tractor equipment operators ..	13.14	14.40	15.03	16.74	16.74
Industrial truck and tractor equipment operators ..	8.29	12.83	14.50	15.98	16.32
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.86	7.94	9.35	12.00	14.21
Laborers, except construction, n.e.c.	6.25	7.17	8.60	11.97	13.25
Laborers, except construction, n.e.c.	6.85	8.00	8.42	10.25	13.09
Service					
Protective service	4.25	7.04	8.64	14.63	21.19
Guards and police, except public service	7.84	8.08	16.87	21.19	25.72
Guards and police, except public service	6.63	7.84	7.84	8.08	8.31
Food service	2.13	2.13	6.60	8.77	9.50
Waiters, waitresses, and bartenders	2.13	2.13	2.13	5.50	6.54
Bartenders	4.25	5.45	5.50	6.00	6.00
Waiters and waitresses	2.13	2.13	2.13	2.13	2.18
Waiters/Waitresses' assistants	3.35	3.35	5.50	7.81	7.81
Other food service	6.60	7.30	8.60	9.50	11.18
Cooks	7.61	7.75	9.00	9.50	10.15
Kitchen workers, food preparation	6.15	7.04	8.50	9.50	9.50
Food preparation, n.e.c.	6.50	6.60	7.30	7.80	9.64
Health service	7.50	8.00	8.50	9.53	10.02
Health aides, except nursing	6.85	7.29	8.75	9.05	15.30
Nursing aides, orderlies and attendants	7.50	8.00	8.50	9.53	10.00
Cleaning and building service	6.50	7.25	9.50	12.90	14.19
Janitors and cleaners	6.50	7.25	8.83	12.90	14.19
Personal service	5.45	6.58	8.75	10.28	10.69
Child care workers, n.e.c.	8.75	9.83	10.14	11.42	11.42
Service, n.e.c.	4.35	5.45	6.00	7.23	10.15

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

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.13	\$8.85	\$12.37	\$18.16	\$24.40
All excluding sales	7.41	9.24	12.60	18.34	24.65
White collar	7.91	10.25	14.35	20.40	29.45
White collar excluding sales	8.75	11.00	15.07	21.41	30.04
Professional specialty and technical	13.35	15.59	19.45	26.40	33.22
Professional specialty	14.02	18.04	21.66	26.98	35.00
Engineers, architects, and surveyors	19.67	24.04	28.91	36.35	39.02
Mechanical engineers	19.42	19.42	24.04	30.04	30.04
Engineers, n.e.c.	24.61	25.38	30.12	31.39	34.90
Mathematical and computer scientists	20.38	21.66	25.01	26.40	29.80
Computer systems analysts and scientists	21.66	21.68	25.01	26.40	29.80
Natural scientists	12.05	15.59	20.75	27.25	43.75
Chemists, except biochemists	17.93	18.37	20.81	34.76	42.96
Health related	15.56	17.74	18.79	26.57	27.77
Registered nurses	17.53	17.74	18.50	21.41	24.14
Teachers, college and university	24.88	25.01	27.49	34.09	39.06
Teachers, except college and university	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	14.02	14.02	15.75	18.64	18.85
Social workers	14.02	14.02	15.75	18.64	18.85
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.66	14.32	18.08	25.22	28.85
Technical	10.69	13.37	15.82	19.09	21.77
Clinical laboratory technologists and technicians	11.90	14.89	19.04	19.04	19.04
Licensed practical nurses	13.25	13.50	13.50	14.73	14.95
Health technologists and technicians, n.e.c.	8.65	11.00	15.86	39.63	39.63
Engineering technicians, n.e.c.	11.29	11.29	14.12	20.77	25.87
Technical and related, n.e.c.	8.83	15.82	15.82	20.42	21.77
Executive, administrative, and managerial	16.15	20.48	26.44	35.88	46.00
Executives, administrators, and managers	19.88	26.32	32.62	42.60	50.48
Financial managers	19.88	19.88	27.23	34.50	40.81
Managers and administrators, n.e.c.	22.67	28.03	38.60	47.41	58.70
Management related	15.05	17.75	21.76	25.10	30.00
Accountants and auditors	16.85	20.80	24.25	24.65	30.00
Other financial officers	13.14	13.14	20.60	44.13	46.00
Personnel, training, and labor relations specialists	15.58	16.31	20.57	22.38	25.10
Sales	6.16	6.98	9.50	15.44	20.53
Supervisors, sales	7.98	8.38	10.25	15.64	18.30
Advertising and related sales	10.58	15.96	18.73	21.64	24.00
Sales workers, apparel	6.45	6.98	7.17	7.91	9.00
Sales workers, other commodities	6.45	6.45	6.45	9.53	10.31
Cashiers	5.85	6.12	6.31	8.00	8.51
Administrative support, including clerical	7.75	9.28	11.57	14.25	17.36
Supervisors, general office	14.25	14.75	14.90	18.27	18.79
Secretaries	9.63	11.50	13.63	15.81	17.27
Order clerks	6.25	6.35	10.15	11.77	17.36
Records clerks, n.e.c.	8.85	8.85	10.69	12.87	15.55
Bookkeepers, accounting and auditing clerks	8.71	10.05	11.25	13.19	16.30
Mail clerks, except postal service	6.83	6.90	6.90	8.80	11.35
Traffic, shipping and receiving clerks	12.73	13.48	14.40	16.55	16.55
Stock and inventory clerks	8.72	8.73	10.25	10.43	13.13
Insurance adjusters, examiners, and investigators	10.96	11.73	14.93	17.47	17.47
General office clerks	7.35	8.49	10.06	12.19	13.69
Data entry keyers	7.61	8.75	8.92	9.87	12.51
Administrative support, n.e.c.	7.65	10.44	12.08	17.05	18.11
Blue collar	8.00	9.87	12.35	16.04	21.49
Precision production, craft, and repair	11.43	13.37	16.68	20.39	23.98

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Industrial machinery repairers	\$13.37	\$13.37	\$17.00	\$18.16	\$21.79
Electronic repairers, communications and industrial equipment	11.43	11.43	18.21	18.21	18.21
Mechanics and repairers, n.e.c.	13.50	16.25	22.09	22.19	23.02
Supervisors, production	17.37	18.16	22.40	22.40	27.36
Machine operators, assemblers, and inspectors	9.40	10.27	11.85	14.00	20.61
Punching and stamping press operators	8.42	11.05	13.93	13.93	13.93
Miscellaneous machine operators, n.e.c.	9.47	10.27	13.62	21.49	21.49
Welders and cutters	11.65	11.65	11.90	13.13	13.75
Assemblers	8.00	9.25	10.00	11.66	20.61
Production inspectors, checkers and examiners ..	9.86	10.13	11.85	13.13	14.34
Transportation and material moving	8.25	10.00	14.61	20.63	21.83
Truck drivers	8.45	9.00	12.82	20.63	21.83
Industrial truck and tractor equipment operators ..	8.29	12.83	14.50	15.98	16.32
Handlers, equipment cleaners, helpers, and laborers	6.86	8.00	9.35	11.97	14.21
Stock handlers and baggers	6.25	7.17	8.60	11.97	13.25
Laborers, except construction, n.e.c.	6.85	8.00	8.42	10.25	12.45
Service	2.13	6.50	7.84	8.64	9.83
Protective service	6.63	7.84	7.84	8.08	8.31
Guards and police, except public service	6.63	7.84	7.84	8.08	8.31
Food service	2.13	2.13	6.00	7.75	9.29
Waiters, waitresses, and bartenders	2.13	2.13	2.13	5.50	6.54
Bartenders	4.25	5.45	5.50	6.00	6.00
Waiters and waitresses	2.13	2.13	2.13	2.13	2.18
Waiters/Waitresses' assistants	3.35	3.35	5.50	7.81	7.81
Other food service	6.60	7.15	7.75	9.25	9.50
Cooks	7.61	7.75	9.00	9.29	9.50
Kitchen workers, food preparation	6.15	7.04	8.50	9.50	9.50
Food preparation, n.e.c.	5.90	6.60	6.90	7.34	7.37
Health service	7.50	8.00	8.50	9.44	10.02
Health aides, except nursing	6.85	7.29	8.75	9.05	15.30
Nursing aides, orderlies and attendants	7.50	8.00	8.50	9.44	10.02
Cleaning and building service	6.50	6.89	8.25	10.41	12.83
Janitors and cleaners	6.50	6.85	8.25	10.10	12.83
Personal service	5.45	6.00	8.00	9.83	10.14
Service, n.e.c.	4.35	5.45	6.00	7.01	8.98

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

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.68	\$14.48	\$18.99	\$23.96	\$28.96
All excluding sales	11.68	14.48	18.99	23.96	28.96
White collar	12.14	15.49	20.11	27.08	32.50
White collar excluding sales	12.14	15.49	20.11	27.08	32.50
Professional specialty and technical	12.69	20.20	22.15	28.96	33.05
Professional specialty	12.69	19.68	24.86	30.33	33.81
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	12.69	12.69	12.69	20.20	24.01
Registered nurses	20.20	20.20	21.50	21.50	27.06
Teachers, except college and university	23.76	26.21	28.55	31.79	34.13
Elementary school teachers	24.86	26.21	27.59	31.79	36.94
Secondary school teachers	23.98	28.40	30.17	33.05	33.07
Teachers, special education	22.19	23.76	28.10	29.61	37.33
Teachers, n.e.c.	7.19	24.00	28.96	34.13	34.13
Librarians, archivists, and curators	13.86	15.72	17.20	29.17	37.52
Librarians	13.86	15.72	17.20	29.17	37.52
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	10.71	14.50	32.84	32.84	32.84
Social workers	10.71	14.50	32.84	32.84	32.84
Lawyers and judges	—	—	—	—	—
Technical	15.81	22.15	22.15	22.15	22.15
Executive, administrative, and managerial	16.73	20.11	20.23	28.04	28.04
Executives, administrators, and managers	15.90	17.45	22.58	32.60	42.57
Administrators and officials, public administration	15.90	17.45	17.45	17.45	27.88
Management related	16.73	20.11	20.23	27.08	28.04
Administrative support, including clerical	11.02	12.14	14.48	17.23	18.99
Secretaries	12.67	12.67	18.13	18.13	18.13
Library clerks	7.28	7.28	8.97	9.72	11.00
General office clerks	11.20	12.14	12.14	12.14	12.14
Blue collar	13.55	14.00	15.52	16.76	18.85
Precision production, craft, and repair	14.00	15.52	15.52	16.76	18.85
Transportation and material moving	13.70	13.70	13.70	15.03	16.74
Bus drivers	13.14	14.40	15.03	16.74	16.74
Handlers, equipment cleaners, helpers, and laborers	7.50	7.50	11.22	13.09	13.55
Service	10.34	14.19	17.57	21.19	25.72
Protective service	14.63	17.57	21.19	23.96	25.72
Food service	8.60	8.88	9.64	11.18	11.54
Other food service	8.60	8.88	9.64	11.18	11.54
Cooks	8.60	8.60	8.88	11.54	11.54
Health service	—	—	—	—	—
Cleaning and building service	10.13	12.90	12.90	14.19	14.46
Janitors and cleaners	10.13	12.90	12.90	14.19	14.46
Personal service	6.58	6.58	10.34	10.69	11.42

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

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.51	\$11.02	\$14.91	\$20.90	\$27.77
All excluding sales	8.64	11.13	14.98	21.19	27.77
White collar	9.52	12.30	17.45	23.53	31.79
White collar excluding sales	10.01	12.69	18.11	24.04	32.21
Professional specialty and technical	13.37	18.37	22.15	28.10	33.07
Professional specialty	13.89	18.94	24.00	29.56	33.81
Engineers, architects, and surveyors	21.14	21.14	26.79	36.35	39.02
Civil engineers	19.67	21.14	21.14	25.99	37.31
Mechanical engineers	19.42	19.42	24.04	30.04	30.04
Engineers, n.e.c.	24.61	25.38	30.12	31.39	34.90
Mathematical and computer scientists	20.38	21.66	25.01	26.40	29.80
Computer systems analysts and scientists	21.66	21.68	25.01	26.40	29.80
Natural scientists	14.72	19.65	22.03	22.03	42.96
Chemists, except biochemists	17.93	18.37	20.81	34.76	42.96
Health related	12.69	13.37	18.50	24.14	26.78
Registered nurses	17.53	18.50	20.20	21.50	25.19
Teachers, college and university	24.88	25.01	28.10	34.09	39.06
Teachers, except college and university	23.76	26.21	28.55	31.79	34.13
Elementary school teachers	24.86	26.21	27.59	30.00	36.94
Secondary school teachers	23.98	28.40	30.17	32.66	33.07
Teachers, special education	22.19	23.76	28.10	29.61	37.33
Teachers, n.e.c.	19.18	24.00	29.63	34.13	34.13
Librarians, archivists, and curators	13.86	16.16	17.20	29.17	37.52
Librarians	13.86	16.16	17.20	29.17	37.52
Social scientists and urban planners	13.80	14.43	15.53	18.81	26.01
Social, recreation, and religious workers	10.71	14.02	18.85	32.84	32.84
Social workers	10.71	14.02	18.85	32.84	32.84
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.50	14.32	19.78	25.22	28.85
Technical	11.51	15.52	20.03	22.15	22.15
Licensed practical nurses	13.25	13.50	13.50	14.13	14.73
Technical and related, n.e.c.	15.82	22.15	22.15	22.15	22.15
Executive, administrative, and managerial	16.73	20.11	24.65	30.00	44.13
Executives, administrators, and managers	17.45	22.67	29.62	42.44	49.85
Administrators and officials, public administration	15.90	17.45	17.45	17.45	27.88
Financial managers	19.88	19.88	27.23	34.50	40.81
Administrators, education and related fields	19.23	38.73	42.57	44.47	45.67
Managers, service organizations, n.e.c.	15.98	15.98	20.89	26.32	29.87
Managers and administrators, n.e.c.	22.67	28.03	38.60	47.41	58.70
Management related	16.31	20.11	20.57	27.08	28.04
Accountants and auditors	19.38	20.11	20.11	24.25	26.62
Other financial officers	13.14	20.60	27.08	27.08	46.00
Personnel, training, and labor relations specialists	16.31	20.23	20.23	20.57	25.10
Sales	7.98	9.10	13.09	18.13	24.52
Supervisors, sales	7.98	8.38	10.25	15.64	18.30
Advertising and related sales	10.58	15.96	18.73	21.64	24.00
Sales workers, other commodities	7.90	9.25	9.53	10.31	10.31
Cashiers	6.25	6.25	8.00	8.41	10.20
Administrative support, including clerical	8.75	10.25	12.30	15.49	18.13
Supervisors, general office	14.25	14.75	14.90	18.27	18.79
Secretaries	10.30	12.51	14.84	18.13	18.44
Order clerks	9.24	9.68	11.87	17.36	18.49
Library clerks	8.97	9.72	13.60	13.60	13.60
Records clerks, n.e.c.	8.85	10.33	10.69	12.87	15.55
Bookkeepers, accounting and auditing clerks	10.02	10.72	13.56	15.95	16.30
Mail clerks, except postal service	6.83	10.46	11.40	11.40	11.40
Stock and inventory clerks	8.73	9.73	10.25	11.02	13.13
Insurance adjusters, examiners, and investigators	10.96	11.73	14.93	17.47	17.47
Bill and account collectors	10.97	10.97	12.30	13.31	14.35
General office clerks	8.05	8.75	12.00	12.14	13.23
Data entry keyers	7.61	8.80	9.28	9.87	12.51
Teachers' aides	8.10	9.09	9.52	9.52	11.96

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Columbus, OH, September 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Administrative support, n.e.c.	\$7.65	\$11.41	\$12.08	\$17.05	\$18.11
Blue collar					
Precision production, craft, and repair	11.75	14.00	16.32	18.85	23.02
Industrial machinery repairers	13.37	13.37	17.00	18.16	21.79
Electronic repairers, communications and industrial equipment	11.43	11.43	18.21	18.21	18.21
Mechanics and repairers, n.e.c.	13.50	16.25	22.09	22.19	23.02
Supervisors, construction trades, n.e.c.	11.00	16.60	16.76	19.50	25.28
Supervisors, production	17.37	18.16	22.40	22.40	27.36
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	9.47	10.27	11.85	14.00	20.61
Miscellaneous machine operators, n.e.c.	8.42	11.05	13.93	13.93	13.93
Welders and cutters	9.47	10.27	13.62	21.49	21.49
Assemblers	11.65	11.65	11.90	13.13	13.75
Production inspectors, checkers and examiners ..	8.00	9.25	10.00	11.66	20.61
Production inspectors, checkers and examiners ..	9.86	10.13	11.85	13.13	14.34
Transportation and material moving					
Truck drivers	8.45	12.33	14.50	20.63	20.81
Truck drivers	8.45	9.72	12.82	20.63	21.83
Industrial truck and tractor equipment operators ..	8.29	12.83	14.50	15.98	16.32
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.15	8.13	10.45	13.15	14.98
Stock handlers and baggers	7.50	8.00	10.33	13.15	14.21
Laborers, except construction, n.e.c.	7.46	8.13	8.42	10.25	13.09
Service					
Protective service	7.50	8.08	10.14	17.57	22.19
Protective service	7.84	11.11	17.57	21.19	25.72
Food service	2.13	5.50	8.50	9.50	9.64
Waiters, waitresses, and bartenders	2.13	2.13	2.18	5.50	7.81
Other food service	7.61	8.50	9.25	9.61	11.50
Cooks	7.61	8.60	9.25	9.50	9.61
Kitchen workers, food preparation	8.50	9.10	9.50	9.50	9.50
Food preparation, n.e.c.	7.01	7.37	9.64	9.64	11.18
Health service	7.93	8.00	8.50	9.44	10.00
Health aides, except nursing	6.85	8.59	8.75	9.05	15.30
Nursing aides, orderlies and attendants	8.00	8.00	8.50	9.44	10.00
Cleaning and building service	7.00	8.15	10.41	12.90	14.19
Janitors and cleaners	7.00	8.25	10.41	12.90	14.19
Personal service	8.00	8.75	10.14	10.34	11.42
Service, n.e.c.	7.01	10.10	10.15	10.69	10.69

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Columbus, OH, September 1999

Occupation ³	10	25	Median 50	75	90
All	\$4.35	\$6.25	\$7.13	\$9.39	\$12.67
All excluding sales	2.13	6.25	7.23	10.15	14.08
White collar	6.16	6.45	7.75	11.54	17.00
White collar excluding sales	6.34	7.50	10.15	13.15	18.50
Professional specialty and technical	7.19	10.00	15.86	19.30	31.00
Professional specialty	7.19	7.75	18.50	24.01	35.00
Engineers, architects, and surveyors	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	17.34	17.92	18.50	24.01	35.00
Registered nurses	17.34	17.50	18.50	18.79	35.00
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	7.19	7.19	7.19	7.75	11.63
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	10.00	11.00	14.89	14.95	15.86
Sales	6.08	6.16	6.45	7.38	8.00
Cashiers	5.77	6.08	6.31	7.80	8.24
Administrative support, including clerical	6.25	6.90	10.15	11.69	12.67
Library clerks	7.28	7.28	7.28	8.89	8.89
Blue collar	5.65	6.57	7.58	9.39	12.64
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.65	6.57	7.55	9.39	10.02
Stock handlers and baggers	5.56	6.25	7.05	7.89	10.02
Service	2.13	3.35	6.58	7.15	8.00
Protective service	6.59	6.63	6.63	8.00	8.00
Guards and police, except public service	6.59	6.63	6.63	8.00	8.00
Food service	2.13	2.13	5.00	6.84	7.75
Waiters, waitresses, and bartenders	2.13	2.13	2.13	4.25	6.00
Waiters and waitresses	2.13	2.13	2.13	2.13	2.13
Other food service	5.90	6.60	7.13	7.75	9.00
Cooks	7.15	7.75	7.75	9.00	11.76
Kitchen workers, food preparation	5.78	6.15	7.04	7.04	7.40
Food preparation, n.e.c.	5.90	6.50	6.84	7.13	7.34
Health service	7.05	7.05	8.65	9.91	10.91
Nursing aides, orderlies and attendants	7.05	7.05	9.60	9.91	10.91
Cleaning and building service	6.20	6.20	6.50	7.21	8.42
Janitors and cleaners	6.20	6.20	6.50	7.21	8.42
Personal service	4.35	5.45	6.58	6.58	7.23
Service, n.e.c.	4.35	5.45	5.45	6.83	7.04

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

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

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

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

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

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 Columbus, OH, Metropolitan Statistical Area includes Delaware, Fairfield, Franklin, Licking, Madison, and Pickaway Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two-

stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. See appendix table 2 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

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

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the es-

establishment.

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

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

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

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

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

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

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

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

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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

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

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

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

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

Survey response

	<i>Establish- ments</i>
Total in sample	360
Responding	218
Out of business or not in survey scope	26
Unable or refused to pro- vide data	116

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

Estimation

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

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

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

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Columbus, OH, September 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	417,800	309,700	108,100
All excluding sales	386,300	278,200	108,100
White collar	244,000	167,200	76,800
White-collar excluding sales	212,400	135,700	76,800
Professional specialty and technical	81,000	39,300	41,700
Professional specialty	62,200	28,300	33,900
Technical	18,800	11,000	—
Executive, administrative, and managerial	37,100	24,700	12,400
Sales	31,500	31,500	—
Administrative support, including clerical	94,300	71,600	22,700
Blue collar	104,500	93,900	10,500
Precision production, craft, and repair	26,200	19,600	6,600
Machine operators, assemblers, and inspectors	33,900	33,900	—
Transportation and material moving	12,400	9,000	3,300
Handlers, equipment cleaners, helpers, and laborers	32,000	31,400	—
Service	69,400	48,500	20,800

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

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

See appendix B for more information.

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

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Columbus, OH, September 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	2,100	218	51	167	99	68
Private industry	2,000	187	47	140	90	50
Goods-producing industries	400	49	15	34	16	18
Mining	(³)	1	1	-	-	-
Construction	100	7	4	3	3	-
Manufacturing	300	41	10	31	13	18
Service-producing industries	1,600	138	32	106	74	32
Transportation and public utilities	200	10	3	7	5	2
Wholesale and retail trade	800	45	15	30	27	3
Finance, insurance and real estate	100	18	1	17	4	13
Services	600	65	13	52	38	14
State and local government	100	31	4	27	9	18

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

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

³ Number of establishments represented by the survey is fewer than 50.

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Columbus, OH, September 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	5	5	2
All excluding sales	5	5	2
White collar	6	7	3
White collar excluding sales	7	7	3
Professional specialty and technical	9	9	6
Professional specialty	9	9	8
Engineers, architects, and surveyors	9	9	—
Civil engineers	8	8	—
Mechanical engineers	9	9	—
Engineers, n.e.c.	11	11	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	9	9	—
Chemists, except biochemists	9	9	—
Health related	9	9	8
Registered nurses	9	9	8
Teachers, college and university	11	11	—
Teachers, except college and university	9	9	3
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, special education	9	9	—
Teachers, n.e.c.	9	9	—
Librarians, archivists, and curators	9	9	—
Librarians	9	9	—
Social scientists and urban planners	9	8	—
Social, recreation, and religious workers	9	9	—
Social workers	9	9	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	6	6	—
Technical	8	8	5
Clinical laboratory technologists and technicians	8	—	—
Licensed practical nurses	6	6	—
Health technologists and technicians, n.e.c.	7	—	—
Engineering technicians, n.e.c.	5	—	—
Technical and related, n.e.c.	9	9	—
Executive, administrative, and managerial	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	6	6	—
Financial managers	11	11	—
Administrators, education and related fields	11	11	—
Managers, service organizations, n.e.c.	11	11	—
Managers and administrators, n.e.c.	12	12	—
Management related	9	9	—
Accountants and auditors	9	9	—
Other financial officers	9	9	—
Personnel, training, and labor relations specialists	9	9	—
Sales	3	5	3
Supervisors, sales	5	5	—
Advertising and related sales	7	7	—
Sales workers, apparel	2	—	—
Sales workers, other commodities	4	3	—
Cashiers	1	2	1
Administrative support, including clerical	4	4	3
Supervisors, general office	7	7	—
Secretaries	5	5	—
Order clerks	3	4	—
Library clerks	3	6	1
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	5	5	—
Mail clerks, except postal service	2	3	—
Traffic, shipping and receiving clerks	4	—	—
Stock and inventory clerks	4	4	—
Insurance adjusters, examiners, and investigators	6	6	—

See footnotes at end of table.

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

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Administrative support, including clerical —Continued			
Bill and account collectors	4	4	—
General office clerks	3	4	—
Data entry keyers	3	3	—
Teachers' aides	2	3	—
Administrative support, n.e.c.	5	5	—
Blue collar	4	4	1
Precision production, craft, and repair			
Industrial machinery repairers	6	6	—
Electronic repairers, communications and industrial equipment	7	7	—
Mechanics and repairers, n.e.c.	5	5	—
Supervisors, construction trades, n.e.c.	6	6	—
Supervisors, production	7	7	—
Machine operators, assemblers, and inspectors	4	4	—
Punching and stamping press operators	4	4	—
Miscellaneous machine operators, n.e.c.	5	5	—
Welders and cutters	4	4	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	5	5	—
Transportation and material moving			
Truck drivers	4	5	—
Bus drivers	5	5	—
Industrial truck and tractor equipment operators	4	—	—
Handlers, equipment cleaners, helpers, and laborers	4	4	—
Stock handlers and baggers	1	3	1
Laborers, except construction, n.e.c.	1	3	1
Service	1	2	—
Protective service	3	4	2
Guards and police, except public service	6	7	3
Food service	3	—	3
Waiters, waitresses, and bartenders	2	3	1
Bartenders	2	2	2
Waiters and waitresses	3	—	—
Waiters/Waitresses' assistants	2	—	2
Other food service	1	—	—
Cooks	2	3	1
Kitchen workers, food preparation	2	4	2
Food preparation, n.e.c.	2	3	2
Health service	1	3	1
Health aides, except nursing	2	2	3
Nursing aides, orderlies and attendants	2	2	—
Cleaning and building service	3	1	3
Janitors and cleaners	2	2	1
Personal service	2	2	1
Child care workers, n.e.c.	3	3	3
Service, n.e.c.	4	—	—
	2	2	2

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

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

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

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