

Iowa City, IA National Compensation Survey August 2007



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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 establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

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

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

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

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

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

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Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	7
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	9
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers	10
6. Civilian workers: Hourly wage percentiles.....	13
7. Private industry workers: Hourly wage percentiles	15
8. State and local government workers: Hourly wage percentiles	16
9. Full-time civilian workers: Hourly wage percentiles	17
10. Part-time civilian workers: Hourly wage percentiles.....	19
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	20
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	22
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	23
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	24
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	25
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	26
17. Union and nonunion workers: Mean hourly earnings for major occupational groups	27
18. Time and incentive workers: Mean hourly earnings for major occupational groups	28
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group	29
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey	A – 5
Appendix table 2. Survey establishment response	A – 6
B. Standard Occupational Classification System.....	B – 1

Introduction

The tables in this bulletin summarize the NCS results for the Iowa City, IA, Metropolitan Statistical Area (MSA). Data were collected between June 2007 and October 2007; the average reference month is August 2007. 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 an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Iowa City, IA, August 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$21.02	4.9	35.3	\$17.32	3.2	33.9	\$28.26	9.8	38.6
Worker characteristics^{4,5}									
Management, professional, and related	33.68	8.5	38.3	30.39	9.2	36.8	35.75	11.9	39.3
Management, business, and financial	49.24	22.6	40.2	47.58	18.7	40.9	51.07	41.8	39.5
Professional and related	29.91	2.7	37.8	24.21	3.8	35.5	33.01	3.5	39.2
Service	10.91	3.4	29.0	9.50	3.6	26.9	14.78	3.6	37.2
Sales and office	14.47	2.5	34.9	13.20	3.7	33.5	17.75	3.0	39.0
Sales and related	13.05	7.1	31.2	13.05	7.1	31.2	—	—	—
Office and administrative support	15.16	2.4	37.1	13.33	3.2	35.8	17.75	3.0	39.0
Natural resources, construction, and maintenance	21.35	6.4	39.1	22.23	8.3	40.3	17.79	1.7	34.8
Construction and extraction	20.42	5.2	39.6	20.76	6.5	39.5	—	—	—
Installation, maintenance, and repair	23.41	12.3	41.0	23.68	13.2	41.1	—	—	—
Production, transportation, and material moving	16.16	6.2	38.0	16.16	6.3	38.1	17.47	12.1	26.4
Production	19.23	3.3	38.3	19.23	3.4	38.3	18.59	14.7	36.5
Transportation and material moving	13.26	6.8	37.7	13.25	6.8	37.9	—	—	—
Full time	22.72	5.6	40.0	19.02	3.9	40.1	28.96	11.2	40.0
Part time	10.14	5.3	20.2	9.58	2.8	19.9	14.33	14.1	22.9
Union	19.06	2.6	38.9	15.48	2.1	40.0	19.98	3.4	38.7
Nonunion	21.49	5.8	34.6	17.44	3.5	33.5	35.35	13.6	38.6
Time	21.23	5.0	35.1	17.36	3.4	33.5	28.26	9.8	38.6
Incentive	16.92	20.1	39.7	16.92	20.1	39.7	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.54	1.5	38.8	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	14.92	3.4	32.5	14.75	3.5	32.4	21.61	4.7	36.1
100-499 workers	18.82	7.1	35.9	18.29	8.7	35.9	21.49	3.4	36.0
500 workers or more	27.96	8.3	38.4	24.86	7.3	36.8	29.17	10.8	39.0

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. See appendix A for more information.

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Iowa City, IA, August 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.02	4.9	\$22.72	5.6	\$10.14	5.3
Management occupations	56.50	27.1	56.53	27.1	8.55	1.1
Level 9	25.96	5.8	25.96	5.8	—	—
Not able to be leveled	—	—	—	—	8.63	.5
Legislators	8.63	.5	—	—	8.63	.5
Not able to be leveled	8.63	.5	—	—	8.63	.5
Education administrators	24.66	.8	24.66	.8	—	—
Business and financial operations occupations	30.38	16.5	30.38	16.5	—	—
Level 6	19.87	10.7	19.87	10.7	—	—
Computer and mathematical science occupations	26.15	7.5	26.15	7.5	—	—
Architecture and engineering occupations	24.13	8.0	24.13	8.0	—	—
Life, physical, and social science occupations	16.35	4.0	16.34	4.1	—	—
Community and social services occupations	17.41	6.8	19.70	14.9	—	—
Miscellaneous community and social service specialists	19.20	17.6	19.28	18.0	—	—
Education, training, and library occupations	54.92	13.0	55.82	13.3	—	—
Level 9	33.09	3.7	33.09	3.7	—	—
Primary, secondary, and special education school teachers	28.15	9.8	28.17	9.8	—	—
Level 9	33.09	3.7	33.09	3.7	—	—
Elementary and middle school teachers	28.28	10.9	28.28	10.9	—	—
Level 9	33.41	4.8	33.41	4.8	—	—
Elementary school teachers, except special education	26.88	10.5	26.88	10.5	—	—
Level 9	33.12	2.1	33.12	2.1	—	—
Secondary school teachers	26.24	10.9	26.29	11.1	—	—
Level 9	30.46	10.2	30.46	10.2	—	—
Secondary school teachers, except special and vocational education	26.24	10.9	26.29	11.1	—	—
Level 9	30.46	10.2	30.46	10.2	—	—
Teacher assistants	10.36	2.5	—	—	—	—
Healthcare practitioner and technical occupations	24.65	1.4	24.67	1.4	—	—
Level 9	24.70	2.9	24.64	3.0	—	—
Registered nurses	25.86	.6	—	—	—	—
Healthcare support occupations	14.76	3.3	14.77	3.3	—	—
Miscellaneous healthcare support occupations	15.02	4.6	—	—	—	—
Protective service occupations	15.72	13.5	16.30	14.6	—	—
Police officers	20.37	4.4	20.37	4.4	—	—
Police and sheriff's patrol officers	20.37	4.4	20.37	4.4	—	—
Food preparation and serving related occupations	8.73	1.8	10.13	4.2	6.85	7.3
Level 1	6.26	7.4	—	—	6.26	7.4
Level 2	7.81	2.9	—	—	6.94	3.0
Level 3	8.17	5.6	9.75	10.2	6.89	10.7
First-line supervisors/managers, food preparation and serving workers	13.60	4.4	13.61	4.4	—	—
First-line supervisors/managers of food preparation and serving workers	14.44	4.5	14.47	4.5	—	—
Cooks	9.71	4.5	9.83	5.9	9.31	3.6
Level 3	10.42	5.9	—	—	—	—
Cooks, restaurant	8.73	1.1	—	—	—	—
Food service, tipped	5.71	5.9	—	—	5.39	2.9
Level 2	5.24	11.9	—	—	5.82	12.4
Level 3	5.26	18.1	—	—	5.26	18.1
Bartenders	8.68	2.0	—	—	—	—
Waiters and waitresses	4.02	3.3	—	—	4.17	3.5
Level 2	3.52	4.2	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Iowa City, IA, August 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Fast food and counter workers	\$8.70	3.8	—	—	\$7.70	2.7
Combined food preparation and serving workers, including fast food	8.74	4.1	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.40	9.4	\$12.42	9.1	8.91	4.6
Level 1	7.69	8.1	—	—	8.20	4.1
Level 2	12.65	6.9	—	—	—	—
Building cleaning workers	11.13	13.5	12.15	11.7	8.26	4.1
Level 2	13.32	3.4	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.03	11.0	13.31	2.7	—	—
Grounds maintenance workers	11.55	10.5	—	—	—	—
Personal care and service occupations	9.45	3.3	9.76	2.4	8.99	6.0
Child care workers	8.94	2.8	—	—	—	—
Sales and related occupations	13.05	7.1	14.96	8.4	8.53	3.1
Level 2	9.81	4.4	—	—	8.81	3.6
Level 3	8.66	1.7	9.31	1.4	8.04	.1
Level 4	14.39	20.2	—	—	—	—
Level 5	14.17	18.6	14.69	20.7	—	—
Retail sales workers	9.71	11.4	10.63	17.1	8.21	1.1
Level 2	9.36	3.4	—	—	8.81	3.6
Level 3	8.66	1.7	9.31	1.4	8.04	.0
Cashiers, all workers	9.01	1.6	—	—	8.42	2.9
Level 2	9.42	3.2	—	—	8.86	4.0
Level 3	8.78	2.7	—	—	—	—
Cashiers	9.01	1.6	—	—	8.42	2.9
Level 2	9.42	3.2	—	—	8.86	4.0
Level 3	8.78	2.7	—	—	—	—
Retail salespersons	10.31	16.2	11.58	20.4	8.10	.4
Level 3	8.61	.7	—	—	8.04	.4
Office and administrative support occupations	15.16	2.4	15.59	2.7	10.65	6.4
Level 2	13.38	11.6	14.43	7.5	7.61	2.4
Level 3	11.59	6.4	11.36	6.6	—	—
Level 4	15.35	8.4	16.14	7.8	10.69	1.4
Level 5	17.52	1.9	17.55	1.9	—	—
Level 6	20.13	6.2	20.13	6.2	—	—
Financial clerks	16.53	10.3	17.03	9.3	—	—
Level 4	17.91	6.7	18.12	5.9	—	—
Bookkeeping, accounting, and auditing clerks	17.15	9.2	17.80	7.1	—	—
Level 4	18.08	6.0	18.30	5.2	—	—
Court, municipal, and license clerks	16.66	2.8	16.73	2.9	—	—
Level 5	16.84	3.0	—	—	—	—
Customer service representatives	14.26	4.0	14.31	4.0	—	—
Receptionists and information clerks	9.94	7.3	—	—	—	—
Secretaries and administrative assistants	16.05	7.5	17.12	4.0	—	—
Level 4	13.04	8.1	15.21	6.5	—	—
Secretaries, except legal, medical, and executive	16.22	8.2	17.50	2.7	—	—
Office clerks, general	15.80	10.5	15.80	10.5	—	—
Construction and extraction occupations	20.42	5.2	20.64	4.8	—	—
Level 5	19.61	5.7	19.61	5.7	—	—
Installation, maintenance, and repair occupations	23.41	12.3	23.82	11.3	—	—
Level 5	17.41	2.1	17.41	2.1	—	—
Industrial machinery installation, repair, and maintenance workers	18.44	11.2	18.44	11.2	—	—
Production occupations	19.23	3.3	19.71	3.3	—	—
Level 1	8.88	5.3	—	—	—	—
Level 2	13.36	3.4	—	—	—	—
Level 3	12.95	2.3	12.95	2.3	—	—
Level 5	15.83	3.7	15.83	3.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Iowa City, IA, August 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Water and liquid waste treatment plant and system operators	\$18.59	14.7	\$18.81	15.9	—	—
Miscellaneous production workers	13.24	5.1	—	—	—	—
Transportation and material moving occupations	13.26	6.8	14.05	5.4	\$8.01	2.2
Level 1	7.84	2.4	—	—	7.68	1.7
Level 3	12.17	3.7	12.07	3.5	—	—
Driver/sales workers and truck drivers	14.00	6.8	14.32	6.3	—	—
Truck drivers, heavy and tractor-trailer	13.44	4.4	13.44	4.4	—	—
Laborers and material movers, hand	9.86	11.0	12.61	5.0	7.60	1.2
Level 1	7.81	3.2	—	—	7.58	1.8
Laborers and freight, stock, and material movers, hand	9.59	12.7	—	—	—	—
Level 1	7.69	5.0	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Iowa City, IA, August 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.32	3.2	\$19.02	3.9	\$9.58	2.8
Management occupations	65.71	19.6	65.71	19.6	–	–
Business and financial operations occupations	30.57	16.7	30.57	16.7	–	–
Level 6	19.69	11.6	19.69	11.6	–	–
Architecture and engineering occupations	24.13	8.0	24.13	8.0	–	–
Healthcare practitioner and technical occupations	–	–	23.34	3.7	–	–
Healthcare support occupations	15.40	4.2	15.40	4.2	–	–
Food preparation and serving related occupations	8.53	2.1	9.89	4.9	6.82	7.3
Level 1	6.26	7.4	–	–	6.26	7.4
Level 2	7.81	2.9	–	–	6.94	3.0
Level 3	8.02	6.5	9.61	10.6	6.76	11.6
First-line supervisors/managers, food preparation and serving workers	13.52	1.5	13.52	1.5	–	–
Cooks	9.58	4.9	–	–	–	–
Level 3	10.23	7.6	–	–	–	–
Cooks, restaurant	8.73	1.1	–	–	–	–
Food service, tipped	5.71	5.9	–	–	5.39	2.9
Level 2	5.24	11.9	–	–	5.82	12.4
Level 3	5.26	18.1	–	–	5.26	18.1
Bartenders	8.68	2.0	–	–	–	–
Waiters and waitresses	4.02	3.3	–	–	4.17	3.5
Level 2	3.52	4.2	–	–	–	–
Fast food and counter workers	8.70	3.8	–	–	7.70	2.7
Combined food preparation and serving workers, including fast food	8.74	4.1	–	–	–	–
Building and grounds cleaning and maintenance occupations	9.57	5.2	–	–	8.93	5.1
Building cleaning workers	8.07	8.1	–	–	8.26	4.1
Personal care and service occupations	9.40	3.3	9.74	2.5	8.88	6.1
Child care workers	8.94	2.8	–	–	–	–
Sales and related occupations	13.05	7.1	14.96	8.4	8.53	3.1
Level 2	9.81	4.4	–	–	8.81	3.6
Level 3	8.66	1.7	9.31	1.4	8.04	.1
Level 4	14.39	20.2	–	–	–	–
Level 5	14.17	18.6	14.69	20.7	–	–
Retail sales workers	9.71	11.4	10.63	17.1	8.21	1.1
Level 2	9.36	3.4	–	–	8.81	3.6
Level 3	8.66	1.7	9.31	1.4	8.04	.0
Cashiers, all workers	9.01	1.6	–	–	8.42	2.9
Level 2	9.42	3.2	–	–	8.86	4.0
Level 3	8.78	2.7	–	–	–	–
Cashiers	9.01	1.6	–	–	8.42	2.9
Level 2	9.42	3.2	–	–	8.86	4.0
Level 3	8.78	2.7	–	–	–	–
Retail salespersons	10.31	16.2	11.58	20.4	8.10	.4
Level 3	8.61	.7	–	–	8.04	.4
Office and administrative support occupations	13.33	3.2	13.70	3.6	10.90	6.3
Level 2	10.60	4.8	–	–	7.47	3.6
Level 3	11.59	6.4	11.36	6.6	–	–
Level 4	13.48	2.0	14.28	2.3	–	–
Level 5	16.59	5.0	16.67	5.2	–	–
Financial clerks	13.10	5.4	13.61	4.3	–	–
Level 4	14.00	7.7	14.45	5.7	–	–
Bookkeeping, accounting, and auditing clerks	13.40	9.1	14.33	7.2	–	–
Level 4	14.29	7.6	–	–	–	–
Customer service representatives	14.26	4.0	14.31	4.0	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Iowa City, IA, August 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Receptionists and information clerks	\$9.94	7.3	—	—	—	—
Secretaries and administrative assistants	13.55	6.0	\$15.65	4.8	—	—
Construction and extraction occupations	20.76	6.5	21.02	6.0	—	—
Installation, maintenance, and repair occupations	23.68	13.2	24.13	12.1	—	—
Production occupations	19.23	3.4	19.72	3.3	—	—
Level 1	8.88	5.3	—	—	—	—
Level 2	13.36	3.4	—	—	—	—
Level 3	12.95	2.3	12.95	2.3	—	—
Level 5	15.82	3.7	15.82	3.7	—	—
Miscellaneous production workers	13.24	5.1	—	—	—	—
Transportation and material moving occupations	13.25	6.8	14.05	5.4	\$7.76	0.6
Level 1	7.84	2.4	—	—	7.68	1.7
Level 3	12.07	3.5	12.07	3.5	—	—
Driver/sales workers and truck drivers	14.00	6.8	14.32	6.3	—	—
Truck drivers, heavy and tractor-trailer	13.44	4.4	13.44	4.4	—	—
Laborers and material movers, hand	9.86	11.0	12.61	5.0	7.60	1.2
Level 1	7.81	3.2	—	—	7.58	1.8
Laborers and freight, stock, and material movers, hand	9.59	12.7	—	—	—	—
Level 1	7.69	5.0	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Iowa City, IA, August 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$28.26	9.8	\$28.96	11.2	\$14.33	14.1
Management occupations	51.54	42.2	51.57	42.2	8.55	1.1
Level 9	26.09	6.5	26.09	6.5	—	—
Not able to be leveled	8.63	.5	—	—	8.63	.5
Legislators	8.63	.5	—	—	8.63	.5
Not able to be leveled	8.63	.5	—	—	8.63	.5
Community and social services occupations	25.82	2.6	25.96	2.5	—	—
Miscellaneous community and social service specialists	24.88	1.0	—	—	—	—
Education, training, and library occupations	63.95	3.0	65.34	2.0	—	—
Level 9	33.09	3.7	33.09	3.7	—	—
Primary, secondary, and special education school teachers	32.50	4.1	32.54	4.0	—	—
Level 9	33.09	3.7	33.09	3.7	—	—
Elementary and middle school teachers	32.70	4.9	32.70	4.9	—	—
Level 9	33.41	4.8	33.41	4.8	—	—
Elementary school teachers, except special education	32.11	1.7	32.11	1.7	—	—
Level 9	33.12	2.1	33.12	2.1	—	—
Secondary school teachers	30.05	9.0	30.17	9.2	—	—
Level 9	30.46	10.2	30.46	10.2	—	—
Secondary school teachers, except special and vocational education	30.05	9.0	30.17	9.2	—	—
Level 9	30.46	10.2	30.46	10.2	—	—
Healthcare practitioner and technical occupations	24.92	1.4	24.97	1.4	—	—
Protective service occupations	18.64	8.4	19.91	3.3	—	—
Police officers	20.37	4.4	20.37	4.4	—	—
Police and sheriff's patrol officers	20.37	4.4	20.37	4.4	—	—
Food preparation and serving related occupations	13.28	12.4	—	—	—	—
Building and grounds cleaning and maintenance occupations	13.47	3.8	13.67	3.1	—	—
Grounds maintenance workers	9.70	4.5	—	—	—	—
Office and administrative support occupations	17.75	3.0	17.95	2.9	8.39	5.7
Level 2	14.80	7.8	—	—	—	—
Level 4	18.85	2.3	18.89	2.1	—	—
Level 5	17.85	.5	17.85	.5	—	—
Court, municipal, and license clerks	16.66	2.8	16.73	2.9	—	—
Level 5	16.84	3.0	—	—	—	—
Production occupations	18.59	14.7	18.81	15.9	—	—
Water and liquid waste treatment plant and system operators	18.59	14.7	18.81	15.9	—	—

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

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Iowa City, IA, August 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.02	4.9	\$22.72	5.6	\$10.14	5.3
Management occupations	56.50	27.1	56.53	27.1	8.55	1.1
Group III	34.89	22.9	—	—	—	—
Legislators	8.63	.5	—	—	8.63	.5
Education administrators	24.66	.8	24.66	.8	—	—
Group III	24.66	.8	—	—	—	—
Business and financial operations occupations	30.38	16.5	30.38	16.5	—	—
Group II	22.37	4.4	—	—	—	—
Computer and mathematical science occupations	26.15	7.5	26.15	7.5	—	—
Group III	32.38	12.3	—	—	—	—
Architecture and engineering occupations	24.13	8.0	24.13	8.0	—	—
Group II	21.32	3.1	—	—	—	—
Life, physical, and social science occupations	16.35	4.0	16.34	4.1	—	—
Community and social services occupations	17.41	6.8	19.70	14.9	—	—
Group II	15.71	6.4	—	—	—	—
Miscellaneous community and social service specialists	19.20	17.6	19.28	18.0	—	—
Group II	18.26	18.5	—	—	—	—
Education, training, and library occupations	54.92	13.0	55.82	13.3	—	—
Group I	10.28	2.6	—	—	—	—
Group III	59.41	27.5	—	—	—	—
Primary, secondary, and special education school teachers	28.15	9.8	28.17	9.8	—	—
Group III	33.09	3.7	—	—	—	—
Elementary and middle school teachers	28.28	10.9	28.28	10.9	—	—
Group III	33.41	4.8	—	—	—	—
Elementary school teachers, except special education	26.88	10.5	26.88	10.5	—	—
Group III	33.12	2.1	33.12	2.1	—	—
Secondary school teachers	26.24	10.9	26.29	11.1	—	—
Group III	30.46	10.2	—	—	—	—
Secondary school teachers, except special and vocational education	26.24	10.9	26.29	11.1	—	—
Group III	30.46	10.2	30.46	10.2	—	—
Teacher assistants	10.36	2.5	—	—	—	—
Group I	10.36	2.5	—	—	—	—
Healthcare practitioner and technical occupations	24.65	1.4	24.67	1.4	—	—
Group II	25.11	1.6	—	—	—	—
Group III	24.70	2.9	—	—	—	—
Registered nurses	25.86	.6	—	—	—	—
Healthcare support occupations	14.76	3.3	14.77	3.3	—	—
Group I	14.37	2.6	—	—	—	—
Miscellaneous healthcare support occupations	15.02	4.6	—	—	—	—
Protective service occupations	15.72	13.5	16.30	14.6	—	—
Group II	19.13	4.9	—	—	—	—
Police officers	20.37	4.4	20.37	4.4	—	—
Police and sheriff's patrol officers	20.37	4.4	20.37	4.4	—	—
Food preparation and serving related occupations	8.73	1.8	10.13	4.2	6.85	7.3
Group I	8.04	4.1	—	—	—	—
Group II	13.91	3.0	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	13.60	4.4	13.61	4.4	—	—
Group II	13.91	3.0	—	—	—	—
First-line supervisors/managers of food preparation and serving workers	14.44	4.5	14.47	4.5	—	—
Group II	14.47	4.5	14.47	4.5	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Iowa City, IA, August 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Cooks	\$9.71	4.5	\$9.83	5.9	\$9.31	3.6
Group I	9.71	4.5	—	—	—	—
Cooks, restaurant	8.73	1.1	—	—	—	—
Group I	8.73	1.1	—	—	—	—
Food service, tipped	5.71	5.9	—	—	5.39	2.9
Group I	5.71	5.9	—	—	—	—
Bartenders	8.68	2.0	—	—	—	—
Group I	8.68	2.0	—	—	—	—
Waiters and waitresses	4.02	3.3	—	—	4.17	3.5
Group I	4.02	3.3	—	—	4.17	3.5
Fast food and counter workers	8.70	3.8	—	—	7.70	2.7
Group I	8.70	3.8	—	—	—	—
Combined food preparation and serving workers, including fast food	8.74	4.1	—	—	—	—
Group I	8.74	4.1	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.40	9.4	12.42	9.1	8.91	4.6
Group I	11.05	10.1	—	—	—	—
Building cleaning workers	11.13	13.5	12.15	11.7	8.26	4.1
Group I	11.13	13.9	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.03	11.0	13.31	2.7	—	—
Group I	12.06	11.3	—	—	—	—
Grounds maintenance workers	11.55	10.5	—	—	—	—
Group I	10.23	1.0	—	—	—	—
Personal care and service occupations	9.45	3.3	9.76	2.4	8.99	6.0
Group I	9.40	3.5	—	—	—	—
Child care workers	8.94	2.8	—	—	—	—
Sales and related occupations	13.05	7.1	14.96	8.4	8.53	3.1
Group I	9.84	5.6	—	—	—	—
Group II	18.37	16.3	—	—	—	—
Retail sales workers	9.71	11.4	10.63	17.1	8.21	1.1
Group I	9.28	4.7	—	—	—	—
Cashiers, all workers	9.01	1.6	—	—	8.42	2.9
Group I	9.01	1.6	—	—	—	—
Cashiers	9.01	1.6	—	—	8.42	2.9
Group I	9.01	1.6	—	—	8.42	2.9
Retail salespersons	10.31	16.2	11.58	20.4	8.10	.4
Group I	9.71	7.1	11.74	4.7	8.10	.4
Office and administrative support occupations	15.16	2.4	15.59	2.7	10.65	6.4
Group I	13.91	7.0	—	—	—	—
Group II	18.03	1.6	—	—	—	—
Financial clerks	16.53	10.3	17.03	9.3	—	—
Group I	17.17	9.2	—	—	—	—
Bookkeeping, accounting, and auditing clerks	17.15	9.2	17.80	7.1	—	—
Group I	18.05	6.2	18.30	5.2	—	—
Court, municipal, and license clerks	16.66	2.8	16.73	2.9	—	—
Group II	16.84	3.0	—	—	—	—
Customer service representatives	14.26	4.0	14.31	4.0	—	—
Group I	14.62	6.9	—	—	—	—
Receptionists and information clerks	9.94	7.3	—	—	—	—
Group I	9.94	7.3	—	—	—	—
Secretaries and administrative assistants	16.05	7.5	17.12	4.0	—	—
Group I	13.04	8.1	—	—	—	—
Secretaries, except legal, medical, and executive	16.22	8.2	17.50	2.7	—	—
Office clerks, general	15.80	10.5	15.80	10.5	—	—
Group I	12.60	6.7	12.60	6.7	—	—
Construction and extraction occupations	20.42	5.2	20.64	4.8	—	—
Group I	15.60	4.4	—	—	—	—
Group II	20.16	3.5	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Iowa City, IA, August 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$23.41	12.3	\$23.82	11.3	—	—
Group II	25.32	10.8	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	18.44	11.2	18.44	11.2	—	—
Production occupations	19.23	3.3	19.71	3.3	—	—
Group I	12.62	2.2	—	—	—	—
Group II	26.78	6.6	—	—	—	—
Water and liquid waste treatment plant and system operators	18.59	14.7	18.81	15.9	—	—
Group II	19.73	12.2	19.73	12.2	—	—
Miscellaneous production workers	13.24	5.1	—	—	—	—
Group I	12.30	7.1	—	—	—	—
Transportation and material moving occupations	13.26	6.8	14.05	5.4	\$8.01	2.2
Group I	13.02	8.1	—	—	—	—
Driver/sales workers and truck drivers	14.00	6.8	14.32	6.3	—	—
Group I	13.88	8.3	—	—	—	—
Truck drivers, heavy and tractor-trailer	13.44	4.4	13.44	4.4	—	—
Laborers and material movers, hand	9.86	11.0	12.61	5.0	7.60	1.2
Group I	9.86	11.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.59	12.7	—	—	—	—
Group I	9.59	12.7	—	—	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Iowa City, IA, August 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.46	\$11.51	\$16.35	\$23.28	\$32.52
Management occupations	22.26	26.49	44.45	79.33	103.37
Legislators	5.00	6.69	7.50	12.50	14.00
Education administrators	19.33	22.08	24.24	27.38	29.81
Business and financial operations occupations	16.66	20.97	27.94	42.03	42.03
Computer and mathematical science occupations	18.14	19.91	22.74	29.69	40.44
Architecture and engineering occupations	17.50	18.17	19.67	29.33	47.20
Life, physical, and social science occupations	14.43	14.43	16.35	16.83	19.29
Community and social services occupations	12.00	12.35	13.13	23.02	25.94
Miscellaneous community and social service specialists	13.13	13.13	13.13	25.41	27.78
Education, training, and library occupations	17.01	24.55	40.73	77.40	118.95
Primary, secondary, and special education school teachers	17.31	20.05	26.73	34.24	42.91
Elementary and middle school teachers	17.31	20.05	25.25	35.62	42.95
Elementary school teachers, except special education	16.88	20.05	25.23	32.25	40.73
Secondary school teachers	17.31	19.37	26.47	30.27	38.17
Secondary school teachers, except special and vocational education	17.31	19.37	26.47	30.27	38.17
Teacher assistants	9.09	10.25	10.44	10.74	11.35
Healthcare practitioner and technical occupations	21.64	23.56	25.59	25.74	28.19
Registered nurses	25.59	25.59	25.74	25.74	28.45
Healthcare support occupations	12.25	13.37	14.61	16.75	17.52
Miscellaneous healthcare support occupations	12.79	13.37	14.61	16.75	17.52
Protective service occupations	9.00	9.75	17.12	20.27	21.85
Police officers	18.44	18.98	19.96	20.30	25.12
Police and sheriff's patrol officers	18.44	18.98	19.96	20.30	25.12
Food preparation and serving related occupations	3.72	7.25	9.00	9.52	12.50
First-line supervisors/managers, food preparation and serving workers	11.39	11.88	13.12	14.00	19.46
First-line supervisors/managers of food preparation and serving workers	11.88	12.50	13.12	14.00	19.46
Cooks	7.22	8.68	9.52	10.22	12.31
Cooks, restaurant	7.00	7.22	8.00	10.22	11.30
Food service, tipped	3.33	3.72	3.92	8.50	10.00
Bartenders	5.48	8.00	8.50	10.00	10.00
Waiters and waitresses	3.28	3.35	3.72	3.92	5.48
Fast food and counter workers	7.00	8.00	9.27	9.27	9.27
Combined food preparation and serving workers, including fast food	7.00	8.00	9.27	9.27	9.27
Building and grounds cleaning and maintenance occupations	6.71	8.46	11.50	13.37	15.95
Building cleaning workers	6.49	8.46	11.22	13.48	15.95
Janitors and cleaners, except maids and housekeeping cleaners	8.46	8.46	12.26	14.26	15.95
Grounds maintenance workers	8.50	9.00	10.75	11.39	21.16
Personal care and service occupations	8.00	8.61	9.72	9.72	11.00
Child care workers	7.15	7.36	9.50	9.50	9.50
Sales and related occupations	7.37	8.14	10.00	16.71	21.91
Retail sales workers	7.05	7.86	8.50	10.00	15.63
Cashiers, all workers	7.72	8.00	8.50	10.00	10.60
Cashiers	7.72	8.00	8.50	10.00	10.60
Retail salespersons	7.05	7.50	8.32	11.16	17.13
Office and administrative support occupations	10.04	12.10	14.93	18.27	20.78

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Iowa City, IA, August 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Financial clerks	\$10.00	\$14.55	\$16.64	\$20.78	\$20.78
Bookkeeping, accounting, and auditing clerks	11.50	14.93	17.40	20.78	20.78
Court, municipal, and license clerks	15.50	16.39	16.39	16.39	17.41
Customer service representatives	11.59	12.97	14.00	15.00	17.35
Receptionists and information clerks	7.12	7.90	10.04	10.82	11.60
Secretaries and administrative assistants	10.60	13.30	16.64	19.90	19.90
Secretaries, except legal, medical, and executive	10.60	13.53	17.27	19.90	19.90
Office clerks, general	12.00	12.50	15.93	19.90	19.90
Construction and extraction occupations	14.44	15.64	20.30	22.50	25.72
Installation, maintenance, and repair occupations	12.00	17.38	20.65	32.12	34.73
Industrial machinery installation, repair, and maintenance workers	13.00	14.46	19.24	22.68	22.79
Production occupations	10.14	13.00	14.87	32.12	32.12
Water and liquid waste treatment plant and system operators	12.50	15.17	18.16	23.18	23.18
Miscellaneous production workers	8.05	9.25	14.87	15.26	16.24
Transportation and material moving occupations	8.04	11.87	13.02	15.75	16.50
Driver/sales workers and truck drivers	11.67	13.02	13.29	15.75	16.62
Truck drivers, heavy and tractor-trailer	11.67	12.92	13.02	13.77	16.14
Laborers and material movers, hand	6.75	7.96	8.04	11.25	13.75
Laborers and freight, stock, and material movers, hand	6.75	7.00	7.96	11.14	13.70

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Iowa City, IA, August 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$9.82	\$13.99	\$20.10	\$32.12
Management occupations	39.90	42.84	57.67	57.67	168.22
Business and financial operations occupations	16.66	20.97	27.94	42.03	42.03
Architecture and engineering occupations	17.50	18.17	19.67	29.33	47.20
Healthcare support occupations	11.00	13.45	16.75	16.75	17.52
Food preparation and serving related occupations	3.72	7.00	8.86	9.52	12.00
First-line supervisors/managers, food preparation and serving workers	9.24	11.88	13.12	14.00	19.46
Cooks	7.22	8.50	9.52	10.00	11.81
Cooks, restaurant	7.00	7.22	8.00	10.22	11.30
Food service, tipped	3.33	3.72	3.92	8.50	10.00
Bartenders	5.48	8.00	8.50	10.00	10.00
Waiters and waitresses	3.28	3.35	3.72	3.92	5.48
Fast food and counter workers	7.00	8.00	9.27	9.27	9.27
Combined food preparation and serving workers, including fast food	7.00	8.00	9.27	9.27	9.27
Building and grounds cleaning and maintenance occupations	6.49	8.00	8.46	11.51	11.51
Building cleaning workers	6.49	6.49	8.46	8.46	10.15
Personal care and service occupations	8.00	8.61	9.60	9.72	11.00
Child care workers	7.15	7.36	9.50	9.50	9.50
Sales and related occupations	7.37	8.14	10.00	16.71	21.91
Retail sales workers	7.05	7.86	8.50	10.00	15.63
Cashiers, all workers	7.72	8.00	8.50	10.00	10.60
Cashiers	7.72	8.00	8.50	10.00	10.60
Retail salespersons	7.05	7.50	8.32	11.16	17.13
Office and administrative support occupations	9.00	10.72	13.01	15.14	18.00
Financial clerks	9.00	10.00	14.55	15.15	15.75
Bookkeeping, accounting, and auditing clerks	9.00	10.00	14.93	15.60	16.57
Customer service representatives	11.59	12.97	14.00	15.00	17.35
Receptionists and information clerks	7.12	7.90	10.04	10.82	11.60
Secretaries and administrative assistants	10.60	10.60	12.89	17.27	18.00
Construction and extraction occupations	14.44	15.64	21.10	23.40	25.72
Installation, maintenance, and repair occupations	11.25	16.10	22.35	32.12	34.73
Production occupations	10.14	13.00	14.87	32.12	32.12
Miscellaneous production workers	8.05	9.25	14.87	15.26	16.24
Transportation and material moving occupations	8.04	11.87	13.02	15.75	16.50
Driver/sales workers and truck drivers	11.67	13.02	13.29	15.75	16.62
Truck drivers, heavy and tractor-trailer	11.67	12.92	13.02	13.77	16.14
Laborers and material movers, hand	6.75	7.96	8.04	11.25	13.75
Laborers and freight, stock, and material movers, hand	6.75	7.00	7.96	11.14	13.70

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Iowa City, IA, August 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$13.62	\$16.58	\$20.25	\$25.74	\$67.04
Management occupations	20.95	24.04	29.72	88.94	103.37
Legislators	5.00	6.69	7.50	12.50	14.00
Community and social services occupations	19.97	23.02	23.37	25.94	38.80
Miscellaneous community and social service specialists	19.97	23.02	25.41	26.43	32.11
Education, training, and library occupations	19.51	30.35	67.04	86.70	118.95
Primary, secondary, and special education school teachers	20.41	25.23	31.61	40.73	45.84
Elementary and middle school teachers	21.07	24.76	32.24	40.73	45.84
Elementary school teachers, except special education	22.65	24.66	30.57	40.35	45.84
Secondary school teachers	18.09	24.66	28.13	36.68	44.02
Secondary school teachers, except special and vocational education	18.09	24.66	28.13	36.68	44.02
Healthcare practitioner and technical occupations	23.55	23.56	25.59	25.74	25.98
Protective service occupations	8.10	17.12	19.96	21.85	22.79
Police officers	18.44	18.98	19.96	20.30	25.12
Police and sheriff's patrol officers	18.44	18.98	19.96	20.30	25.12
Food preparation and serving related occupations	11.16	11.39	12.39	12.79	20.79
Building and grounds cleaning and maintenance occupations	10.73	11.63	13.35	15.65	15.95
Grounds maintenance workers	8.50	8.50	10.00	10.75	11.50
Office and administrative support occupations	13.98	16.24	17.84	19.90	20.78
Court, municipal, and license clerks	15.50	16.39	16.39	16.39	17.41
Production occupations	12.50	15.17	18.16	23.18	23.18
Water and liquid waste treatment plant and system operators	12.50	15.17	18.16	23.18	23.18

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

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Iowa City, IA, August 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.00	\$13.05	\$17.13	\$24.16	\$37.44
Management occupations	22.26	26.49	44.45	79.33	103.37
Education administrators	19.33	22.08	24.24	27.38	29.81
Business and financial operations occupations	16.66	20.97	27.94	42.03	42.03
Computer and mathematical science occupations	18.14	19.91	22.74	29.69	40.44
Architecture and engineering occupations	17.50	18.17	19.67	29.33	47.20
Life, physical, and social science occupations	14.43	14.43	16.35	16.83	19.23
Community and social services occupations	12.00	13.13	18.95	24.81	28.61
Miscellaneous community and social service specialists	13.13	13.13	13.13	25.41	27.78
Education, training, and library occupations	18.00	24.74	40.73	78.53	118.95
Primary, secondary, and special education school teachers	17.42	20.05	26.73	34.24	42.91
Elementary and middle school teachers	17.31	20.05	25.25	35.62	42.95
Elementary school teachers, except special education	16.88	20.05	25.23	32.25	40.73
Secondary school teachers	17.31	19.37	26.48	30.32	38.17
Secondary school teachers, except special and vocational education	17.31	19.37	26.48	30.32	38.17
Healthcare practitioner and technical occupations	21.64	23.56	25.59	25.74	26.32
Healthcare support occupations	12.25	13.37	14.61	16.75	17.52
Protective service occupations	9.36	10.25	17.12	20.89	21.85
Police officers	18.44	18.98	19.96	20.30	25.12
Police and sheriff's patrol officers	18.44	18.98	19.96	20.30	25.12
Food preparation and serving related occupations	7.35	9.27	9.27	11.88	13.86
First-line supervisors/managers, food preparation and serving workers	11.39	11.88	13.12	14.00	19.46
First-line supervisors/managers of food preparation and serving workers	11.88	12.50	13.12	14.00	19.46
Cooks	7.00	9.52	9.52	10.00	12.31
Building and grounds cleaning and maintenance occupations	6.49	11.22	11.73	14.51	15.95
Building cleaning workers	6.49	10.73	12.65	14.64	15.95
Janitors and cleaners, except maids and housekeeping cleaners	10.73	11.73	13.37	15.46	15.95
Personal care and service occupations	8.00	9.50	9.72	9.72	11.00
Sales and related occupations	7.86	8.72	12.00	18.00	23.81
Retail sales workers	7.05	8.00	9.18	11.25	17.13
Retail salespersons	7.05	7.86	10.22	16.56	17.63
Office and administrative support occupations	10.72	12.97	15.36	18.77	20.78
Financial clerks	11.68	14.92	17.39	20.78	20.78
Bookkeeping, accounting, and auditing clerks	14.55	15.60	18.31	20.78	20.78
Court, municipal, and license clerks	16.08	16.39	16.39	16.39	17.41
Customer service representatives	12.00	12.97	14.00	15.00	17.35
Secretaries and administrative assistants	13.30	14.61	17.27	19.90	19.90
Secretaries, except legal, medical, and executive	13.97	15.94	17.29	19.90	19.90
Office clerks, general	12.00	12.50	15.93	19.90	19.90
Construction and extraction occupations	14.44	17.00	20.75	22.50	25.72
Installation, maintenance, and repair occupations	12.00	17.50	22.25	32.12	34.73
Industrial machinery installation, repair, and maintenance workers	13.00	14.46	19.24	22.68	22.79

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Iowa City, IA, August 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Production occupations	\$10.85	\$13.99	\$15.26	\$32.12	\$32.12
Water and liquid waste treatment plant and system operators	14.21	16.00	18.16	23.18	23.18
Transportation and material moving occupations	11.50	13.02	13.29	15.75	16.50
Driver/sales workers and truck drivers	12.13	13.02	13.77	16.00	16.62
Truck drivers, heavy and tractor-trailer	11.67	12.92	13.02	13.77	16.14
Laborers and material movers, hand	10.95	11.14	11.25	13.75	14.91

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 Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Iowa City, IA, August 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.71	\$7.75	\$8.46	\$10.79	\$17.43
Management occupations	5.00	6.69	7.50	10.00	14.00
Legislators	5.00	6.69	7.50	12.50	14.00
Food preparation and serving related occupations	3.72	5.48	7.25	8.08	8.86
Cooks	7.22	8.00	9.00	10.75	11.75
Food service, tipped	3.35	3.72	3.92	8.00	8.50
Waiters and waitresses	3.35	3.72	3.72	4.13	5.48
Fast food and counter workers	7.00	7.00	7.75	8.00	8.55
Building and grounds cleaning and maintenance occupations	7.57	8.46	8.46	9.00	11.33
Building cleaning workers	7.00	8.46	8.46	8.46	8.46
Personal care and service occupations	7.36	8.50	8.61	9.00	11.56
Sales and related occupations	7.22	7.72	8.25	9.10	11.00
Retail sales workers	7.22	7.64	8.22	8.33	9.50
Cashiers, all workers	7.22	7.72	8.25	9.25	10.00
Cashiers	7.22	7.72	8.25	9.25	10.00
Retail salespersons	7.00	7.50	8.25	8.33	9.05
Office and administrative support occupations	7.47	9.00	10.60	10.79	15.14
Transportation and material moving occupations	6.75	7.91	7.96	8.04	8.13
Laborers and material movers, hand	6.50	7.00	7.96	8.04	8.04

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 Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Iowa City, IA, August 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.72	\$17.13	\$909	\$691	40.0	\$45,761	\$35,360	2,015
Management occupations	56.53	44.45	2,291	1,928	40.5	119,129	100,239	2,107
Education administrators	24.66	24.24	986	969	40.0	51,296	50,411	2,080
Business and financial operations occupations	30.38	27.94	1,224	1,072	40.3	63,653	55,765	2,095
Computer and mathematical science occupations	26.15	22.74	1,063	960	40.6	55,250	49,903	2,113
Architecture and engineering occupations	24.13	19.67	989	807	41.0	51,142	41,147	2,119
Life, physical, and social science occupations	16.34	16.35	654	654	40.0	30,703	30,006	1,879
Community and social services occupations	19.70	18.95	753	673	38.2	37,451	35,699	1,901
Miscellaneous community and social service specialists	19.28	13.13	771	525	40.0	40,100	27,310	2,080
Education, training, and library occupations	55.82	40.73	2,168	1,426	38.8	82,607	53,886	1,480
Primary, secondary, and special education school teachers	28.17	26.73	1,073	1,027	38.1	40,431	38,826	1,435
Elementary and middle school teachers	28.28	25.25	1,073	1,010	38.0	40,450	37,566	1,431
Elementary school teachers, except special education	26.88	25.23	1,029	984	38.3	38,697	37,166	1,440
Secondary school teachers	26.29	26.48	1,024	1,023	38.9	38,510	39,007	1,465
Secondary school teachers, except special and vocational education	26.29	26.48	1,024	1,023	38.9	38,510	39,007	1,465
Healthcare practitioner and technical occupations	24.67	25.59	986	1,023	40.0	51,123	53,221	2,072
Healthcare support occupations	14.77	14.61	563	536	38.1	29,265	27,872	1,982
Protective service occupations	16.30	17.12	684	798	42.0	35,574	41,517	2,183
Police officers	20.37	19.96	834	798	40.9	43,345	41,517	2,128
Police and sheriff's patrol officers	20.37	19.96	834	798	40.9	43,345	41,517	2,128
Food preparation and serving related occupations	10.13	9.27	394	348	38.9	20,005	18,082	1,974
First-line supervisors/managers, food preparation and serving workers	13.61	13.12	541	525	39.8	25,623	27,283	1,883
First-line supervisors/managers of food preparation and serving workers	14.47	13.12	579	525	40.0	29,659	27,283	2,050
Cooks	9.83	9.52	382	381	38.8	19,850	19,793	2,020
Building and grounds cleaning and maintenance occupations	12.42	11.73	484	469	39.0	24,343	23,930	1,960
Building cleaning workers	12.15	12.65	467	504	38.5	24,223	26,208	1,993
Janitors and cleaners, except maids and housekeeping cleaners	13.31	13.37	532	535	40.0	27,572	27,768	2,071
Personal care and service occupations	9.76	9.72	377	389	38.6	19,592	20,220	2,007
Sales and related occupations	14.96	12.00	607	480	40.6	31,571	24,960	2,110
Retail sales workers	10.63	9.18	437	388	41.1	22,743	20,172	2,139

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Iowa City, IA, August 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Retail salespersons	\$11.58	\$10.22	\$486	\$404	42.0	\$25,273	\$21,008	2,182
Office and administrative support occupations	15.59	15.36	617	601	39.6	32,030	31,256	2,054
Financial clerks	17.03	17.39	672	691	39.4	34,923	35,934	2,051
Bookkeeping, accounting, and auditing clerks	17.80	18.31	700	732	39.4	36,424	38,085	2,046
Court, municipal, and license clerks ...	16.73	16.39	669	656	40.0	34,797	34,091	2,080
Customer service representatives	14.31	14.00	564	560	39.4	29,345	29,120	2,050
Secretaries and administrative assistants	17.12	17.27	683	691	39.9	35,221	35,928	2,057
Secretaries, except legal, medical, and executive	17.50	17.29	697	691	39.8	36,118	35,934	2,064
Office clerks, general	15.80	15.93	621	615	39.3	32,292	31,970	2,043
Construction and extraction occupations	20.64	20.75	829	820	40.2	43,111	42,640	2,089
Installation, maintenance, and repair occupations	23.82	22.25	982	826	41.2	51,033	42,952	2,142
Industrial machinery installation, repair, and maintenance workers	18.44	19.24	738	770	40.0	38,190	40,019	2,071
Production occupations	19.71	15.26	772	595	39.2	40,100	30,923	2,034
Water and liquid waste treatment plant and system operators	18.81	18.16	752	726	40.0	39,120	37,773	2,080
Transportation and material moving occupations	14.05	13.29	600	620	42.7	31,206	32,240	2,221
Driver/sales workers and truck drivers	14.32	13.77	617	630	43.1	32,098	32,760	2,242
Truck drivers, heavy and tractor-trailer	13.44	13.02	603	546	44.9	31,360	28,393	2,334
Laborers and material movers, hand ..	12.61	11.25	504	450	40.0	26,227	23,400	2,080

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Iowa City, IA, August 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.02	\$15.00	\$762	\$600	40.1	\$39,236	\$30,860	2,063
Management occupations	65.71	57.67	2,730	2,307	41.5	141,952	119,962	2,160
Business and financial operations occupations	30.57	27.94	1,232	1,118	40.3	64,062	58,115	2,096
Architecture and engineering occupations	24.13	19.67	989	807	41.0	51,142	41,147	2,119
Healthcare practitioner and technical occupations	23.34	21.64	934	865	40.0	48,548	45,001	2,080
Healthcare support occupations	15.40	16.75	560	536	36.3	29,105	27,872	1,890
Food preparation and serving related occupations	9.89	9.27	387	348	39.2	20,146	18,082	2,037
First-line supervisors/managers, food preparation and serving workers ..	13.52	13.12	564	525	41.7	29,340	27,283	2,170
Personal care and service occupations	9.74	9.72	376	389	38.6	19,532	20,220	2,006
Sales and related occupations	14.96	12.00	607	480	40.6	31,571	24,960	2,110
Retail sales workers	10.63	9.18	437	388	41.1	22,743	20,172	2,139
Retail salespersons	11.58	10.22	486	404	42.0	25,273	21,008	2,182
Office and administrative support occupations	13.70	13.30	537	522	39.2	27,939	27,123	2,039
Financial clerks	13.61	14.56	525	540	38.6	27,309	28,080	2,006
Bookkeeping, accounting, and auditing clerks	14.33	14.93	541	582	37.8	28,147	30,264	1,964
Customer service representatives	14.31	14.00	564	560	39.4	29,345	29,120	2,050
Secretaries and administrative assistants	15.65	17.27	619	681	39.5	32,166	35,400	2,055
Construction and extraction occupations	21.02	21.95	845	862	40.2	43,946	44,824	2,091
Installation, maintenance, and repair occupations	24.13	22.79	997	894	41.3	51,788	46,488	2,146
Production occupations	19.72	15.26	773	595	39.2	40,107	30,923	2,034
Transportation and material moving occupations	14.05	13.29	600	620	42.7	31,207	32,240	2,221
Driver/sales workers and truck drivers	14.32	13.77	617	630	43.1	32,098	32,760	2,242
Truck drivers, heavy and tractor-trailer	13.44	13.02	603	546	44.9	31,360	28,393	2,334
Laborers and material movers, hand ..	12.61	11.25	504	450	40.0	26,227	23,400	2,080

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Iowa City, IA, August 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$28.96	\$20.73	\$1,158	\$831	40.0	\$56,118	\$43,222	1,938
Management occupations	51.57	29.72	2,063	1,189	40.0	107,266	61,809	2,080
Community and social services occupations	25.96	23.37	1,029	935	39.6	49,111	48,610	1,891
Education, training, and library occupations	65.34	67.04	2,519	2,682	38.6	96,663	104,579	1,479
Primary, secondary, and special education school teachers	32.54	31.61	1,199	1,198	36.8	45,533	45,434	1,399
Elementary and middle school teachers	32.70	32.24	1,203	1,222	36.8	45,685	46,806	1,397
Elementary school teachers, except special education	32.11	30.57	1,184	1,198	36.9	44,895	45,298	1,398
Secondary school teachers	30.17	28.13	1,139	1,095	37.8	43,391	41,757	1,438
Secondary school teachers, except special and vocational education	30.17	28.13	1,139	1,095	37.8	43,391	41,757	1,438
Healthcare practitioner and technical occupations	24.97	25.59	998	1,023	40.0	51,703	53,221	2,070
Protective service occupations	19.91	19.96	862	874	43.3	44,819	45,438	2,251
Police officers	20.37	19.96	834	798	40.9	43,345	41,517	2,128
Police and sheriff's patrol officers	20.37	19.96	834	798	40.9	43,345	41,517	2,128
Building and grounds cleaning and maintenance occupations	13.67	13.37	547	535	40.0	26,922	27,664	1,970
Office and administrative support occupations	17.95	18.01	718	720	40.0	37,220	37,438	2,074
Court, municipal, and license clerks	16.73	16.39	669	656	40.0	34,797	34,091	2,080
Production occupations	18.81	18.16	752	726	40.0	39,120	37,773	2,080
Water and liquid waste treatment plant and system operators	18.81	18.16	752	726	40.0	39,120	37,773	2,080

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Iowa City, IA, August 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.32	\$14.75	\$18.29	\$24.86
Management, professional, and related	30.39	20.69	32.60	32.77
Management, business, and financial	47.58	—	54.68	—
Professional and related	24.21	20.74	19.66	28.20
Service	9.50	9.31	9.59	—
Sales and office	13.20	12.46	14.25	14.16
Sales and related	13.05	12.11	14.83	—
Office and administrative support	13.33	12.84	13.57	14.16
Natural resources, construction, and maintenance	22.23	22.60	19.33	—
Construction and extraction	20.76	20.70	—	—
Installation, maintenance, and repair	23.68	24.87	—	—
Production, transportation, and material moving	16.16	17.63	13.32	14.52
Production	19.23	24.90	14.51	14.66
Transportation and material moving	13.25	13.62	12.11	—
	Relative error ³ (percent)			
All workers	3.2	3.5	8.7	7.3
Management, professional, and related	9.2	8.1	26.0	5.7
Management, business, and financial	18.7	—	35.3	—
Professional and related	3.8	8.5	9.8	1.9
Service	3.6	4.1	2.1	—
Sales and office	3.7	6.1	8.3	2.9
Sales and related	7.1	8.6	16.2	—
Office and administrative support	3.2	6.4	3.0	2.9
Natural resources, construction, and maintenance	8.3	9.2	9.9	—
Construction and extraction	6.5	6.6	—	—
Installation, maintenance, and repair	13.2	15.2	—	—
Production, transportation, and material moving	6.3	8.9	4.7	1.7
Production	3.4	5.6	5.1	1.4
Transportation and material moving	6.8	7.1	6.0	—

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. See appendix A for more information.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Iowa City, IA, August 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.40	\$14.00	\$651	\$547	39.7	\$33,862	\$28,393	2,064
Food preparation and serving related occupations	9.49	9.27	371	348	39.1	19,310	18,082	2,034
Sales and related occupations	13.32	11.16	541	454	40.6	28,151	23,596	2,113
Retail sales workers	10.62	8.72	444	388	41.8	23,102	20,172	2,174
Retail salespersons	11.81	8.75	511	446	43.3	26,572	23,209	2,250
Office and administrative support occupations	13.54	12.50	534	480	39.4	27,750	24,960	2,050
Construction and extraction occupations	20.97	21.50	843	858	40.2	43,846	44,616	2,091
Installation, maintenance, and repair occupations	25.48	28.00	1,061	1,184	41.7	55,194	61,589	2,166
Production occupations	25.97	32.12	994	1,285	38.3	51,548	66,810	1,985
Transportation and material moving occupations	14.34	14.24	585	609	40.8	30,432	31,668	2,122

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Iowa City, IA, August 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.50	\$16.14	\$912	\$670	40.5	\$46,373	\$33,571	2,061
Management occupations	65.71	57.67	2,730	2,307	41.5	141,952	119,962	2,160
Business and financial operations occupations ...	31.81	31.52	1,272	1,576	40.0	66,170	81,947	2,080
Architecture and engineering occupations	21.97	20.17	883	807	40.2	45,506	41,147	2,071
Sales and related occupations	18.65	13.44	755	527	40.5	39,238	27,394	2,104
Office and administrative support occupations	13.85	13.52	541	539	39.0	28,112	28,038	2,030
Financial clerks	13.56	14.55	542	582	40.0	28,204	30,264	2,080
Installation, maintenance, and repair occupations	18.90	19.31	756	772	40.0	39,160	40,165	2,072
Production occupations	14.82	14.60	591	584	39.9	30,735	30,368	2,074
Transportation and material moving occupations	13.00	12.27	668	690	51.4	34,754	35,880	2,673
Laborers and material movers, hand	13.36	13.70	535	548	40.0	27,796	28,496	2,080

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Iowa City, IA, August 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$19.06	\$15.48	\$19.98	\$21.49	\$17.44	\$35.35
Management, professional, and related	27.19	—	28.05	34.76	30.80	37.79
Management, business, and financial	—	—	—	49.38	47.58	51.37
Professional and related	27.22	—	28.10	30.48	24.47	34.61
Service	15.26	—	15.26	9.64	9.50	12.18
Sales and office	17.91	—	17.91	13.31	13.20	16.29
Sales and related	—	—	—	13.05	13.05	—
Office and administrative support	17.91	—	17.91	13.52	13.33	16.29
Natural resources, construction, and maintenance	16.88	—	—	22.62	22.98	—
Construction and extraction	—	—	—	20.86	21.23	—
Installation, maintenance, and repair	—	—	—	24.64	24.80	—
Production, transportation, and material moving	15.06	15.06	—	16.41	16.40	17.47
Production	14.97	14.97	—	21.44	21.47	18.59
Transportation and material moving	—	—	—	13.19	13.17	—
	Relative error ⁴ (percent)					
All workers	2.6	2.1	3.4	5.8	3.5	13.6
Management, professional, and related	1.8	—	1.6	9.7	9.5	14.3
Management, business, and financial	—	—	—	22.6	18.7	42.0
Professional and related	1.8	—	1.6	3.3	3.9	4.9
Service	5.9	—	5.9	3.3	3.6	10.9
Sales and office	3.2	—	3.2	3.6	3.7	20.7
Sales and related	—	—	—	7.1	7.1	—
Office and administrative support	3.2	—	3.2	3.5	3.2	20.7
Natural resources, construction, and maintenance	7.9	—	—	7.3	7.9	—
Construction and extraction	—	—	—	4.5	5.5	—
Installation, maintenance, and repair	—	—	—	14.9	15.3	—
Production, transportation, and material moving	2.0	2.0	—	8.0	8.1	12.1
Production	1.6	1.6	—	4.7	4.8	14.7
Transportation and material moving	—	—	—	6.9	6.9	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Iowa City, IA, August 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$21.23	\$17.36	\$16.92	\$16.92
Management, professional, and related	33.73	30.50	—	—
Management, business, and financial	49.73	48.47	—	—
Professional and related	29.91	24.21	—	—
Service	11.03	9.55	—	—
Sales and office	14.09	12.55	19.74	19.74
Sales and related	11.39	11.39	19.74	19.74
Office and administrative support	15.16	13.33	—	—
Natural resources, construction, and maintenance	20.79	21.66	—	—
Construction and extraction	—	20.76	—	—
Installation, maintenance, and repair	22.58	22.89	—	—
Production, transportation, and material moving	16.28	16.27	—	—
Production	18.96	18.96	—	—
Transportation and material moving	13.38	13.37	—	—
	Relative error ⁴ (percent)			
All workers	5.0	3.4	20.1	20.1
Management, professional, and related	8.5	9.0	—	—
Management, business, and financial	22.3	17.3	—	—
Professional and related	2.7	3.8	—	—
Service	3.6	3.9	—	—
Sales and office	2.1	2.7	21.6	21.6
Sales and related	3.7	3.7	21.6	21.6
Office and administrative support	2.4	3.2	—	—
Natural resources, construction, and maintenance	4.9	6.7	—	—
Construction and extraction	—	6.5	—	—
Installation, maintenance, and repair	9.4	10.4	—	—
Production, transportation, and material moving	5.2	5.2	—	—
Production	3.1	3.1	—	—
Transportation and material moving	7.0	7.1	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

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SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Iowa City, IA, August 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$20.87	-	-	-	\$32.17	\$15.30	\$15.64	-	-
Management, professional, and related	-	-	-	-	-	27.05	21.30	-	-
Professional and related	-	-	-	-	-	28.61	21.31	-	-
Service	-	-	-	-	-	-	11.22	-	-
Sales and office	-	-	-	-	18.41	13.62	12.00	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	13.98	13.46	12.00	-	-
Natural resources, construction, and maintenance	20.72	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	9.64	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	5.1	-	-	-	20.9	12.8	5.6	-	-
Management, professional, and related	-	-	-	-	-	2.5	1.6	-	-
Professional and related	-	-	-	-	-	5.4	1.5	-	-
Service	-	-	-	-	-	-	6.2	-	-
Sales and office	-	-	-	-	19.0	3.6	2.5	-	-
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	-	-	-	2.5	3.8	2.5	-	-
Natural resources, construction, and maintenance	5.7	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving	-	-	-	-	-	2.7	-	-	-
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Iowa City, IA, Metropolitan Statistical Area (MSA) includes Johnson and Washington Counties, IA.

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. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify 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 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

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

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

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

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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 sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

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

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, Iowa City, IA, August 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	71,900	48,800	23,200
Management, professional, and related	23,200	8,900	14,300
Management, business, and financial	4,100	2,100	2,000
Professional and related	19,200	6,900	12,300
Service	16,600	13,000	3,600
Sales and office	16,700	12,600	4,100
Sales and related	6,200	6,200	–
Office and administrative support	10,500	6,300	4,100
Natural resources, construction, and maintenance	4,800	3,700	1,100
Construction and extraction	2,100	1,900	–
Installation, maintenance, and repair	1,900	1,800	–
Production, transportation, and material moving	10,700	10,600	100
Production	5,100	5,100	–
Transportation and material moving	5,500	5,400	–

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

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Iowa City, IA, August 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	2,187	2,077	110
Total in sample	213	173	40
Responding	135	100	35
Refused or unable to provide data	50	46	4
Out of business or not in survey scope	28	27	1

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.