

# Johnstown, PA National Compensation Survey June 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 [NCSinfo@bls.gov](mailto:NCSinfo@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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# Introduction

The tables in this bulletin summarize the NCS results for the Johnstown, PA, Metropolitan Statistical Area (MSA). Data were collected between December 2006 and January 2008; the average reference month is June 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 earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Johnstown, PA, June 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$15.49	4.0	34.6	\$15.13	4.2	34.5	\$18.65	9.0	34.9
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	23.25	5.1	36.3	23.04	5.7	36.9	24.06	10.2	34.0
Management, business, and financial .....	27.34	11.5	39.5	28.23	13.0	40.6	22.99	15.8	35.0
Professional and related .....	21.96	4.9	35.4	21.33	5.5	35.8	24.34	9.8	33.8
Service .....	9.73	11.0	29.3	8.36	4.0	28.1	15.58	20.1	35.8
Sales and office .....	12.77	4.6	35.2	12.82	4.9	35.3	11.93	5.2	35.0
Sales and related .....	13.94	14.6	35.8	13.94	14.6	35.8	—	—	—
Office and administrative support .....	12.17	3.7	35.0	12.20	4.0	35.0	11.93	5.2	35.0
Natural resources, construction, and maintenance .....	18.63	6.1	38.9	18.74	6.3	38.9	—	—	—
Construction and extraction .....	19.33	8.8	39.7	19.67	9.1	39.8	—	—	—
Installation, maintenance, and repair .....	18.14	7.3	38.2	18.14	7.3	38.2	—	—	—
Production, transportation, and material moving .....	14.07	10.4	35.8	14.10	10.4	35.8	—	—	—
Production .....	13.99	5.9	39.3	13.99	5.9	39.3	—	—	—
Transportation and material moving .....	14.16	21.6	32.4	14.22	21.7	32.4	—	—	—
Full time .....	16.61	3.8	39.1	16.24	4.1	39.2	19.76	7.8	38.5
Part time .....	10.07	8.4	22.1	9.78	9.2	22.0	12.75	18.8	23.4
Union .....	17.21	7.1	38.7	15.91	9.0	39.2	20.08	8.9	37.6
Nonunion .....	15.02	4.2	33.6	14.97	4.4	33.7	15.98	12.5	30.9
Time .....	15.52	4.4	34.3	15.12	4.8	34.2	18.65	9.0	34.9
Incentive .....	15.18	12.6	38.6	15.18	12.6	38.6	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	15.03	5.0	33.3	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	14.74	6.0	33.2	14.67	6.3	33.3	16.07	14.7	31.5
100-499 workers .....	16.29	5.6	36.6	15.40	5.6	36.9	24.85	13.4	34.2
500 workers or more .....	16.91	3.7	36.9	16.65	3.7	36.5	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

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

<sup>4</sup> 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.

<sup>5</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>6</sup> 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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Johnstown, PA, June 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$15.49	4.0	\$16.61	3.8	\$10.07	8.4
<b>Management occupations</b> .....	30.83	12.5	31.24	12.7	—	—
Level 9 .....	25.22	8.1	—	—	—	—
Level 11 .....	49.25	11.2	49.25	11.2	—	—
Not able to be leveled .....	33.36	17.2	33.53	18.2	—	—
<b>Business and financial operations occupations</b> .....	18.25	10.0	18.25	10.0	—	—
<b>Architecture and engineering occupations</b> .....	22.19	6.6	22.19	6.6	—	—
Engineers .....	32.23	3.1	32.23	3.1	—	—
<b>Life, physical, and social science occupations</b> .....	22.22	4.3	21.93	4.4	—	—
<b>Community and social services occupations</b> .....	13.60	9.1	13.59	10.6	—	—
<b>Education, training, and library occupations</b> .....	30.88	5.4	31.65	6.0	13.51	11.3
Level 9 .....	34.45	4.9	34.83	4.8	—	—
Postsecondary teachers .....	32.04	3.7	33.16	6.1	—	—
Level 9 .....	28.70	6.4	—	—	—	—
Primary, secondary, and special education school teachers .....	35.33	2.7	35.33	2.7	—	—
Level 9 .....	35.33	2.7	35.33	2.7	—	—
Elementary and middle school teachers .....	35.09	.7	35.09	.7	—	—
Level 9 .....	35.09	.7	35.09	.7	—	—
<b>Healthcare practitioner and technical occupations</b> .....	21.12	7.7	20.74	5.5	22.15	18.5
Level 4 .....	13.44	10.9	—	—	—	—
Level 5 .....	13.41	12.3	16.44	2.7	11.47	14.6
Level 7 .....	20.68	9.4	20.34	9.9	—	—
Level 8 .....	22.67	3.7	—	—	—	—
Level 9 .....	29.64	8.6	—	—	—	—
Registered nurses .....	23.49	5.8	23.31	7.6	—	—
Level 7 .....	20.49	11.4	20.05	12.2	—	—
Level 8 .....	23.34	2.4	—	—	—	—
Licensed practical and licensed vocational nurses .....	13.97	7.0	—	—	—	—
<b>Healthcare support occupations</b> .....	10.27	8.2	10.48	8.9	9.02	13.9
Level 2 .....	10.24	3.9	—	—	—	—
Level 3 .....	8.93	8.5	9.12	8.0	—	—
Nursing, psychiatric, and home health aides .....	9.73	6.5	9.88	6.5	—	—
Level 2 .....	10.51	4.5	—	—	—	—
Level 3 .....	8.63	11.3	—	—	—	—
Nursing aides, orderlies, and attendants .....	10.32	4.4	10.32	4.9	—	—
Level 2 .....	10.51	4.5	—	—	—	—
<b>Protective service occupations</b> .....	18.21	15.9	19.12	14.1	—	—
<b>Food preparation and serving related occupations</b> .....	6.59	1.7	—	—	6.65	2.8
Level 1 .....	5.17	4.6	—	—	5.55	4.1
Level 3 .....	6.64	6.9	—	—	—	—
Food service, tipped .....	4.48	9.0	—	—	—	—
Level 1 .....	4.58	9.0	—	—	—	—
Fast food and counter workers .....	—	—	—	—	—	—
Level 1 .....	6.42	6.0	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.10	6.6	9.79	7.3	7.52	7.8
Level 1 .....	8.17	6.4	8.87	2.5	—	—
Level 2 .....	7.89	1.6	—	—	—	—
Building cleaning workers .....	8.45	4.6	9.01	4.7	7.52	7.8
Level 1 .....	8.17	6.4	8.87	2.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	8.24	5.0	8.92	6.2	—	—
<b>Personal care and service occupations</b> .....	8.95	8.1	8.49	.9	9.56	15.7

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Johnstown, PA, June 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Sales and related occupations</b> .....	\$13.94	14.6	\$15.23	16.5	\$7.79	4.8
Level 2 .....	7.92	3.0	—	—	8.47	9.9
Level 3 .....	11.75	15.0	12.43	12.9	—	—
Level 4 .....	11.84	8.8	11.84	8.8	—	—
First-line supervisors/managers, sales workers .....	16.65	16.8	16.65	16.8	—	—
First-line supervisors/managers of retail sales workers .....	16.65	16.8	16.65	16.8	—	—
Retail sales workers .....	10.80	7.6	11.90	6.6	7.79	4.8
Level 2 .....	7.92	3.0	—	—	8.47	9.9
Level 3 .....	12.48	23.7	—	—	—	—
Level 4 .....	12.07	10.1	12.07	10.1	—	—
Cashiers, all workers .....	7.35	1.0	—	—	6.98	2.7
Level 2 .....	7.38	1.2	—	—	—	—
Cashiers .....	7.35	1.0	—	—	6.98	2.7
Level 2 .....	7.38	1.2	—	—	—	—
Retail salespersons .....	12.72	10.8	14.17	12.7	8.41	5.2
Level 1 .....	6.60	3.5	—	—	6.60	3.5
Level 3 .....	12.75	23.0	—	—	—	—
<b>Office and administrative support occupations</b> .....	12.17	3.7	12.54	3.7	9.32	8.3
Level 1 .....	8.74	3.1	—	—	—	—
Level 2 .....	10.69	6.8	10.95	8.7	—	—
Level 3 .....	10.03	6.1	10.18	6.6	—	—
Level 4 .....	13.08	4.3	13.13	4.7	—	—
Level 5 .....	14.33	7.7	14.33	7.7	—	—
Financial clerks .....	12.32	5.8	12.63	6.6	—	—
Level 3 .....	10.03	7.2	—	—	—	—
Level 4 .....	12.64	2.8	12.72	3.6	—	—
Billing and posting clerks and machine operators .....	11.20	6.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	13.88	7.7	13.88	7.7	—	—
Customer service representatives .....	13.18	8.2	13.18	8.2	—	—
Stock clerks and order fillers .....	9.50	6.7	—	—	—	—
Secretaries and administrative assistants .....	14.10	8.2	14.31	8.8	—	—
Level 4 .....	13.90	8.0	13.90	8.0	—	—
Executive secretaries and administrative assistants .....	14.72	8.7	14.85	9.1	—	—
Secretaries, except legal, medical, and executive .....	14.47	5.8	—	—	—	—
Office clerks, general .....	11.17	7.0	11.86	4.7	—	—
Level 4 .....	11.74	6.3	11.74	6.3	—	—
<b>Construction and extraction occupations</b> .....	19.33	8.8	19.33	8.8	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.14	7.3	18.14	7.3	—	—
Level 4 .....	15.88	12.6	15.88	12.6	—	—
Level 5 .....	19.87	16.3	19.87	16.3	—	—
Level 6 .....	19.30	6.1	19.30	6.1	—	—
Industrial machinery installation, repair, and maintenance workers .....	12.63	7.5	12.63	7.5	—	—
Maintenance and repair workers, general .....	12.37	9.9	12.37	9.9	—	—
<b>Production occupations</b> .....	13.99	5.9	14.03	5.9	—	—
Level 2 .....	11.61	2.8	11.84	1.4	—	—
Level 3 .....	10.68	7.4	10.68	7.4	—	—
Level 4 .....	13.88	3.3	13.88	3.3	—	—
Level 5 .....	14.66	4.9	14.66	4.9	—	—
Level 6 .....	13.52	14.9	13.52	14.9	—	—
Miscellaneous assemblers and fabricators .....	14.26	2.8	14.26	2.8	—	—
Level 4 .....	14.63	3.4	14.63	3.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	11.71	13.6	11.71	13.6	—	—
Welding, soldering, and brazing workers .....	13.32	1.2	13.32	1.2	—	—
Welders, cutters, solderers, and brazers .....	13.32	1.2	13.32	1.2	—	—
Miscellaneous production workers .....	12.56	1.3	12.56	1.3	—	—
<b>Transportation and material moving occupations</b> .....	14.16	21.6	16.43	23.8	7.85	11.1
Level 1 .....	8.27	8.5	9.57	8.3	6.55	2.2
Level 2 .....	13.04	16.5	—	—	—	—
Level 4 .....	13.04	11.6	—	—	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Johnstown, PA, June 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b>						
—Continued						
Level 5 .....	\$15.03	5.5	\$15.03	5.5	—	—
Driver/sales workers and truck drivers .....	11.58	15.6	13.76	9.4	—	—
Truck drivers, light or delivery services .....	10.57	5.0	—	—	—	—
Laborers and material movers, hand .....	10.07	10.6	11.05	8.6	\$6.62	2.2
Level 1 .....	8.91	10.0	9.86	9.7	—	—
Laborers and freight, stock, and material movers, hand .....	9.93	12.1	10.92	9.5	—	—
Packers and packagers, hand .....	10.64	10.1	—	—	—	—
Level 1 .....	10.64	10.1	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Johnstown, PA, June 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$15.13	4.2	\$16.24	4.1	\$9.78	9.2
<b>Management occupations</b> .....	33.23	14.3	33.23	14.3	—	—
Not able to be leveled .....	33.53	18.2	33.53	18.2	—	—
<b>Business and financial operations occupations</b> .....	18.25	10.0	18.25	10.0	—	—
<b>Architecture and engineering occupations</b> .....	22.19	6.6	22.19	6.6	—	—
Engineers .....	32.23	3.1	32.23	3.1	—	—
<b>Community and social services occupations</b> .....	13.07	12.4	—	—	—	—
<b>Education, training, and library occupations</b> .....	27.43	3.9	27.93	6.1	—	—
Postsecondary teachers .....	31.22	1.0	32.38	4.3	—	—
<b>Healthcare practitioner and technical occupations</b> .....	21.00	8.4	20.91	5.9	21.25	22.2
Level 4 .....	13.44	10.9	—	—	—	—
Level 5 .....	12.57	12.8	—	—	11.47	14.6
Level 7 .....	20.68	9.4	20.34	9.9	—	—
Level 8 .....	22.15	3.3	—	—	—	—
Registered nurses .....	23.34	6.1	23.31	7.6	—	—
Level 7 .....	20.49	11.4	20.05	12.2	—	—
Licensed practical and licensed vocational nurses .....	13.40	6.5	—	—	—	—
<b>Healthcare support occupations</b> .....	9.66	5.2	9.79	5.2	9.02	13.9
Level 2 .....	10.24	3.9	—	—	—	—
Level 3 .....	8.70	9.0	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.67	6.7	9.82	6.8	—	—
Level 2 .....	10.51	4.5	—	—	—	—
Nursing aides, orderlies, and attendants .....	10.29	4.8	10.30	5.4	—	—
Level 2 .....	10.51	4.5	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	6.51	2.2	—	—	6.59	3.3
Level 1 .....	5.17	4.6	—	—	5.55	4.1
Level 3 .....	6.47	6.3	—	—	—	—
Food service, tipped .....	4.41	9.2	—	—	—	—
Level 1 .....	4.58	9.0	—	—	—	—
Fast food and counter workers .....	6.42	6.0	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.25	8.0	9.61	8.2	—	—
Level 1 .....	8.17	6.4	8.87	2.5	—	—
Building cleaning workers .....	8.27	5.1	8.58	3.2	—	—
Level 1 .....	8.17	6.4	8.87	2.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	7.81	4.9	8.28	3.1	—	—
<b>Personal care and service occupations</b> .....	8.94	8.4	—	—	—	—
<b>Sales and related occupations</b> .....	13.94	14.6	15.23	16.5	7.79	4.8
Level 2 .....	7.92	3.0	—	—	8.47	9.9
Level 3 .....	11.75	15.0	12.43	12.9	—	—
Level 4 .....	11.84	8.8	11.84	8.8	—	—
First-line supervisors/managers, sales workers .....	16.65	16.8	16.65	16.8	—	—
First-line supervisors/managers of retail sales workers .....	16.65	16.8	16.65	16.8	—	—
Retail sales workers .....	10.80	7.6	11.90	6.6	7.79	4.8
Level 2 .....	7.92	3.0	—	—	8.47	9.9
Level 3 .....	12.48	23.7	—	—	—	—
Level 4 .....	12.07	10.1	12.07	10.1	—	—
Cashiers, all workers .....	7.35	1.0	—	—	6.98	2.7
Level 2 .....	7.38	1.2	—	—	—	—
Cashiers .....	7.35	1.0	—	—	6.98	2.7
Level 2 .....	7.38	1.2	—	—	—	—
Retail salespersons .....	12.72	10.8	14.17	12.7	8.41	5.2
Level 1 .....	6.60	3.5	—	—	6.60	3.5
Level 3 .....	12.75	23.0	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Johnstown, PA, June 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b> .....	\$12.20	4.0	\$12.60	4.0	\$9.28	8.9
Level 1 .....	8.74	3.1	—	—	—	—
Level 2 .....	10.75	7.5	10.95	8.7	—	—
Level 3 .....	9.80	6.6	9.93	7.2	—	—
Level 4 .....	13.21	4.6	13.28	5.2	—	—
Level 5 .....	14.33	7.7	14.33	7.7	—	—
Financial clerks .....	12.39	6.5	12.77	7.5	—	—
Level 4 .....	12.53	2.6	12.60	3.5	—	—
Bookkeeping, accounting, and auditing clerks .....	13.88	7.7	13.88	7.7	—	—
Customer service representatives .....	13.18	8.2	13.18	8.2	—	—
Stock clerks and order fillers .....	9.50	6.7	—	—	—	—
Secretaries and administrative assistants .....	14.74	9.8	14.95	10.2	—	—
Executive secretaries and administrative assistants ....	16.07	9.5	16.07	9.5	—	—
Office clerks, general .....	10.97	7.4	11.68	5.0	—	—
Level 4 .....	11.67	6.6	11.67	6.6	—	—
<b>Construction and extraction occupations</b> .....	19.67	9.1	19.67	9.1	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.14	7.3	18.14	7.3	—	—
Level 4 .....	15.88	12.6	15.88	12.6	—	—
Level 5 .....	19.87	16.3	19.87	16.3	—	—
Level 6 .....	19.30	6.1	19.30	6.1	—	—
Industrial machinery installation, repair, and maintenance workers .....	12.63	7.5	12.63	7.5	—	—
Maintenance and repair workers, general .....	12.37	9.9	12.37	9.9	—	—
<b>Production occupations</b> .....	13.99	5.9	14.03	5.9	—	—
Level 2 .....	11.61	2.8	11.84	1.4	—	—
Level 3 .....	10.68	7.4	10.68	7.4	—	—
Level 4 .....	13.88	3.3	13.88	3.3	—	—
Level 5 .....	14.66	4.9	14.66	4.9	—	—
Level 6 .....	13.52	14.9	13.52	14.9	—	—
Miscellaneous assemblers and fabricators .....	14.26	2.8	14.26	2.8	—	—
Level 4 .....	14.63	3.4	14.63	3.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	11.71	13.6	11.71	13.6	—	—
Welding, soldering, and brazing workers .....	13.32	1.2	13.32	1.2	—	—
Welders, cutters, solderers, and brazers .....	13.32	1.2	13.32	1.2	—	—
Miscellaneous production workers .....	12.56	1.3	12.56	1.3	—	—
<b>Transportation and material moving occupations</b> .....	14.22	21.7	16.50	23.9	7.82	11.3
Level 1 .....	8.27	8.5	9.57	8.3	6.55	2.2
Level 2 .....	13.04	16.5	—	—	—	—
Level 4 .....	13.04	11.6	—	—	—	—
Level 5 .....	15.75	2.6	15.75	2.6	—	—
Driver/sales workers and truck drivers .....	11.58	15.6	13.76	9.4	—	—
Truck drivers, light or delivery services .....	10.57	5.0	—	—	—	—
Laborers and material movers, hand .....	10.07	10.6	11.05	8.6	6.62	2.2
Level 1 .....	8.91	10.0	9.86	9.7	—	—
Laborers and freight, stock, and material movers, hand .....	9.93	12.1	10.92	9.5	—	—
Packers and packagers, hand .....	10.64	10.1	—	—	—	—
Level 1 .....	10.64	10.1	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Johnstown, PA, June 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.65	9.0	\$19.76	7.8	\$12.75	18.8
<b>Management occupations</b> .....	22.99	15.8	–	–	–	–
<b>Education, training, and library occupations</b> .....	32.56	3.5	33.47	3.5	13.19	15.8
Level 9 .....	35.98	3.2	36.02	3.1	–	–
Primary, secondary, and special education school teachers .....	35.33	2.7	35.33	2.7	–	–
Level 9 .....	35.33	2.7	35.33	2.7	–	–
Elementary and middle school teachers .....	35.09	.7	35.09	.7	–	–
Level 9 .....	35.09	.7	35.09	.7	–	–
<b>Protective service occupations</b> .....	20.67	12.1	–	–	–	–
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.75	11.2	–	–	–	–
Building cleaning workers .....	8.75	11.2	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners .....	8.75	11.2	–	–	–	–
<b>Office and administrative support occupations</b> .....	11.93	5.2	12.07	5.7	–	–

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Johnstown, PA, June 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$15.49	4.0	\$16.61	3.8	\$10.07	8.4
<b>Management occupations</b> .....	30.83	12.5	31.24	12.7	—	—
Group III .....	35.19	16.3	—	—	—	—
<b>Business and financial operations occupations</b> .....	18.25	10.0	18.25	10.0	—	—
Group II .....	17.72	16.4	—	—	—	—
<b>Architecture and engineering occupations</b> .....	22.19	6.6	22.19	6.6	—	—
Group II .....	21.47	1.4	—	—	—	—
Engineers .....	32.23	3.1	32.23	3.1	—	—
<b>Life, physical, and social science occupations</b> .....	22.22	4.3	21.93	4.4	—	—
<b>Community and social services occupations</b> .....	13.60	9.1	13.59	10.6	—	—
Group II .....	12.82	8.2	—	—	—	—
<b>Education, training, and library occupations</b> .....	30.88	5.4	31.65	6.0	13.51	11.3
Group II .....	21.93	4.5	—	—	—	—
Group III .....	34.64	4.4	—	—	—	—
Postsecondary teachers .....	32.04	3.7	33.16	6.1	—	—
Group III .....	32.70	4.5	—	—	—	—
Primary, secondary, and special education school teachers .....	35.33	2.7	35.33	2.7	—	—
Group III .....	35.33	2.7	—	—	—	—
Elementary and middle school teachers .....	35.09	.7	35.09	.7	—	—
Group III .....	35.09	.7	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	21.12	7.7	20.74	5.5	22.15	18.5
Group I .....	13.44	10.9	—	—	—	—
Group II .....	19.40	7.4	—	—	—	—
Group III .....	29.18	8.5	—	—	—	—
Registered nurses .....	23.49	5.8	23.31	7.6	—	—
Group II .....	21.80	7.8	20.81	8.9	—	—
Licensed practical and licensed vocational nurses .....	13.97	7.0	—	—	—	—
<b>Healthcare support occupations</b> .....	10.27	8.2	10.48	8.9	9.02	13.9
Group I .....	10.27	8.2	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.73	6.5	9.88	6.5	—	—
Group I .....	9.73	6.5	—	—	—	—
Nursing aides, orderlies, and attendants .....	10.32	4.4	10.32	4.9	—	—
Group I .....	10.32	4.4	10.32	4.9	—	—
<b>Protective service occupations</b> .....	18.21	15.9	19.12	14.1	—	—
Group I .....	11.43	4.1	—	—	—	—
Group II .....	20.92	11.6	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	6.59	1.7	—	—	6.65	2.8
Group I .....	6.56	1.8	—	—	—	—
Food service, tipped .....	4.48	9.0	—	—	—	—
Group I .....	4.48	9.0	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.10	6.6	9.79	7.3	7.52	7.8
Group I .....	8.91	6.6	—	—	—	—
Building cleaning workers .....	8.45	4.6	9.01	4.7	7.52	7.8
Group I .....	8.47	5.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	8.24	5.0	8.92	6.2	—	—
Group I .....	8.20	6.3	9.31	7.6	—	—
<b>Personal care and service occupations</b> .....	8.95	8.1	8.49	.9	9.56	15.7
Group I .....	8.08	2.7	—	—	—	—
<b>Sales and related occupations</b> .....	13.94	14.6	15.23	16.5	7.79	4.8
Group I .....	10.00	4.6	—	—	—	—
Group II .....	18.54	8.8	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Johnstown, PA, June 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Sales and related occupations —Continued</b>						
First-line supervisors/managers, sales workers .....	\$16.65	16.8	\$16.65	16.8	—	—
Group II .....	16.65	16.8	—	—	—	—
First-line supervisors/managers of retail sales workers	16.65	16.8	16.65	16.8	—	—
Group II .....	16.65	16.8	16.65	16.8	—	—
Retail sales workers .....	10.80	7.6	11.90	6.6	\$7.79	4.8
Group I .....	9.91	5.6	—	—	—	—
Cashiers, all workers .....	7.35	1.0	—	—	6.98	2.7
Group I .....	7.35	1.0	—	—	—	—
Cashiers .....	7.35	1.0	—	—	6.98	2.7
Group I .....	7.35	1.0	—	—	6.98	2.7
Retail salespersons .....	12.72	10.8	14.17	12.7	8.41	5.2
Group I .....	11.58	10.5	13.01	13.9	8.41	5.2
<b>Office and administrative support occupations .....</b>						
Group I .....	12.17	3.7	12.54	3.7	9.32	8.3
Group II .....	11.51	3.5	—	—	—	—
Group II .....	15.36	8.5	—	—	—	—
Financial clerks .....	12.32	5.8	12.63	6.6	—	—
Group I .....	11.37	3.6	—	—	—	—
Billing and posting clerks and machine operators .....	11.20	6.1	—	—	—	—
Group I .....	11.20	6.1	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	13.88	7.7	13.88	7.7	—	—
Customer service representatives .....	13.18	8.2	13.18	8.2	—	—
Stock clerks and order fillers .....	9.50	6.7	—	—	—	—
Group I .....	9.50	6.7	—	—	—	—
Secretaries and administrative assistants .....	14.10	8.2	14.31	8.8	—	—
Group I .....	13.36	6.3	—	—	—	—
Group II .....	15.21	15.2	—	—	—	—
Executive secretaries and administrative assistants .....	14.72	8.7	14.85	9.1	—	—
Group II .....	16.97	8.6	16.97	8.6	—	—
Secretaries, except legal, medical, and executive .....	14.47	5.8	—	—	—	—
Group I .....	14.47	5.8	—	—	—	—
Office clerks, general .....	11.17	7.0	11.86	4.7	—	—
Group I .....	11.64	4.8	11.64	4.8	—	—
<b>Construction and extraction occupations .....</b>						
Group I .....	19.33	8.8	19.33	8.8	—	—
Group II .....	13.48	13.6	—	—	—	—
Group II .....	23.11	5.7	—	—	—	—
<b>Installation, maintenance, and repair occupations .....</b>						
Group I .....	18.14	7.3	18.14	7.3	—	—
Group II .....	14.08	11.8	—	—	—	—
Group II .....	20.08	7.5	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	12.63	7.5	12.63	7.5	—	—
Group II .....	15.60	5.4	—	—	—	—
Maintenance and repair workers, general .....	12.37	9.9	12.37	9.9	—	—
<b>Production occupations .....</b>						
Group I .....	13.99	5.9	14.03	5.9	—	—
Group II .....	12.86	4.6	—	—	—	—
Group II .....	15.19	6.9	—	—	—	—
Miscellaneous assemblers and fabricators .....	14.26	2.8	14.26	2.8	—	—
Group I .....	14.26	2.8	—	—	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	11.71	13.6	11.71	13.6	—	—
Group I .....	11.71	13.6	—	—	—	—
Welding, soldering, and brazing workers .....	13.32	1.2	13.32	1.2	—	—
Welders, cutters, solderers, and brazers .....	13.32	1.2	13.32	1.2	—	—
Miscellaneous production workers .....	12.56	1.3	12.56	1.3	—	—
<b>Transportation and material moving occupations .....</b>						
Group I .....	14.16	21.6	16.43	23.8	7.85	11.1
Group II .....	10.61	7.2	—	—	—	—
Group II .....	15.03	5.5	—	—	—	—
Driver/sales workers and truck drivers .....	11.58	15.6	13.76	9.4	—	—
Group I .....	10.87	17.2	—	—	—	—
Truck drivers, light or delivery services .....	10.57	5.0	—	—	—	—
Group I .....	10.57	5.0	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Johnstown, PA, June 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b> —Continued						
Laborers and material movers, hand .....	\$10.07	10.6	\$11.05	8.6	\$6.62	2.2
Group I .....	10.03	10.8	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	9.93	12.1	10.92	9.5	—	—
Group I .....	9.90	12.3	10.90	9.6	—	—
Packers and packagers, hand .....	10.64	10.1	—	—	—	—
Group I .....	10.64	10.1	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Johnstown, PA, June 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.15	\$9.50	\$13.02	\$19.07	\$25.95
<b>Management occupations</b> .....	16.67	21.53	24.96	39.30	57.21
<b>Business and financial operations occupations</b> .....	12.01	16.48	18.96	21.49	25.22
<b>Architecture and engineering occupations</b> .....	11.00	14.95	20.60	32.50	35.08
Engineers .....	23.76	29.80	32.50	34.80	38.03
<b>Life, physical, and social science occupations</b> .....	11.92	15.75	22.22	31.50	31.50
<b>Community and social services occupations</b> .....	10.46	10.46	12.80	15.47	19.08
<b>Education, training, and library occupations</b> .....	19.25	23.28	29.96	40.64	44.89
Postsecondary teachers .....	23.09	26.30	28.21	40.64	44.86
Primary, secondary, and special education school teachers .....	22.92	28.55	38.09	41.62	44.89
Elementary and middle school teachers .....	22.63	28.55	38.09	40.77	45.42
<b>Healthcare practitioner and technical occupations</b> .....	11.00	16.29	21.47	24.37	33.27
Registered nurses .....	19.10	21.85	23.50	24.48	33.27
Licensed practical and licensed vocational nurses .....	11.00	12.50	14.80	14.93	16.92
<b>Healthcare support occupations</b> .....	7.35	9.50	9.87	10.58	13.17
Nursing, psychiatric, and home health aides .....	7.35	8.65	9.87	10.58	12.92
Nursing aides, orderlies, and attendants .....	9.72	9.87	10.00	10.58	12.92
<b>Protective service occupations</b> .....	10.75	12.44	17.19	24.52	26.85
<b>Food preparation and serving related occupations</b> .....	3.06	5.00	7.15	7.40	8.60
Food service, tipped .....	2.83	2.95	3.50	6.65	7.15
<b>Building and grounds cleaning and maintenance   occupations</b> .....	6.65	7.50	8.47	10.00	11.88
Building cleaning workers .....	6.65	7.25	8.45	8.75	10.35
Janitors and cleaners, except maids and housekeeping cleaners .....	6.55	7.25	8.00	8.75	9.55
<b>Personal care and service occupations</b> .....	6.25	6.71	7.45	8.21	15.73
<b>Sales and related occupations</b> .....	7.15	7.25	10.42	16.00	24.52
First-line supervisors/managers, sales workers .....	11.54	11.54	14.18	22.71	24.52
First-line supervisors/managers of retail sales workers .....	11.54	11.54	14.18	22.71	24.52
Retail sales workers .....	6.50	7.15	8.85	11.79	17.12
Cashiers, all workers .....	6.90	7.15	7.15	7.15	8.59
Cashiers .....	6.90	7.15	7.15	7.15	8.59
Retail salespersons .....	6.36	7.47	10.00	15.00	18.25
<b>Office and administrative support occupations</b> .....	7.75	9.68	11.67	14.02	17.00
Financial clerks .....	8.21	10.60	11.85	13.02	17.59
Billing and posting clerks and machine operators .....	10.99	10.99	11.75	12.10	12.10
Bookkeeping, accounting, and auditing clerks .....	10.60	11.38	13.02	17.45	19.07
Customer service representatives .....	11.00	11.36	11.67	13.26	17.81
Stock clerks and order fillers .....	7.80	8.76	8.76	9.10	14.99
Secretaries and administrative assistants .....	10.47	11.04	13.82	16.00	17.00
Executive secretaries and administrative assistants ....	11.04	11.04	14.19	15.89	17.07
Secretaries, except legal, medical, and executive .....	10.75	12.35	15.76	16.00	16.00
Office clerks, general .....	7.25	8.86	11.25	13.02	14.85
<b>Construction and extraction occupations</b> .....	11.10	15.00	18.58	25.41	25.41
<b>Installation, maintenance, and repair occupations</b> .....	8.50	13.67	20.15	20.77	25.95
Industrial machinery installation, repair, and maintenance workers .....	8.50	8.50	13.48	15.76	17.01
Maintenance and repair workers, general .....	8.50	8.50	12.06	17.01	17.01
<b>Production occupations</b> .....	10.06	12.00	13.10	16.21	17.72
Miscellaneous assemblers and fabricators .....	11.50	12.44	14.24	16.21	17.17
Machine tool cutting setters, operators, and tenders, metal and plastic .....	8.50	9.30	10.65	12.62	16.50
Welding, soldering, and brazing workers .....	11.50	12.43	12.43	14.00	17.70

See footnotes at end of table.



Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Johnstown, PA, June 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Production occupations</b> –Continued					
Welders, cutters, solderers, and brazers .....	\$11.50	\$12.43	\$12.43	\$14.00	\$17.70
Miscellaneous production workers .....	12.00	12.00	12.00	12.25	13.75
<b>Transportation and material moving occupations</b> .....					
Driver/sales workers and truck drivers .....	6.43	8.00	11.10	16.49	31.14
Truck drivers, light or delivery services .....	6.25	6.25	11.10	15.79	16.80
Laborers and material movers, hand .....	9.00	10.00	11.10	11.10	11.10
Laborers and freight, stock, and material movers, hand .....	6.50	7.50	10.60	11.71	14.53
Packers and packagers, hand .....	6.25	8.00	10.60	10.91	16.49
	5.65	7.22	12.15	12.33	12.97

<sup>1</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Johnstown, PA, June 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.15	\$9.05	\$12.55	\$18.58	\$25.41
<b>Management occupations</b> .....	18.51	21.53	30.77	43.06	57.21
<b>Business and financial operations occupations</b> .....	12.01	16.48	18.96	21.49	25.22
<b>Architecture and engineering occupations</b> .....	11.00	14.95	20.60	32.50	35.08
Engineers .....	23.76	29.80	32.50	34.80	38.03
<b>Community and social services occupations</b> .....	10.46	10.46	11.56	15.70	17.92
<b>Education, training, and library occupations</b> .....	20.43	22.71	26.30	31.42	40.64
Postsecondary teachers .....	23.09	26.30	28.21	40.64	44.86
<b>Healthcare practitioner and technical occupations</b> .....	11.00	14.93	21.47	24.25	33.27
Registered nurses .....	18.13	21.85	23.50	24.48	33.27
Licensed practical and licensed vocational nurses .....	11.00	11.00	13.42	14.93	14.93
<b>Healthcare support occupations</b> .....	7.25	9.50	9.87	10.58	12.38
Nursing, psychiatric, and home health aides .....	7.25	7.50	9.87	10.58	12.92
Nursing aides, orderlies, and attendants .....	9.87	9.87	10.00	10.58	12.92
<b>Food preparation and serving related occupations</b> .....	3.06	5.00	7.15	7.25	8.25
Food service, tipped .....	2.83	2.95	3.41	6.30	7.15
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.65	8.00	8.47	10.35	11.88
Building cleaning workers .....	6.65	8.00	8.00	8.95	10.20
Janitors and cleaners, except maids and housekeeping cleaners .....	5.30	7.50	8.00	8.47	8.47
<b>Personal care and service occupations</b> .....	6.25	6.25	7.45	8.18	15.73
<b>Sales and related occupations</b> .....	7.15	7.25	10.42	16.00	24.52
First-line supervisors/managers, sales workers .....	11.54	11.54	14.18	22.71	24.52
First-line supervisors/managers of retail sales workers .....	11.54	11.54	14.18	22.71	24.52
Retail sales workers .....	6.50	7.15	8.85	11.79	17.12
Cashiers, all workers .....	6.90	7.15	7.15	7.15	8.59
Cashiers .....	6.90	7.15	7.15	7.15	8.59
Retail salespersons .....	6.36	7.47	10.00	15.00	18.25
<b>Office and administrative support occupations</b> .....	7.75	9.00	11.75	14.09	17.45
Financial clerks .....	8.21	10.60	12.10	13.02	19.07
Bookkeeping, accounting, and auditing clerks .....	10.60	11.38	13.02	17.45	19.07
Customer service representatives .....	11.00	11.36	11.67	13.26	17.81
Stock clerks and order fillers .....	7.80	8.76	8.76	9.10	14.99
Secretaries and administrative assistants .....	10.47	12.35	15.22	16.00	17.07
Executive secretaries and administrative assistants .....	12.88	13.86	15.53	15.89	18.10
Office clerks, general .....	7.25	8.86	11.22	13.00	13.81
<b>Construction and extraction occupations</b> .....	11.10	14.75	18.72	25.41	25.41
<b>Installation, maintenance, and repair occupations</b> .....	8.50	13.67	20.15	20.77	25.95
Industrial machinery installation, repair, and maintenance workers .....	8.50	8.50	13.48	15.76	17.01
Maintenance and repair workers, general .....	8.50	8.50	12.06	17.01	17.01
<b>Production occupations</b> .....	10.06	12.00	13.10	16.21	17.72
Miscellaneous assemblers and fabricators .....	11.50	12.44	14.24	16.21	17.17
Machine tool cutting setters, operators, and tenders, metal and plastic .....	8.50	9.30	10.65	12.62	16.50
Welding, soldering, and brazing workers .....	11.50	12.43	12.43	14.00	17.70
Welders, cutters, solderers, and brazers .....	11.50	12.43	12.43	14.00	17.70
Miscellaneous production workers .....	12.00	12.00	12.00	12.25	13.75
<b>Transportation and material moving occupations</b> .....	6.43	8.00	11.10	16.49	31.14
Driver/sales workers and truck drivers .....	6.25	6.25	11.10	15.79	16.80
Truck drivers, light or delivery services .....	9.00	10.00	11.10	11.10	11.10
Laborers and material movers, hand .....	6.50	7.50	10.60	11.71	14.53
Laborers and freight, stock, and material movers, hand .....	6.25	8.00	10.60	10.91	16.49

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Johnstown, PA, June 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b> —Continued					
Packers and packagers, hand .....	\$5.65	\$7.22	\$12.15	\$12.33	\$12.97

<sup>1</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Johnstown, PA, June 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.75	\$11.04	\$15.89	\$23.08	\$31.76
<b>Management occupations</b> .....	12.50	14.88	23.08	23.08	33.65
<b>Education, training, and library occupations</b> .....	13.08	24.38	35.78	41.61	44.89
Primary, secondary, and special education school teachers .....	22.92	28.55	38.09	41.62	44.89
Elementary and middle school teachers .....	22.63	28.55	38.09	40.77	45.42
<b>Protective service occupations</b> .....	13.39	15.96	21.62	25.61	27.32
<b>Building and grounds cleaning and maintenance     occupations</b> .....	6.55	7.25	8.75	8.75	14.42
Building cleaning workers .....	6.55	7.25	8.75	8.75	14.42
Janitors and cleaners, except maids and housekeeping cleaners .....	6.55	7.25	8.75	8.75	14.42
<b>Office and administrative support occupations</b> .....	10.99	10.99	11.04	12.98	14.85

<sup>1</sup> 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 less 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Johnstown, PA, June 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.25	\$10.92	\$14.50	\$20.25	\$27.32
<b>Management occupations</b> .....	17.83	21.53	24.96	39.30	57.21
<b>Business and financial operations occupations</b> .....	12.01	16.48	18.96	21.49	25.22
<b>Architecture and engineering occupations</b> .....	11.00	14.95	20.60	32.50	35.08
Engineers .....	23.76	29.80	32.50	34.80	38.03
<b>Life, physical, and social science occupations</b> .....	11.92	15.75	22.22	31.50	31.50
<b>Community and social services occupations</b> .....	10.46	10.46	12.80	15.70	19.08
<b>Education, training, and library occupations</b> .....	20.43	23.28	31.42	40.64	44.89
Postsecondary teachers .....	26.30	27.23	31.42	40.64	45.25
Primary, secondary, and special education school teachers .....	22.92	28.55	38.09	41.62	44.89
Elementary and middle school teachers .....	22.63	28.55	38.09	40.77	45.42
<b>Healthcare practitioner and technical occupations</b> .....	11.50	16.64	21.32	23.50	28.94
Registered nurses .....	11.50	20.16	22.85	24.48	33.27
<b>Healthcare support occupations</b> .....	7.46	9.50	9.87	10.58	15.43
Nursing, psychiatric, and home health aides .....	7.35	9.87	9.87	10.58	12.92
Nursing aides, orderlies, and attendants .....	9.55	9.87	10.00	10.58	12.92
<b>Protective service occupations</b> .....	12.26	13.22	18.71	24.74	27.09
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.50	8.00	8.47	11.88	11.88
Building cleaning workers .....	7.50	8.00	8.47	9.07	10.87
Janitors and cleaners, except maids and housekeeping cleaners .....	7.50	8.00	8.45	8.47	12.81
<b>Personal care and service occupations</b> .....	6.25	7.15	7.50	8.18	11.54
<b>Sales and related occupations</b> .....	7.15	8.97	10.93	17.65	24.52
First-line supervisors/managers, sales workers .....	11.54	11.54	14.18	22.71	24.52
First-line supervisors/managers of retail sales workers .....	11.54	11.54	14.18	22.71	24.52
Retail sales workers .....	7.15	7.15	9.23	14.91	18.02
Retail salespersons .....	6.91	8.97	11.79	16.20	21.71
<b>Office and administrative support occupations</b> .....	8.21	10.47	11.85	14.75	17.45
Financial clerks .....	9.29	10.99	11.85	13.02	19.07
Bookkeeping, accounting, and auditing clerks .....	10.60	11.38	13.02	17.45	19.07
Customer service representatives .....	11.00	11.36	11.67	13.26	17.81
Secretaries and administrative assistants .....	10.47	11.04	14.19	16.00	17.00
Executive secretaries and administrative assistants .....	11.04	12.45	14.19	15.89	17.07
Office clerks, general .....	8.86	10.50	11.39	13.25	14.85
<b>Construction and extraction occupations</b> .....	11.10	15.00	18.58	25.41	25.41
<b>Installation, maintenance, and repair occupations</b> .....	8.50	13.67	20.15	20.77	25.95
Industrial machinery installation, repair, and maintenance workers .....	8.50	8.50	13.48	15.76	17.01
Maintenance and repair workers, general .....	8.50	8.50	12.06	17.01	17.01
<b>Production occupations</b> .....	10.35	12.00	13.11	16.21	17.72
Miscellaneous assemblers and fabricators .....	11.50	12.44	14.24	16.21	17.17
Machine tool cutting setters, operators, and tenders, metal and plastic .....	8.50	9.30	10.65	12.62	16.50
Welding, soldering, and brazing workers .....	11.50	12.43	12.43	14.00	17.70
Welders, cutters, solderers, and brazers .....	11.50	12.43	12.43	14.00	17.70
Miscellaneous production workers .....	12.00	12.00	12.00	12.25	13.75
<b>Transportation and material moving occupations</b> .....	8.00	10.60	12.97	16.80	31.14
Driver/sales workers and truck drivers .....	10.00	11.10	11.10	15.79	16.80
Laborers and material movers, hand .....	8.00	8.25	10.60	12.33	15.03

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Johnstown, PA, June 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b> —Continued Laborers and freight, stock, and material movers, hand .....	\$8.05	\$8.60	\$10.60	\$10.91	\$16.49

<sup>1</sup> 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.

<sup>2</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Johnstown, PA, June 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.25	\$6.71	\$7.25	\$10.50	\$21.85
<b>Education, training, and library occupations</b> .....	8.50	8.50	10.85	14.40	32.50
<b>Healthcare practitioner and technical occupations</b> .....	8.39	13.30	21.85	29.00	34.45
<b>Healthcare support occupations</b> .....	6.25	7.00	8.00	10.72	12.38
<b>Food preparation and serving related occupations</b> .....	3.08	6.65	7.15	7.15	8.00
<b>Building and grounds cleaning and maintenance occupations</b> .....	5.30	6.65	7.25	8.75	8.75
Building cleaning workers .....	5.30	6.65	7.25	8.75	8.75
<b>Personal care and service occupations</b> .....	6.25	6.25	6.71	10.11	23.30
<b>Sales and related occupations</b> .....	5.90	6.65	7.15	8.40	12.00
Retail sales workers .....	5.90	6.65	7.15	8.40	12.00
Cashiers, all workers .....	5.82	6.40	7.15	7.15	7.45
Cashiers .....	5.82	6.40	7.15	7.15	7.45
Retail salespersons .....	5.90	6.88	7.30	10.00	12.00
<b>Office and administrative support occupations</b> .....	7.00	7.50	8.87	10.75	12.10
<b>Transportation and material moving occupations</b> .....	6.25	6.25	7.15	8.00	10.88
Laborers and material movers, hand .....	6.25	6.25	6.50	7.00	7.15

<sup>1</sup> 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.

<sup>2</sup> 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Johnstown, PA, June 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.61	\$14.50	\$650	\$570	39.1	\$33,413	\$29,619	2,012
<b>Management occupations</b> .....	31.24	24.96	1,281	1,076	41.0	66,617	55,973	2,132
<b>Business and financial operations occupations</b> .....	18.25	18.96	714	701	39.1	37,139	36,462	2,035
<b>Architecture and engineering occupations</b> .....	22.19	20.60	888	824	40.0	46,164	42,848	2,080
Engineers .....	32.23	32.50	1,289	1,300	40.0	67,042	67,602	2,080
<b>Life, physical, and social science occupations</b> .....	21.93	22.22	859	833	39.2	44,728	43,462	2,040
<b>Community and social services occupations</b> .....	13.59	12.80	535	512	39.4	27,360	26,624	2,013
<b>Education, training, and library occupations</b> .....	31.65	31.42	1,170	1,128	37.0	47,407	49,736	1,498
Postsecondary teachers .....	33.16	31.42	1,171	1,128	35.3	52,962	56,594	1,597
Primary, secondary, and special education school teachers .....	35.33	38.09	1,318	1,413	37.3	49,166	52,566	1,392
Elementary and middle school teachers .....	35.09	38.09	1,313	1,413	37.4	48,849	52,566	1,392
<b>Healthcare practitioner and technical occupations</b> .....	20.74	21.32	810	815	39.0	42,099	42,393	2,030
Registered nurses .....	23.31	22.85	913	913	39.1	47,459	47,451	2,036
<b>Healthcare support occupations</b> .....	10.48	9.87	407	370	38.9	21,182	19,237	2,021
Nursing, psychiatric, and home health aides .....	9.88	9.87	383	370	38.8	19,930	19,237	2,016
Nursing aides, orderlies, and attendants .....	10.32	10.00	398	397	38.6	20,712	20,631	2,006
<b>Protective service occupations</b> .....	19.12	18.71	757	715	39.6	39,443	37,305	2,062
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.79	8.47	383	339	39.2	18,467	17,622	1,887
Building cleaning workers .....	9.01	8.47	351	336	39.0	18,260	17,453	2,027
Janitors and cleaners, except maids and housekeeping cleaners .....	8.92	8.45	357	338	40.0	18,555	17,576	2,080
<b>Personal care and service occupations</b> .....	8.49	7.50	327	300	38.5	16,790	15,600	1,977
<b>Sales and related occupations</b> .....	15.23	10.93	602	511	39.5	31,286	26,582	2,055
First-line supervisors/managers, sales workers .....	16.65	14.18	696	596	41.8	36,172	30,967	2,173
First-line supervisors/managers of retail sales workers .....	16.65	14.18	696	596	41.8	36,172	30,967	2,173
Retail sales workers .....	11.90	9.23	450	369	37.8	23,412	19,196	1,968
Retail salespersons .....	14.17	11.79	585	456	41.3	30,435	23,716	2,148
<b>Office and administrative support occupations</b> .....	12.54	11.85	485	467	38.6	25,211	24,276	2,010
Financial clerks .....	12.63	11.85	493	474	39.0	25,646	24,648	2,030
Bookkeeping, accounting, and auditing clerks .....	13.88	13.02	544	521	39.2	28,293	27,084	2,038
Customer service representatives .....	13.18	11.67	527	467	40.0	27,406	24,276	2,080
Secretaries and administrative assistants .....	14.31	14.19	549	540	38.4	28,571	28,080	1,997
Executive secretaries and administrative assistants .....	14.85	14.19	579	554	39.0	30,122	28,829	2,028
Office clerks, general .....	11.86	11.39	429	433	36.2	22,309	22,526	1,880

See footnotes at end of table.



Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Johnstown, PA, June 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Construction and extraction occupations</b> .....	\$19.33	\$18.58	\$767	\$697	39.7	\$39,590	\$36,225	2,048
<b>Installation, maintenance, and repair occupations</b> .....	18.14	20.15	693	732	38.2	36,053	38,043	1,987
Industrial machinery installation, repair, and maintenance workers	12.63	13.48	505	539	40.0	26,263	28,038	2,080
Maintenance and repair workers, general .....	12.37	12.06	495	482	40.0	25,729	25,085	2,080
<b>Production occupations</b> .....	14.03	13.11	561	524	40.0	29,158	27,248	2,078
Miscellaneous assemblers and fabricators .....	14.26	14.24	570	570	40.0	29,661	29,619	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	11.71	10.65	468	426	40.0	24,348	22,152	2,080
Welding, soldering, and brazing workers .....	13.32	12.43	533	497	40.0	27,702	25,850	2,080
Welders, cutters, solderers, and brazers .....	13.32	12.43	533	497	40.0	27,702	25,850	2,080
Miscellaneous production workers .....	12.56	12.00	502	480	40.0	26,121	24,960	2,080
<b>Transportation and material moving occupations</b> .....	16.43	12.97	644	493	39.2	33,472	25,646	2,038
Driver/sales workers and truck drivers	13.76	11.10	509	444	37.0	26,478	23,088	1,925
Laborers and material movers, hand ..	11.05	10.60	442	424	40.0	22,977	22,048	2,080
Laborers and freight, stock, and material movers, hand .....	10.92	10.60	437	424	40.0	22,713	22,048	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Johnstown, PA, June 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.24	\$14.02	\$636	\$550	39.2	\$32,977	\$28,500	2,031
<b>Management occupations</b> .....	33.23	30.77	1,376	1,231	41.4	71,561	64,000	2,153
<b>Business and financial operations occupations</b> .....	18.25	18.96	714	701	39.1	37,139	36,462	2,035
<b>Architecture and engineering occupations</b> .....	22.19	20.60	888	824	40.0	46,164	42,848	2,080
Engineers .....	32.23	32.50	1,289	1,300	40.0	67,042	67,602	2,080
<b>Education, training, and library occupations</b> .....	27.93	26.30	1,072	1,052	38.4	51,355	54,710	1,839
Postsecondary teachers .....	32.38	28.21	1,216	1,128	37.5	55,749	56,638	1,722
<b>Healthcare practitioner and technical occupations</b> .....	20.91	21.47	816	830	39.0	42,446	43,160	2,030
Registered nurses .....	23.31	22.85	913	913	39.1	47,459	47,451	2,036
<b>Healthcare support occupations</b> .....	9.79	9.87	378	370	38.6	19,669	19,237	2,009
Nursing, psychiatric, and home health aides .....	9.82	9.87	380	370	38.7	19,756	19,237	2,011
Nursing aides, orderlies, and attendants .....	10.30	10.00	396	397	38.4	20,584	20,631	1,999
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.61	8.47	375	339	39.1	17,884	17,622	1,862
Building cleaning workers .....	8.58	8.47	333	324	38.8	17,297	16,835	2,016
Janitors and cleaners, except maids and housekeeping cleaners .....	8.28	8.00	331	320	40.0	17,213	16,640	2,080
<b>Sales and related occupations</b> .....	15.23	10.93	602	511	39.5	31,286	26,582	2,055
First-line supervisors/managers, sales workers .....	16.65	14.18	696	596	41.8	36,172	30,967	2,173
First-line supervisors/managers of retail sales workers .....	16.65	14.18	696	596	41.8	36,172	30,967	2,173
Retail sales workers .....	11.90	9.23	450	369	37.8	23,412	19,196	1,968
Retail salespersons .....	14.17	11.79	585	456	41.3	30,435	23,716	2,148
<b>Office and administrative support occupations</b> .....	12.60	12.25	486	473	38.6	25,287	24,621	2,008
Financial clerks .....	12.77	12.05	500	474	39.2	26,009	24,648	2,037
Bookkeeping, accounting, and auditing clerks .....	13.88	13.02	544	521	39.2	28,293	27,084	2,038
Customer service representatives .....	13.18	11.67	527	467	40.0	27,406	24,276	2,080
Secretaries and administrative assistants .....	14.95	15.53	568	590	38.0	29,540	30,680	1,976
Executive secretaries and administrative assistants .....	16.07	15.53	622	596	38.7	32,334	30,978	2,012
Office clerks, general .....	11.68	11.28	421	422	36.0	21,898	21,934	1,874
<b>Construction and extraction occupations</b> .....	19.67	18.72	784	749	39.8	40,759	38,940	2,072
<b>Installation, maintenance, and repair occupations</b> .....	18.14	20.15	693	732	38.2	36,053	38,043	1,987
Industrial machinery installation, repair, and maintenance workers .....	12.63	13.48	505	539	40.0	26,263	28,038	2,080
Maintenance and repair workers, general .....	12.37	12.06	495	482	40.0	25,729	25,085	2,080
<b>Production occupations</b> .....	14.03	13.11	561	524	40.0	29,158	27,248	2,078
Miscellaneous assemblers and fabricators .....	14.26	14.24	570	570	40.0	29,661	29,619	2,080

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Johnstown, PA, June 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Production occupations</b> –Continued								
Machine tool cutting setters, operators, and tenders, metal and plastic .....	\$11.71	\$10.65	\$468	\$426	40.0	\$24,348	\$22,152	2,080
Welding, soldering, and brazing workers .....	13.32	12.43	533	497	40.0	27,702	25,850	2,080
Welders, cutters, solderers, and brazers .....	13.32	12.43	533	497	40.0	27,702	25,850	2,080
Miscellaneous production workers .....	12.56	12.00	502	480	40.0	26,121	24,960	2,080
<b>Transportation and material moving occupations</b> .....								
Driver/sales workers and truck drivers	16.50	13.12	648	497	39.3	33,686	25,834	2,042
Laborers and material movers, hand ..	13.76	11.10	509	444	37.0	26,478	23,088	1,925
Laborers and freight, stock, and material movers, hand .....	11.05	10.60	442	424	40.0	22,977	22,048	2,080
	10.92	10.60	437	424	40.0	22,713	22,048	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Johnstown, PA, June 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.76	\$16.97	\$761	\$641	38.5	\$36,810	\$33,428	1,863
<b>Education, training, and library occupations</b> .....	33.47	36.48	1,215	1,315	36.3	45,961	49,736	1,373
Primary, secondary, and special education school teachers .....	35.33	38.09	1,318	1,413	37.3	49,166	52,566	1,392
Elementary and middle school teachers .....	35.09	38.09	1,313	1,413	37.4	48,849	52,566	1,392
<b>Office and administrative support occupations</b> .....	12.07	11.04	471	442	39.0	24,504	22,963	2,030

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Johnstown, PA, June 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$15.13	\$14.67	\$15.40	\$16.65
Management, professional, and related .....	23.04	22.08	25.67	23.08
Management, business, and financial .....	28.23	28.28	30.15	27.02
Professional and related .....	21.33	20.10	24.06	21.78
Service .....	8.36	7.64	9.99	8.82
Sales and office .....	12.82	12.58	13.60	12.54
Sales and related .....	13.94	14.14	13.32	—
Office and administrative support .....	12.20	11.41	13.76	12.54
Natural resources, construction, and maintenance .....	18.74	19.21	17.68	—
Construction and extraction .....	19.67	20.40	—	—
Installation, maintenance, and repair .....	18.14	18.55	15.92	—
Production, transportation, and material moving .....	14.10	13.69	14.64	—
Production .....	13.99	12.75	15.13	—
Transportation and material moving .....	14.22	14.41	13.71	—
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	4.2	6.3	5.6	3.7
Management, professional, and related .....	5.7	13.0	5.1	4.2
Management, business, and financial .....	13.0	24.5	11.8	14.5
Professional and related .....	5.5	12.0	6.2	5.0
Service .....	4.0	6.0	5.3	7.4
Sales and office .....	4.9	7.6	4.7	8.7
Sales and related .....	14.6	19.6	6.2	—
Office and administrative support .....	4.0	7.1	6.5	8.7
Natural resources, construction, and maintenance .....	6.3	6.7	2.3	—
Construction and extraction .....	9.1	10.0	—	—
Installation, maintenance, and repair .....	7.3	7.7	4.4	—
Production, transportation, and material moving .....	10.4	17.8	6.3	—
Production .....	5.9	4.5	9.2	—
Transportation and material moving .....	21.7	29.6	2.9	—

<sup>1</sup> 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.

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

<sup>3</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Johnstown, PA, June 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.35	\$13.25	\$641	\$519	39.2	\$33,241	\$27,004	2,033
<b>Management occupations</b> .....	31.25	21.53	1,320	1,076	42.2	68,637	55,973	2,196
<b>Healthcare practitioner and technical occupations</b> .....	18.40	16.64	727	665	39.5	37,820	34,605	2,055
<b>Sales and related occupations</b> .....	15.43	11.54	607	511	39.4	31,587	26,582	2,047
Retail sales workers .....	12.27	10.42	455	386	37.0	23,636	20,051	1,926
Retail salespersons .....	16.26	15.00	687	640	42.3	35,746	33,280	2,199
<b>Office and administrative support occupations</b> ....	11.94	11.67	457	454	38.3	23,762	23,629	1,990
Financial clerks .....	12.99	12.40	513	481	39.5	26,658	25,033	2,052
<b>Construction and extraction occupations</b> .....	20.40	19.00	816	760	40.0	42,424	39,520	2,080
<b>Installation, maintenance, and repair occupations</b>	18.55	20.25	704	806	38.0	36,634	41,902	1,975
<b>Production occupations</b> .....	12.81	12.43	512	497	40.0	26,641	25,850	2,080
<b>Transportation and material moving occupations</b>	17.78	11.10	692	444	38.9	36,004	23,088	2,024
Laborers and material movers, hand .....	10.18	10.60	407	424	40.0	21,166	22,048	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Johnstown, PA, June 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.09	\$14.53	\$630	\$581	39.2	\$32,623	\$30,222	2,028
<b>Management occupations</b> .....	36.50	37.97	1,464	1,572	40.1	76,149	81,738	2,086
<b>Business and financial operations occupations</b> ...	20.08	20.04	781	788	38.9	40,600	40,976	2,022
<b>Architecture and engineering occupations</b> .....	25.39	27.16	1,016	1,086	40.0	52,808	56,493	2,080
Engineers .....	31.95	32.50	1,278	1,300	40.0	66,461	67,602	2,080
<b>Healthcare practitioner and technical occupations</b> .....	22.50	22.81	872	857	38.7	45,334	44,554	2,014
Registered nurses .....	24.18	22.85	939	913	38.8	48,808	47,451	2,019
<b>Healthcare support occupations</b> .....	10.67	9.87	406	370	38.0	21,109	19,237	1,978
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.51	8.47	366	339	38.5	18,086	17,622	1,902
Building cleaning workers .....	8.87	8.47	339	339	38.2	17,628	17,622	1,988
<b>Sales and related occupations</b> .....	14.57	10.50	583	420	40.0	30,310	21,840	2,080
Retail sales workers .....	10.97	8.97	439	359	40.0	22,811	18,653	2,080
<b>Office and administrative support occupations</b> ....	13.34	12.89	520	506	39.0	27,052	26,287	2,028
Financial clerks .....	12.24	11.59	472	424	38.6	24,532	22,048	2,005
Secretaries and administrative assistants .....	15.86	15.53	615	596	38.8	32,000	30,978	2,018
Executive secretaries and administrative assistants .....	16.07	15.53	622	596	38.7	32,334	30,978	2,012
Office clerks, general .....	12.16	11.52	471	456	38.7	24,469	23,688	2,013
<b>Construction and extraction occupations</b> .....	17.09	18.58	672	697	39.3	34,933	36,225	2,045
<b>Installation, maintenance, and repair occupations</b> .....	15.08	15.41	604	616	40.1	31,417	32,053	2,083
Industrial machinery installation, repair, and maintenance workers .....	14.85	15.41	594	616	40.0	30,894	32,053	2,080
<b>Production occupations</b> .....	15.09	14.53	604	581	40.0	31,345	30,222	2,077
Miscellaneous assemblers and fabricators .....	14.31	14.24	572	570	40.0	29,756	29,619	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	14.51	15.80	580	632	40.0	30,180	32,864	2,080
<b>Transportation and material moving occupations</b> .....	13.81	14.53	553	581	40.0	28,734	30,222	2,080
Laborers and material movers, hand .....	12.37	12.15	495	486	40.0	25,733	25,272	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Johnstown, PA, June 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$17.21	\$15.91	\$20.08	\$15.02	\$14.97	\$15.98
Management, professional, and related .....	23.98	17.62	25.02	23.12	23.18	22.54
Management, business, and financial .....	—	—	—	27.48	28.23	23.54
Professional and related .....	24.15	17.62	25.24	21.46	21.46	21.57
Service .....	15.39	—	17.85	8.27	8.25	—
Sales and office .....	14.13	15.57	—	12.66	12.70	—
Sales and related .....	—	—	—	13.94	13.94	—
Office and administrative support .....	14.13	15.57	—	11.93	11.96	—
Natural resources, construction, and maintenance ....	22.37	22.96	—	16.81	16.87	—
Construction and extraction .....	—	—	—	18.05	18.22	—
Installation, maintenance, and repair .....	22.59	22.59	—	15.81	15.81	—
Production, transportation, and material moving .....	13.81	13.81	—	14.24	14.29	—
Production .....	14.94	14.94	—	13.37	13.37	—
Transportation and material moving .....	12.53	12.53	—	15.27	15.40	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	7.1	9.0	8.9	4.2	4.4	12.5
Management, professional, and related .....	11.3	6.5	12.4	5.4	5.9	7.4
Management, business, and financial .....	—	—	—	11.5	13.0	14.4
Professional and related .....	10.8	6.5	11.8	5.4	5.8	1.9
Service .....	18.8	—	13.5	4.0	4.3	—
Sales and office .....	8.9	8.7	—	5.0	5.2	—
Sales and related .....	—	—	—	14.6	14.6	—
Office and administrative support .....	8.9	8.7	—	3.9	4.1	—
Natural resources, construction, and maintenance ....	7.7	7.0	—	9.1	9.1	—
Construction and extraction .....	—	—	—	12.6	12.7	—
Installation, maintenance, and repair .....	7.9	7.9	—	7.0	7.0	—
Production, transportation, and material moving .....	7.0	7.0	—	15.9	16.0	—
Production .....	5.6	5.6	—	4.8	4.8	—
Transportation and material moving .....	7.0	7.0	—	30.4	30.5	—

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</sup> 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.

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

information.

<sup>4</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Johnstown, PA, June 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$15.52	\$15.12	\$15.18	\$15.18
Management, professional, and related .....	23.28	23.08	—	—
Management, business, and financial .....	27.87	28.98	—	—
Professional and related .....	21.96	21.33	—	—
Service .....	9.58	8.08	—	—
Sales and office .....	12.48	12.52	14.80	14.80
Sales and related .....	13.17	13.17	15.70	15.70
Office and administrative support .....	12.22	12.26	—	—
Natural resources, construction, and maintenance .....	18.82	18.95	—	—
Construction and extraction .....	—	19.67	—	—
Installation, maintenance, and repair .....	18.42	18.42	—	—
Production, transportation, and material moving .....	14.05	14.08	—	—
Production .....	14.06	14.06	—	—
Transportation and material moving .....	14.03	14.09	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	4.4	4.8	12.6	12.6
Management, professional, and related .....	5.2	5.9	—	—
Management, business, and financial .....	12.3	14.2	—	—
Professional and related .....	4.9	5.5	—	—
Service .....	11.8	3.3	—	—
Sales and office .....	6.4	6.9	14.0	14.0
Sales and related .....	25.8	25.8	11.2	11.2
Office and administrative support .....	3.8	4.2	—	—
Natural resources, construction, and maintenance .....	6.4	6.5	—	—
Construction and extraction .....	—	9.1	—	—
Installation, maintenance, and repair .....	8.1	8.1	—	—
Production, transportation, and material moving .....	11.3	11.3	—	—
Production .....	6.4	6.4	—	—
Transportation and material moving .....	22.3	22.5	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Workers are classified by occupation using the 2000

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

<sup>4</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Johnstown, PA, June 2007

Occupational group <sup>3</sup>	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
<b>All workers</b> .....	-	\$14.54	-	-	-	\$17.42	-	-	\$15.36
Management, professional, and related	-	31.02	-	-	-	22.49	-	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related .....	-	-	-	-	-	20.41	-	-	-
Service .....	-	-	-	-	-	-	-	-	-
Sales and office .....	-	15.89	-	-	-	12.98	-	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	14.55	-	-	-	12.89	-	-	-
Natural resources, construction, and maintenance .....	-	14.78	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	13.93	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	13.86	-	-	-	-	-	-	-
Production .....	-	14.08	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	-	6.8	-	-	-	10.0	-	-	23.3
Management, professional, and related	-	24.4	-	-	-	7.1	-	-	-
Management, business, and financial	-	-	-	-	-	-	-	-	-
Professional and related .....	-	-	-	-	-	8.2	-	-	-
Service .....	-	-	-	-	-	-	-	-	-
Sales and office .....	-	11.1	-	-	-	8.1	-	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	.2	-	-	-	8.6	-	-	-
Natural resources, construction, and maintenance .....	-	4.2	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	5.4	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	5.2	-	-	-	-	-	-	-
Production .....	-	5.9	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> 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.

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

<sup>4</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

# 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 Johnstown, PA, Metropolitan Statistical Area (MSA) consists of Cambria County, PA.

### 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 workers<sup>1</sup> represented by the survey, Johnstown, PA, June 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	77,000	68,500	8,500
Management, professional, and related .....	17,000	12,900	4,100
Management, business, and financial .....	3,500	2,800	700
Professional and related .....	13,400	10,100	3,400
Service .....	18,100	15,200	2,800
Sales and office .....	17,800	16,700	1,100
Sales and related .....	5,900	5,900	–
Office and administrative support .....	11,900	10,800	1,100
Natural resources, construction, and maintenance ....	8,300	7,900	–
Construction and extraction .....	3,700	3,300	–
Installation, maintenance, and repair .....	4,500	4,500	–
Production, transportation, and material moving .....	16,000	15,900	–
Production .....	7,800	7,800	–
Transportation and material moving .....	8,200	8,100	–

<sup>1</sup> 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.

<sup>2</sup> Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Johnstown, PA, June 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	3,525	3,267	258
Total in sample .....	214	197	17
Responding .....	127	112	15
Refused or unable to provide data .....	54	52	2
Out of business or not in survey scope .....	33	33	0

<sup>1</sup> 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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